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AGREEMENT

BY AND BETWEEN

THE CITY OF RAHWAY

AND

**THE INTERNATIONAL BROTHERHOOD OF
TEAMSTERS, LOCAL UNION NO. 469**

January 1, 2016 through December 31, 2021

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PREAMBLE

This is an Agreement, hereinafter referred to as the “Agreement” or “contract,” by and between the City of Rahway, New Jersey, hereinafter referred to as the “Employer” or the “City,” and the International Brotherhood of Teamsters, hereinafter referred to as “Teamster Local Union No. 469” or the “Union.”

ARTICLE I
RECOGNITION

1. The Employer recognizes the Union as the sole and exclusive bargaining agent for all employees covered by this Agreement, in all matters pertaining to rates of pay, wages (salaries), hours of work, benefits and other terms and conditions of employment.

2. The provisions of this Agreement shall apply to all accretions to the bargaining unit, including but not limited to, new job classifications or groups of employees not presently provided for, newly established or acquired facilities and/or consolidation of facilities.

3. Excluded from the bargaining unit are all professional, watchmen, guards, office clericals and other employees excluded under the Public Employment Relations Act. Included are all employees of the City of Rahway Department of Public Works and Sanitation Division.

ARTICLE II
SUPERVISORY & OTHER EXCLUDED PERSONNEL

At no time will any excluded employee or employees with supervisory authority be permitted to perform any work covered by this Agreement. However, this provision shall not restrict the Employer from making temporary work assignments for the purpose of training or for temporary emergency needs, but this provision shall not be used by the Employer to circumvent the terms of this Agreement or deny employees the opportunity to earn wages.

ARTICLE III
TRANSFER OF TITLE OR INTEREST

This Agreement shall be binding upon the parties hereto, their successors, administrators, executors and assignees.

ARTICLE IV

DUES CHECK-OFF

1. The Employer agrees to deduct the initiation fee and/or dues from the wages of each Employee who is a member of the Union and to forthwith remit the same to the Union office.
2. The Union agrees to file a dues deduction authorization form with the Employer for each Employee prior to such deductions.
3. The Union shall indemnify, defend, and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon the salary deduction authorization cards submitted by the Union to the City.

ARTICLE V

MANAGEMENT'S RIGHTS

Except to the extent expressly modified by a provision of applicable law and/or a provision of this contract, the City of Rahway reserves and retains, solely and exclusively, all of its statutory and common law rights to manage the operation of the Department of the City of Rahway, as such rights existed prior to this or any other agreement with the Union. The sole and exclusive rights of the City of Rahway shall include, but are not limited to, its right to determine the existence or non-existence of needs or facts which are the basis for the existence or structure of any Department; rights to management decisions, establishing or continuing policies, practices or procedures for the conduct of any Department and their services to the citizens of Rahway, and from time to time, to change or abolish such practices or procedures; to comply with the public's "right to know" and establish accountability methods, such as electronic or mechanical time-worked recording devices, as the efficient governing of the City and the aforesaid compliance require; its right to determine, and from time to time, predetermine the number, locations and types of its officers and employees or to discontinue any performance by officers or employees of the City of Rahway; to determine

the number of hours per day or week any operation of any Department may be carried on; to select and determine the number and types of employees required; to assign such work to such employees in accordance with the requirements determined by the Departments and City management authorities; to establish training programs and upgrading requirements for employees; to establish and change work schedules and assignments; to transfer, promote or demote employees for just cause, or to lay off, terminate or otherwise relieve employees from duty for lack of work or other legitimate reasons; to determine the facts of lack of work; to establish, continue, alter and enforce reasonable work rules; take action to maintain discipline; to suspend, discharge or otherwise discipline employees for just cause; and to otherwise take such measures as may be determined as necessary for the orderly and efficient and effective operation of City Departments and City government in general, and for the public health, safety and welfare, provided that nothing herein shall prevent the Shop Steward or Local Union Representative from presenting a grievance for an alleged violation of any specific Article or term of this Agreement.

ARTICLE VI

INSPECTION PRIVILEGES

Authorized agents of the Union shall have access to the Employer's establishment during working hours for the purposes of adjusting disputes, investigating working conditions, collection of dues and ascertaining that the Agreement is being adhered to, provided however, that there is no interruption of the Employer's working schedule.

ARTICLE VII

SHOP STEWARDS

1. The Employer recognizes the right of the Union to designate one (1) Shop Steward and one (1) Alternate, each for the Division of Public Works and the Sanitation Division.

2. The authority of the Shop Steward and the Alternate, so designated by the Union, shall be limited to, and shall not exceed the following duties and activities:

- a. The investigation and presentation of grievances in accordance with the provisions of the collective negotiations agreement;
- b. The collection of dues when authorized by appropriate union action;
- c. The transmission of messages and information which shall originate with and are authorized by the Union or its officers, provided such messages and information:
 1. Have been reduced to writing, or;
 2. If not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with the Employer's business.

3. The Shop Steward and Alternate have no authority to order or implement any strike action, or any other job action interrupting the Employer's business.

4. The Employer recognizes these limitations upon the authority of the Shop Steward and Alternate and shall not hold the Union liable for any unauthorized acts. The Employer, in so recognizing such limitations, shall have the authority to impose proper discipline, including discharge, in the event the Shop Steward or Alternate has taken unauthorized strike action, slowdown or work stoppage in violation of this Agreement.

5. The Steward shall be permitted a reasonable amount of time to investigate, present and process grievances on or off the property of the Employer without loss of time or pay. Such time spent in handling grievances shall be during regular working hours, and after receiving approval from the immediate superior, which approval shall not be unreasonably withheld, and such hour shall be considered working hours in computing daily and/or weekly overtime.

6. The Union shall notify the City, in writing, as to the names of the Shop Steward and Alternate and any changes as they occur. Upon written notification to the City, the Shop

Steward or Alternate may be given leave, with pay, to attend Union seminar, educational functions or conventions, not to exceed a total of six (6) days in any one (1) year. Such time off as herein described is not to exceed one (1) event, of no more than three (3) days in duration, in any calendar year. To receive leave under this section the Shop Steward and/or Alternate must provide the Director of Public Works or his designee with written notification of his intent to take such leave at least five (5) working days before the date said leave is to commence.

ARTICLE VIII

GRIEVANCE PROCEDURE

1. A grievance within the meaning of this Agreement shall be any difference of opinion, controversy or dispute arising between the parties, hereto, relating to any matter of wages, hours and working conditions or any dispute between the parties involving the interpretation or application of any provision of this Agreement.

2. An aggrieved employee shall present his grievance, in writing, to the Employer within twenty (20) days of its occurrence or such grievance shall be deemed waived.

3. In the event of such grievance, the steps hereafter set forth shall be followed:

Step 1 - The employee and the Steward, or the employee individually, but in the presence of a Steward, shall take up the complaint with the immediate supervisor. In the event the complaint is not satisfactorily settled within five (5) working days, the Steward or Local Union Representative may forward the grievance to the next procedure.

Step 2 - The Steward will discuss the grievance with the head of the department involved. In the event the grievance is not satisfactorily adjusted within five (5) working days, the grievance may be appealed at the next step by the Steward or Local Union Representative. If the Union fails to file an appeal, the grievance shall be deemed waived.

Step 3 - The Union representative and the Employer representative or any such designated person shall meet to discuss the grievance within ten (10) working days at the completion of the previous step. In the event of failure to reach a satisfactory adjustment of the grievance within seven (7) working days, the grievance may be taken to arbitration by either party, upon notice to the other party.

4. If at any time the aggrieved employee appeals his grievance before the N.J. Civil Service Commission, then from that point in time, the grievance and arbitration procedure can no longer be utilized to adjust the subject grievance.

5. If the City fails to abide by the timelines set forth in Step III, then the Union may file for arbitration within thirty (30) days.

6. A grievance may be taken to arbitration by the Local Union Representative only.

ARTICLE IX

ARBITRATION

In the event the City's decision regarding a grievance is unsatisfactory, the Local Union Representative may petition the New Jersey Public Employment Relations Commission ("PERC") to arbitrate the grievance. All decisions of a PERC-appointed arbitrator will be final and binding upon the City and the Union. The expenses of the arbitration shall be borne equally by the parties to this agreement. The arbitrator shall not have the power to, in any way, add to, delete from or modify this Agreement.

ARTICLE X

NO STRIKE - NO LOCKOUT

Both parties agree to settle any differences through the grievance and arbitration procedure; therefore, the Union agrees that it will not call a strike or any other action interrupting the

Employer's business, and the City agrees that it will not lock out its employees during the term of this Agreement.

ARTICLE XI

SEPARATION FROM EMPLOYMENT

Upon resignation (except retirement or termination for cause) the City will pay an employee their accrued but unused vacation, compensation, and personal time on a prorated basis due to the employee. If an employee works until July 1st of the year in which he retires, the employee will be paid for a full year's allocation of unused vacation, compensatory, and personal time. The employee shall return all uniforms, equipment and manuals issued by the City. Failure to do so will result in a monetary adjustment to the pay due the employee.

ARTICLE XII

DISCHARGE OR SUSPENSION

1. The Employer shall not discharge or suspend any employee without just cause. In all cases involving the discharge or suspension of any employee, the Employer must immediately notify the employee, in writing, of his discharge or suspension and the reason therefore. Such written notice shall also be given to the Shop Steward, and a copy mailed to the Union office within one (1) working day from the time of the discharge or suspension.

2. In respect to discharge or suspension, the Employer must give at least one (1) warning notice of the specific complaint against such employee, in writing, when it is practicable to do so, and a copy of the same to the Union and the Shop Steward. The warning notice, as herein provided, shall not remain in effect for a period of more than six (6) months from the date of the occurrence upon which the complaint and warning notice are based.

3. Notice of appeal from discharge or suspension must be made to the Employer, in writing, within ten (10) days from the date of discharge and/or suspension.

4. Should it be proven that an injustice has been done to a discharged or suspended employee, he shall be fully reinstated in his position and compensated at his usual rate of pay for lost work opportunity. If the Union and the Employer are unable to agree as to the settlement of the case, then it may be referred to the grievance machinery as herein set forth.

ARTICLE XIII

UNION BULLETIN BOARD

The Employer agrees to provide a bulletin board in a conspicuous place in each facility where employees report to work. Postings by the Union on such bulletin boards are to be confined to official business of the Union.

ARTICLE XIV

NON-DISCRIMINATION

1. Neither the Employer nor the union will discriminate against any employee, or those seeking employment, because of race, creed, color, national origin, nationality, ancestry, age, sex (including pregnancy), familial status, marital status, domestic partnership or civil union states, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for military service for military service, and mental or physical disability, perceive disability, and AIDS and HIV status, nor because of membership or non-membership in any church society or fraternity.

ARTICLE XV

WORK ASSIGNMENTS

1. The Employer agrees to respect the jurisdictional rules of the Union, and shall not direct or require its employees or persons other than the employees in the bargaining unit involved to perform work which is recognized as the work of the employees in said unit.

2. The Employer agrees not to direct or require an employee to perform any work other than the work prescribed of the individual employee's classification, unless otherwise specifically provided for in this Agreement; however, this provision shall not restrict the Employer from meeting temporary emergency needs, but this provision shall not be used by the Employer to circumvent the terms of this Agreement or to deny employees the opportunity to earn wages.

ARTICLE XVI

SUBCONTRACTING

For the purpose of preserving work and job opportunities for the employees covered by this Agreement, the Employer agrees that no work or services of the kind, nature or type presently performed, or hereafter assigned to the collective bargaining unit will be subcontracted, transferred, leased, assigned or conveyed, in whole or in part, to any other person or non-unit employees for the purpose of eliminating jobs or replacing employees in the bargaining unit.

ARTICLE XVII

NOTIFICATION TO THE UNION

1. The Employer will notify the Union, in writing, of all promotions, demotions, transfers, suspensions and discharges. The employer will notify the Union, in writing, prior to layoff according to Civil Service regulations.

2. The Employer will provide the Union with an updated list of covered employees, showing names, address, classification and social security number.

3. The Employer will notify the Union of additions and deletions to the payroll of covered employees as they occur.

ARTICLE XVIII

PROBATIONARY PERIOD

All newly hired permanent employees shall serve a probationary period of ninety (90) calendar days. During this probationary period, the Employer reserves the right to terminate a probationary employee for any reason. A probationary employee's termination shall not be subject to or covered by the grievance and arbitration provisions of this Agreement.

All employees hired on or after the effective date of this Agreement shall be in the process of obtaining a commercial driver's license during their probationary period. However, all such employees shall obtain a commercial driver's license before the end of their first (1st) year of employment with the City or will be subject to discipline up to and including termination.

ARTICLE XIX

SENIORITY

1. Seniority shall mean a total of all periods of permanent employment within the department covered by this Agreement.
2. An employee shall lose seniority rights for any one of the following reasons:
 - a. Voluntary resignation;
 - b. Discharge for just cause;
 - c. Failure to report to work for five (5) working days (the Employer may require substantiating proof of illness or accident).

ARTICLE XX

LAYOFFS & RECALL

1. The Employer may reduce the work force pursuant to N.J. Civil Service Commission Rules and Regulations, specifically N.J.A.C. 4A:8-1.1, et seq. A laid-off employee shall have preference for reemployment pursuant to N.J.A.C. 4A:8-2.3. The Employer may reduce

the working force, only due to lack of work. When the Employer reduces the working force, the employee in the classification affected by the layoff, who has the least departmental seniority, shall be laid off first, provided the remaining employees, within that classification, have the experience, skill and ability to perform the remaining work, without training.

- a. All layoffs should be in accordance with any approved seniority rights, provided by existing statutes.
- b. Notice of such layoffs will be given at least forty-five (45) days before the scheduled layoff.
- c. All laid off employees shall have recall rights in accordance with the Civil Service statute and regulations.
- d. The Employer shall rehire laid off employees in the order of greatest employment seniority, in accordance with rehiring provisions and any approved seniority rights, provided by existing statutes. Under no circumstances, whatsoever, shall the Employer hire from the open labor market while any employee has an unexpired term of preference for re-employment, who is ready, willing, qualified and able to be re-employed.
- e. Notice of re-employment to an employee who has been laid off shall be made by registered or certified mail to the last known address of such employee.
- f. Any laid off employee who does not respond in the affirmative to that recall notice within seven (7) days of the date that notice was mailed to his/her last known address, waives their right to re-call and re-employment. The term "last known address" as used in this Article shall mean the most recent address contained in the employee's personnel file. Each employee has the obligation of notifying the Director of the Department, in writing, of any change in his/her address.

ARTICLE XXI

PROMOTIONS AND TRANSFERS

1. The bargaining unit shall be composed of promotional units by department.
2. Promotion is hereby defined as a move from a lower pay grade to a higher pay grade. It is the intention of the Employer to fill job vacancies from within the bargaining unit, before hiring new employees, provided employees are available with the necessary qualifications to fill the vacant position.
3. Notice of all job vacancies shall be posted on the bulletin boards. This notice shall remain on the bulletin board for eleven (11) working days and will include job title, pay grade and a brief description of job duties, including qualifications and necessary skills. Only those employees who submit an application during the eleven (11) days will be considered for the job and will be permitted to file a grievance against the final selection.
4. Unless existing statutes give specific preference otherwise, vacancies shall first be offered to the most senior qualified employee who bids from the next lower pay grade classification within the promotional unit in which the vacancy exists, and who has the skills, ability, and qualifications to perform the job duties. Promotions to the positions of Supervisor and Assistant Supervisor shall be open to employees in the four salary range under said positions.
5. The successful bidder shall receive a trial period of ninety (90) days in his new position. Such employee shall be compensated at the rate of pay of his new classification.
6. If the employee fails to successfully meet these requirements within the probationary period, he shall be returned to his former classification and shall assume seniority and pay as though he had never left his old classification.
7. In order to be considered for promotion, all applicants must provide the Director of Public Works with a copy of the application and all related documentation prior to mailing same to the N.J. Civil Service Commission.

ARTICLE XXII

JOB CLASSIFICATION SHEETS

1. The Employer will prepare, and make available to the Union, job classification sheets, defining the principal functions of each job classification covered by this Agreement, and any new classifications coming under this Agreement.

2. At least thirty (30) days before putting a new classification into effect, the Employer shall give the Union a job classification sheet for discussion and for the purpose of negotiating a rate.

ARTICLE XXIII

HOURS OF WORK

1. The regular workweek shall be Monday through Friday. The Employer shall schedule employees for hours of work as follows:

- a. With respect to the Street Division, the workday shall commence at 7:00 a.m. and end at 3:00 p.m. The workday shall consist of an eight-hour day including a paid half ($\frac{1}{2}$) hour lunch break and a paid fifteen (15) minute on-site break.
- b. With respect to the Public Works Department City Hall workers, the workday shall commence at 8:00 a.m. and end at 4:30 p.m. The workday shall consist of an eight-hour day including a paid one (1) hour lunch break and a paid fifteen (15) minute on-site break.
- c. With respect to the Sanitation Division, the workday shall commence at 6:00 a.m. and end at 2:00 p.m. The workday shall consist of an eight-hour day including a paid half ($\frac{1}{2}$) hour lunch break and a paid fifteen (15) minute on-site break.

2. Call in Time

a. Sickness

- (1) If an employee is sick, he/she must notify the City one-half (½) hour before their respective starting time in order to receive any unused sick pay he/she is entitled to.
- (2) If an employee calls in after his/her respective starting time, he/she will receive no compensation for that day, regardless of any sick leave that employee may have accumulated.

b. Lateness

- (1) If an employee is to be late, that employee is to make every effort, within reason, to call in before his/her respective starting time of 6:00 a.m., 7:00 a.m. or 8:00 a.m. so that work crews may be formed in that employee's absence.
- (2) If an employee calls in before his/her respective starting time and will be no more than thirty (30) minutes late, there will be no docking. This, however, is not to be the habitual conduct of an employee.
- (3) If an employee will be over one-half (½) hour late, he/she shall report in at 12:00 noon, or after the end of the lunch break.
- (4) If an employee calls in after his/her respective starting, he/she may lose a minimum of one-half (½) day's pay or a maximum of one (1) full day's pay.

3. Sick leave will be administered pursuant to Article XXXI.

4. The Employer agrees not to require any employee to take time off to compensate for overtime worked. An employee shall have the option to request compensatory time off in lieu of receiving premium pay for overtime hours worked, such compensatory time to be computed at

the appropriate premium pay hourly rate to determine time off, and shall require the consent of the Employer.

ARTICLE XXIV

RATE OF PAY

Employees shall be classified in accordance with skills used and shall be paid not less than the minimum for such classification. The parties, hereby agree that the classifications and salary ranges, as set forth in the City's Salary Ordinance as adopted, are proper, except for pay raise as herein. The parties hereby agree that the classification of employees in effect at the time of the signing of this Agreement is proper.

All salaries shall be administered in accordance with the salary scheduled referenced in Schedule A.

ARTICLE XXIV A

ON CALL

1. The Employer may put on call any employee in the Sanitation Division and Public Works Division. In the Division of Public Works, one (1) Supervisor, one (1) Sewer Worker and one (1) Mechanic shall be on call at all times. Being on call is defined as being restricted by the employer from traveling more than a certain distance from the work site after work hours, as prescribed by the employer; being required to be available to communications, as prescribed by the Employer; and being required to report for work at the request of the Employer. No employee may refuse being put on call. In order to be assigned on-call duty, the employee must be within thirty (30) minutes of responding to the call. Any arrangements an employee makes to be within thirty (30) minutes, so as to be available for on-call duty, shall be the sole responsibility of the employee and is not required to be facilitated by the Employer. Any employee assigned on-call duty who fails to respond to a call within thirty (30) minutes must demonstrate that their delay

was justifiable, or shall be removed from on-call duty. The determination regarding any such justifiable delay shall be made by the Director of Public Works.

2. Employees assigned to on-call duty by the City shall be on call twenty-four (24) hours per day, seven (7) days per week, and shall be compensated at a rate of one hundred and fifty dollars (\$150.00) per week.

3. Employees assigned to on-call duty shall, whenever practicable, be rotated in a system of one (1) week on duty and two (2) weeks (minimum) off. The City agrees that when a sufficient number of employees qualified to do the applicable work are available, it shall schedule four (4) employees, instead of three (3), to be on call. The Union recognizes the City's right to place any category of employees, including maintenance, on call.

ARTICLE XXIV B

CALL BACK

Each employee shall be given a minimum of two (2) hours work, at applicable hourly rates, as per this Agreement, if called back to work after completion of his regular tour of duty.

ARTICLE XXV

WORKING AT DIFFERENT RATES

1. An employee assigned to a classification with a higher rate of pay shall be paid the higher rate of pay for a minimum of four (4) hours for the first four (4) hours worked in that classification, and for a full day where he works in excess of four (4) hours in that classification in one (1) day.

2. Assignments under this provision shall be made by following, in order, the applicable N.J. Civil Service Commission promotional list; if no such list is in effect, then such assignments shall be made in order by seniority of employees in the next lower grade to the

vacancy. These provisions are to be followed by the Employer at all times, unless a demonstrable reason exists for skipping an eligible employee.

3. Any employee working overtime in an upgrade shall be paid overtime based on the rate for the upgraded title.

ARTICLE XXVI

PREMIUM PAY

1. Premium pay shall be defined as time and a half.
2. The Employer agrees to pay premium wages, in accordance with the following rules, when employees are required by the Employer to work overtime.
 - a. All hours spent in the service of the Employer in excess of eight (8) hours in any twenty-four (24) hour period;
 - b. All hours spent in the service of the Employer on any Saturday.
 - c. If an employee is required to work continuous overtime that connects two (2) regularly scheduled shifts, all hours spent working that second regularly scheduled shift shall be paid at the overtime rate.
3. Two (2) times the straight time hourly rate of pay shall be paid for all time spent in the service of the Employer on any Sunday or holiday.
4. Overtime work, including emergency work, shall be rotated by seniority.
5. All overtime performed by employees in the upgraded position shall be paid at the rate of the upgrade.

ARTICLE XXVII

PAYDAY

1. Employees will be paid all earnings on a bimonthly basis (on the 13th and 27th of each month). Employees shall enroll in direct deposit of their paychecks. Employees will be paid

during working hours. When the pay day falls on a weekend or holiday, then the preceding day will be pay day.

2. All employees shall be paid based on an hourly rate.

ARTICLE XXVIII

LONGEVITY

No longer applicable to any employees in this Union.

ARTICLE XXIX

HOLIDAYS

1. The Employer agrees to pay each employee one day's pay, without working, for each of the following holidays:

New Year's Day	Veterans' Day
Presidents' Day	General Election Day
Martin Luther King, Jr. Day	Thanksgiving Day
Good Friday	Day after Thanksgiving Day
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	New Year's Eve
Columbus Day	

plus any holiday declared by either the President, the Governor or the Mayor.

For the purpose of clarification, it is understood that Christmas Eve and New Year's Eve are holidays if it occurs on a Monday, Tuesday, Wednesday or Thursday, but not if it occurs on a Friday, Saturday or Sunday.

2. Any holiday which falls on Saturday shall be celebrated on the preceding Friday.
3. Any holiday which falls on Sunday shall be celebrated on the following Monday.
4. Floating holidays shall be granted to those employees of the Sanitation Division for time worked on the following holidays: Presidents' Day, Good Friday, Columbus Day, Veterans' Day, General Election Day, Day after Thanksgiving Day, Christmas Eve Day and New Year's Eve

Day. Sanitation Division employees may elect to receive four (4) hours pay for New Year's Eve in lieu of a floating holiday.

5. Sanitation Division: Floating holidays to be scheduled by the Director of Public Works and must be used within the calendar year.

ARTICLE XXIX A

PERSONAL DAYS

1. Employees shall also be entitled to three (3) personal days off from work in any given year. Employees are required to give a minimum of one (1) day's notice prior to the use of any personal day. The use of personal days shall be permitted only when it is not necessary to replace on overtime the employees wishing to utilize a personal day. Employees hired after January 1, 2013 shall receive two (2) personal days.

2. An employee shall not be entitled to personal days, as per Section 1, until one (1) year's seniority has been accrued, said seniority to be based on the formula utilized in Article XXX, Section 1.

3. Employees shall be permitted to use personal days in one half (½) day allotments to the extent such use does not interfere with scheduling and minimum manning concerns.

4. The City shall issue a clear, written policy on the use of personal days, which is consistent with the language of the contract, in order to ensure consistent enforcement of the contract.

ARTICLE XXX

VACATIONS

1. Vacation entitlement shall be based on the employee's total employment seniority accrued to December 31st. Employees commencing employment with the City of Rahway on or after the first (1st) day of January, but on or before the thirtieth (30th) day of June of any year, shall

be given credit, for the purpose of vacation entitlement, with one (1) full year's employment. Employees commencing employment with the City of Rahway on or after the first (1st) day of July of such year but on or before the thirty-first (31st) day of December of such year, shall not, for the purpose of vacation, be credited with any time for such year. Employees hired after January 1, 2013 shall receive a maximum of twenty (20) vacation days.

2. Effective January 1, 2019, vacation time shall be prorated only during the first and last year of employment. If an employee works until July 1st of the year in which he retires, the employee will be paid for a full year's allocation of unused vacation

3. Vacation pay shall be based on one day's pay straight time pay for the employee's classification for each day of vacation.

4.. <u>Total Employment Seniority</u>	<u>Vacation Entitlement</u>
Less than one (1) year	One (1) day of each month of employment.
One (1) year	Twelve (12) days.
More than one (1) year	Twelve (12) days, plus one (1) additional day for each additional year of employment, up to a maximum of twenty-five (25) days; twenty (20) days for employees hired after January 1, 2013.

For the purpose of clarification, the following examples of vacation entitlement are listed:

Hired: 3-7-83 1 day per month -10 days in 1983
 First year completed
 1-1-84 12 days vacation for 1984
 1-1-85 13 days vacation for 1985

Hired: 7-1-83 1 day per month - 6 days in 1983
 1-1-84 1 day per month -12 days in 1984
 First year completed
 1-1-85 13 days vacation for 1985
 1-1-86 14 days vacation for 1986

5. Vacation days may be used individually with twenty-four (24) hours-notice to the Director of Public Works or his designee, whichever is applicable.

6. Vacations may be scheduled throughout the calendar year with the approval of the Director of Public Works or his designee, whichever is applicable.

7. Vacation schedules shall be posted by April 15th of each year.
8. In each Division, preference for selection shall be awarded employees in the order of greatest total employment seniority in the bargaining unit until April 15. In order to comply with selection of vacations by total employment seniority, the City shall maintain the right to assign personnel during vacation, as the efficient governing of the City requires.
9. In the event a holiday, named in this Agreement, falls during an employee's vacation period, such employee shall receive an additional day's vacation.
10. Vacation pay will be paid on the pay day prior to the start of the vacation period, upon request of the individual employee.
11. Vacation time from any given year may be held over to the following year, only pursuant to the governing N.J. Civil Service Commission statutes and regulations.
12. The Employer shall not charge vacation time arbitrarily against injury time; employees must give notice prior to any request for charging any time to injury time.
13. No more than six (6) employees shall be out on vacation at any time, and no more than twenty-five percent (25%) of the employees from any single unit (excluding the Sanitation Division) shall be out on vacation during peak time (i.e. April through October). However, this provision shall be subject to management prerogative to deny or allow vacation time based on seasonal need for necessary functions and tasks.

ARTICLE XXXI

SICK LEAVE

1. Effective January 1, 2019, sick time shall be prorated during the first and last year of employment. If an employee works until July 1st of the year in which he retires, the employee will be paid for full year's allocation of unused sick time.
2. Employees will receive fifteen (15) sick days per year if hired before January 1, 2013 and twelve (12) sick days per year if hired after January 1, 2013.

3. Unused sick leave days shall be accumulated from year to year.

4. Employees who do not utilize any sick leave in a calendar year may, at the employee's option, be paid in the succeeding January, forty (40) hours pay (twenty-four (24) hours for employees hired after January 1, 2013), at his/her average hourly rate for the previous calendar year, and have five (5) sick days deducted from his/her accumulated sick leave (three (3) days for employees hired after January 1, 2013). Employees using only one (1) sick day in a calendar year may, at the employee's option, be paid in the succeeding January, twenty-four (24) hours pay (sixteen (16) hours for employees hired after January 1, 2013) at the aforesaid rate, and have three (3) sick days deducted from his/her accumulated sick leave (two (2) days for employees hired after January 1, 2013). Eligible employees shall notify the City before December 15th of the calendar year if they wish to exercise the aforesaid option.

5. Sick leave is to be used solely in the event of personal illness, or when the attendance of an employee to the illness of a member of his/her immediate family, is required.

6. The Employer may require proof of illness, whenever three (3) or more consecutive sick leave days are utilized, or if an employee has a pattern of sick leave use, indicative of a purpose other than that for which sick leave is intended. For example, repeated use of sick days at a specific time, such as before or after weekends, holidays and/or vacations.

7. The Employer may also require proof of illness when an employee has been absent on sick leave for periods totaling ten (10) calendar days in one (1) calendar year for any additional sick leave in that year, unless such illness is of a chronic or recurring nature, requiring recurring absences at one (1) day or less, in which case, such proof of illness may be required once per six (6) month period.

8. Use of sick leave for other than its intended purpose shall be considered abuse of sick leave and cause for disciplinary action.

9. In the event of same, an employee's entire personnel record shall be given weight, including the record of sick leave use and accumulated sick leave, and the principles of progressive discipline shall be followed wherever appropriate.

10. If an employee accumulates one hundred (100) days or more of sick time, the employee may once annually sell back to the City two (2) weeks (ten (10) days) of their accumulated sick time, provided there are still a minimum of ninety (90) days left in unused sick days when the ten (10) days have been subtracted from their total.

ARTICLE XXXII

TERMINAL LEAVE

1. Effective July 1, 2007, the employees' terminal leave program will be as follows:
 - a) Employees' sick leave banks maintained for terminal leave purposes and earned before January 1, 2008 will be paid out upon retirement on a day-for-day (100%) basis up to the first ninety (90) days earned; thereafter, the payment will be on the basis of one (1) day for each three (3) days earned.
 - b) A retiring employee's terminal leave payment shall be based on their accumulated but unused sick leave (according to the above formula) and accrued but unused vacation days, personal days, and compensation hours. Under no circumstances shall an employee's terminal leave payment exceed \$15,000. However, the foregoing \$15,000 limit on any terminal leave payout shall not apply to any current employee who, on or before December 19, 2008, had more than \$15,000 in their sick leave bank; but the limit on terminal leave payout for such employee shall be equal to the dollar amount in their sick leave bank at that time.
2. Employees retiring on pension with less than twenty-five (25) years of service shall be entitled to prorated terminal pay.

3. In the event of an employee's death, payment of the above shall be made to the employee's heir(s).

4. Employees hired after January 1, 2013, will receive a terminal leave payout consisting of their accumulated but unused vacation days, personal days, and compensation hours. Under no circumstances will this terminal leave include accumulated but unused sick days. This terminal leave will not exceed \$15,000.

ARTICLE XXXIII

GROUP INSURANCE AND PENSION

Each employee shall be enrolled for all benefit entitlements provided within the Public Employees Retirement System. Pension benefits shall be based on regular straight time wages, longevity pay and any other compensation entitlement.

Employees hired before September 30, 2018 shall be entitled to employer lifetime health benefit coverage through the New Jersey State Health benefits Program (SHBP) at retirement, or its equivalent, providing they meet the years of service rules and age requirements (twenty-five (25) or more years of service and age fifty-five (55)). Employees hired on or after September 30, 2018 shall not be entitled to health benefit coverage on retirement.

ARTICLE XXXIV

HEALTH CARE INSURANCE PROGRAM

1. The Employer shall provide each employee with comprehensive health care insurance with dependent coverage. The parties agree that should an employee voluntarily waive all coverage under this article and provide a certification to the City that he/she has other health insurance coverage, the City will waive the contribution for that employee. Effective July 1, 2011 employees shall contribute to their health benefit coverage in the amounts fixed by P.L. 2010, Chapter 2 and P.L. 2011, Chapter 78 and as same may be amended.

2. Hospitalization benefits shall be continued for members retired on pension, provided as follows:

- a. That this benefit is subject to the rules, regulations and provisions of the New Jersey Division of Pensions;
- b. That the retired member is eligible to enroll for said coverage through the New Jersey Division of Pensions and does so enroll;
- c. The member is not eligible for significantly similar coverage by virtue of other employment or by virtue of coverage through a family member;
- d. The member is not eligible for government coverage through other programs, for example, Medicare;
- e. In the case of "c" or "d" above, the members shall not enroll for any coverage that requires payment by the City.

4. Effective 1-1-89, the City shall provide dental and prescription insurance programs comparable in coverage to the previous coverage enjoyed by the employees. Effective July 1, 2008, the co-payment amounts for the prescription insurance program shall be increased to five dollars (\$5) for generic drugs and fifteen dollars (\$15) for brand name drugs.

5. Health insurance benefits shall be continued for employees who retire with twenty-five (25) years in the Public Employee Pension System and twenty-five (25) years of service with the City of Rahway and their eligible dependents at the time of retirement through any insurance carrier chosen by the City, as long as said benefits are equal to or better than what is provided to active employees, or as long as said benefits are equal to or better than those made available through the New Jersey State Health Benefits Program. Employees who reach sixty-five (65) years of age shall enroll in Medicare Part A and B which will become their primary health insurance. Employees retiring on or after January 1, 2013 shall be responsible for the expense of Medicare Part B. Employees hired on or after September 30, 2018 shall not be entitled to health benefit coverage on retirement.

ARTICLE XXXV

SPECIAL LICENSES

1. The Employer shall pay the fee for the grant or renewal of any special licenses which the employee is required by law to have in the performance of the duties and responsibilities covered by this job classification.

2. Employees who hold the position of Mechanic shall be paid incentive pay as follows:

- a. Fifteen cents (\$.15) per hour for each valid certificate maintained of the ten (10) certificate programs offered as of July 1, 1999, by the National Institute for Automotive Service Excellence;
- b. One dollar and fifty cents (\$1.50) per hour if all ten (10) certificates are maintained. However, those mechanics who held eight (8) certificates as of June 30, 1999, and who were receiving a paid incentive of sixty cents (\$.60) per hour pursuant to Article XXXV, section 2(a) of the preceding Agreement, shall continue to receive that incentive as long as they maintain those same eight (8) certificates;
- c. Reimbursement of the test costs for test successfully completed, upon submission of a voucher with evidence of payment.

3. Employees may use City vehicles for the purpose of training for a commercial driver's license examination, provided obtaining the license is necessary for the performance of a Rahway Public Works and/or Sanitation Division job assignment and provided prior written approval is obtained from the Director of Public Works or his designee.

4. The City agrees to reimburse employees for the cost of a commercial driver's license (CDL) once every four (4) years for the employees required to maintain CDL's. This reimbursement shall be made whenever necessary in order to keep the bus license current. The City also agrees to reimburse the employees for any costs incurred from the State to have

fingerprinting and/or background checks done to maintain their CDL including the cost to obtain a medical certification from a doctor designated by the City. Any employee who fails to maintain an active CDL shall be subject to discipline up to and including termination. Any unit member currently without a CDL will not receive the step increase in pay nor a promotion until a CDL license is acquired.

ARTICLE XXXVI

TOOL ALLOWANCE

1. There will be a tool allowance of three hundred dollars (\$300.00) per year for Mechanics and two hundred and fifty dollars (\$250.00) per year for Repairers, General Supervisor and Supervisor Trades. Employees shall be held accountable and responsible for such tools and shall be required to furnish the Employer proof of purchase of such tools, prior to receiving any payment under this provision, provided the Supervisor approves of the purchase.

a. The following job classifications qualify for the tool allowance: General Supervisor, Supervisor Trades, Mechanics, Public Works Repairers and Building Maintenance Repairers.

2. The City shall provide insurance coverage against theft of tools and loss of tools from fire for Mechanics and the Mechanic Foreman, up to a maximum of thirty thousand dollars (\$30,000.00), providing the employees provide a written inventory of their tools.

3. The tool allowance may be used to purchase tools, but not equipment. The definitions of "tool" and "equipment" shall be determined by agreement of the parties at a subsequent date.

ARTICLE XXXVII

MEAL ALLOWANCE

Employees shall be entitled to a meal allowance of fifteen dollars (\$15.00) after working ten (10) continuous hours and for each additional four (4) continuous hours thereafter.

ARTICLE XXXVII A

CLOTHING MAINTENANCE ALLOWANCE

1. After the 90-day probationary period, each new employee will be provided with a coat, bib or coveralls, a week's worth of uniform, and boots, which is purchased by the City.

2. There will be an annual \$1,000.00 (one thousand dollars and zero cents) for Street Division and \$1,100.00 for Sanitation Division for combined uniform allowance and clothing maintenance allowance for all uniform and maintenance needs. No other uniforms/maintenance will be provided by the City. This will be paid bi-annually on April 1st and November 1st of each year. The Street Division will receive \$500.00 (five hundred dollars and zero cents) and the Sanitation Division will receive \$550.00 (five hundred fifty dollars and zero cents). New employees will only be entitled to one \$500.00 (five hundred dollars and zero cents) payment during their first year of employment.

3. All employees are required to wear their work uniforms, as provided for in the Department's dress code policy, at all times during work time. Uniforms must be purchased from City-approved vendors. Any employee who is not in uniform in proper condition will be disciplined, sent home, and docked for the day's pay.

4. Twice each year employees will be provided with a standard form containing the brand, description and price of uniform clothing items and orders must be placed through the City but paid by the employee to the vendor directly.

ARTICLE XXXVIII

SAFETY MEASURES

1. It shall be a requirement that all employees wear safety work shoes as specified by the Employer, unless employees produce a statement from a medical doctor or other competent authority.

2. The Employer agrees that, at the discretion of the Director of Public Works, trucks will be manned by two (2) employees when used in the operation of snow plowing.

3. The Employer and the Union also agree to establish a joint safety committee to review all worker's compensation claims and to make recommendations as to their future avoidance, and to generally make recommendations as to job safety.

4. The City and Union also agree that any and all problems concerning safety, health, environment and working conditions, shall be reviewed periodically, and a check list be maintained with a follow-up and a follow-through of all problems.

Included on the check list will be the following items:

- a. All sluice gates must be motorized, instead of manually operated, for safety measures.
- b. Ventilation of the fluoride machine.
- c. Carbon and lime dust collector to be maintained more efficiently.
- d. Exhaust fan in the filter building in the upper level.
- e. Chassis lubrigun.
- f. Microwave oven in kitchen for all employees working around the clock.

ARTICLE XXXIX

FUNERAL LEAVE

1. The Employer agrees to grant an employee a funeral leave with full pay when a death occurs in the employee's immediate family.

2. The employee's immediate family is considered to include: spouse, children, brother, sister, parents, step-parents, parents-in-law, brother-in-law, sister-in-law and grandparents

and grandchildren of employee or spouse. Civil Union partners and domestic partners are covered as well; however, funeral leave will only be given to employees who can provide verification.

3. This provision also applies for any other deceased relative who resided with the employee.

4. Funeral leave with pay shall not exceed three (3) working days and shall terminate the day following the funeral.

5. The Employer may require submission of proof of the death of the immediate family member.

ARTICLE XL

JURY DUTY

1. An employee who is called to jury duty shall immediately notify the Employer.

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 is in attendance at court for jury duty service, regardless of the employee's shift.

4. The Employer agrees to pay the employee an amount, in addition to jury duty service fees, sufficient to guarantee no loss in wages on account of such absence from work.

ARTICLE XLI

MILITARY LEAVE

Military leave will be granted to employees pursuant to provisions of the Uniformed Services Employment and Reemployment Act.

ARTICLE XLII

SANITARY CONDITIONS

The Employer agrees to maintain a clean, sanitary washroom having hot and cold running water and with toilet facilities for employees only, if possible.

ARTICLE XLIII

LIE DETECTOR TEST

The Employer shall not require that an employee or applicant for employment take a polygraph or any other form of lie detector test.

ARTICLE XLIV

COMPENSATION CLAIMS

1. The Employer shall provide Workmen's Compensation protection for all employees, or the equivalent thereof, if the injury arose out of or in the course of employment.

2. In the event that an employee is injured on the job, the Employer shall pay such employee his day's guarantee for that day lost because of such injury pursuant to Article XLIV A below.

3. Workmen's Compensation doctor shall mean the doctor selected by the Employer.

4. The past practice of charging employees with sick leave for on-the-job injury until Worker's Compensation benefits commence shall be discontinued effective immediately upon execution of this agreement. In such cases when the employer admits, or a Judge of Compensation finds the injuries are compensable, no sick leave shall be charged for said period of time.

ARTICLE XLIV A

CONTINUATION OF WAGES

1. Employees who receive Worker's Compensation benefits for a job-related injury or disability will be eligible to be paid their base salary less all applicable payroll deductions for a maximum of one (1) year from the date of the employee's injury or disability. All Workers Compensation benefits will be paid directly to the employer from the worker's compensation carrier. If the employee receives a worker's compensation benefits check within the one-year period described in this section, then he/she shall immediately remit those benefits to the employer.

2. The City may, in its sole discretion, as a condition of such payment require an employee requesting utilization of benefits under this Article to be examined by a doctor/examiner of the City's choice as often as reasonably required by the City. These examinations shall be in addition to any and all examinations required by the City's workers' compensation insurance company, claims representative, or third-party administrator. The examination shall be performed by the doctor, therapist, functional capacity evaluator and/or other medical care providers who can address the employee's fitness for duty (and any other purposes which benefit the City). The City will pay for the cost of that doctor's visit. The results of any examination shall be provided to the employee and the Business Administrator.

3. This Article shall not be affected by a change of the City's health benefits carrier.

4. This Article is contingent upon passage of a municipal ordinance pursuant to N.J.S.A 40A:9-7.

ARTICLE XLV

PROTECTION OF RIGHTS

It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action, in the event an employee refuses to enter upon any property involved in a

primary labor dispute or refuse to go through or work behind any primary picket line, including the primary picket line of the Union's party to this agreement and including primary picket lines at the Employer's place of business.

ARTICLE XLVI

SEPARABILITY & SAVINGS CLAUSE

1. If any Article or Section of this Agreement, or of any supplements or riders, thereto, should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any Article or Section should be restrained by such tribunal pending a final determination as to its validity, the remainder of this Agreement and of any supplements or riders, thereto, or the application of such Article or Section to persons or circumstances other than those as to which it has been invalid or as to which compliance with or enforcement of has been restrained, shall not be affected thereby.

2. In the event that any Article or Section is held invalid or enforcement of or compliance with has been restrained as above set forth, the parties affected thereby shall enter into immediate collective bargaining negotiations after receipt of written notice of the desired amendments by either Employer or Union for the purpose of arriving at a mutually satisfactory replacement for such Article or Section during the period of invalidity or restraint.

3. If the parties do not agree on a mutually satisfactory replacement within sixty (60) days after receipt of the state written notice, either party shall be permitted all legal recourse in support of its demands.

ARTICLE XLVII

LEGAL REFERENCE

1. Nothing contained in this Agreement shall alter the authority conferred by law, ordinance, resolution or Administrative Code, upon any City official or in any way reduce or

abridge such authority. This Agreement shall be construed as requiring City officials to follow the terms contained herein to the extent that they are applicable in the exercise of the responsibilities conferred upon them by law.

2. Nothing contained herein shall be construed to deny or restrict to any employees such rights as he may have under applicable law.

ARTICLE XLVIII

MAINTENANCE OF STANDARDS

Protection of Conditions: The Employer agrees that all conditions of employment relating to wages, salaries, hours of work and benefits shall be maintained at not less than the highest standards in effect at the time of the signing of this Agreement, and the conditions of employment shall be improved wherever specific provisions or improvement are made elsewhere in this Agreement. It is agreed that the provisions of this section shall not apply to inadvertent or bonafide errors made by the Employer or the Union in applying the terms and conditions of this Agreement if such error is corrected within ninety (90) days from the date of the error. This provision does not give the Employer the right to impose or continue wages, hours and working conditions less than those contained in this Agreement.

ARTICLE XLIX

MISCELLANEOUS

The City shall provide such employee with a booklet of rules and regulations of employment. The Union agrees to review same prior to publication to check for compliance with the labor Agreement.

ARTICLE L

STATE OF EMERGENCY

If a State of Emergency is declared and the City Hall closes, the employees are not entitled to additional time off.

ARTICLE LI

TERMINATION CLAUSE

This Agreement shall be in full force and effect from the 1st day of January, 2016, up to and including the 31st day of December, 2021, and shall continue from year to year thereafter, unless written notice of desire to cancel or terminate the Agreement is service by either party upon the other party at least sixty (60) days prior to the date of expiration.

The parties may reopen contract negotiation, mid contract, regarding Article XXXIV "Health Care Insurance Program "regarding employee health care insurance benefits and the 'Cadillac Tax' only. The parties shall not reopen contract negotiations, mid-contract for any other reason.


IN WITNESS WHEREOF, the parties hereto have set their hands and seals this 1st day of January, 2016.

THE CITY OF RAHWAY




Raymond A. Giacobbe
Mayor

ATTEST



Rayna Harris
City Clerk

TEAMSTERS LOCAL UNION NO. 469



Michael Tkatch
Business Agent



Joel Thomas
Shop Steward

SCHEDULE A - CLASSIFICATION AND RATE OF PAY

1B- General Supervisor/Supervisor of Garage Services

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	36.72	\$ 76,378	37.51	\$ 78,021	38.27	\$ 79,602	39.09	\$ 81,307
Jan. 1, 2016	37.45	\$ 77,905	38.26	\$ 79,581	39.04	\$ 81,194	39.87	\$ 82,933
Jan. 1, 2017	38.20	\$ 79,463	39.03	\$ 81,173	39.82	\$ 82,818	40.67	\$ 84,592
Jan. 1, 2018	38.97	\$ 81,053	39.81	\$ 82,796	40.61	\$ 84,474	41.48	\$ 86,284
Jan. 1, 2019	40.14	\$ 83,484	41.00	\$ 85,280	41.83	\$ 87,008	42.73	\$ 88,872
Jan. 1, 2020	40.94	\$ 85,154	41.82	\$ 86,986	42.67	\$ 88,748	43.58	\$ 90,650
Jan. 1, 2021	41.76	\$ 86,857	42.66	\$ 88,726	43.52	\$ 90,523	44.45	\$ 92,463

2B- Supervisor Public Works/Senior Maintenance Repairer, HVAC/Supervisor, Sanitation/Supervising Pumping Station Operator/Tree Maintenance Supervisor/Supervising Mechanic/Supervisor Trades

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	34.55	\$ 71,864	35.32	\$ 73,466	36.10	\$ 75,088	36.89	\$ 76,731
Jan. 1, 2016	35.24	\$ 73,301	36.03	\$ 74,935	36.82	\$ 76,590	37.63	\$ 78,266
Jan. 1, 2017	35.95	\$ 74,767	36.75	\$ 76,434	37.56	\$ 78,122	38.38	\$ 79,831
Jan. 1, 2018	36.66	\$ 76,263	37.48	\$ 77,962	38.31	\$ 79,684	39.15	\$ 81,428
Jan. 1, 2019	37.76	\$ 78,551	38.61	\$ 80,301	39.46	\$ 82,075	40.32	\$ 83,871
Jan. 1, 2020	38.52	\$ 80,122	39.38	\$ 81,907	40.25	\$ 83,716	41.13	\$ 85,548
Jan. 1, 2021	39.29	\$ 81,724	40.17	\$ 83,545	41.05	\$ 85,390	41.95	\$ 87,259

3B- Assistant Supervisor Public Works/Maintenance Supervisor, Grounds/Senior Mechanic Diesel/Senior Mechanic

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	32.56	\$ 67,725	33.23	\$ 69,118	33.88	\$ 70,470	34.52	\$ 71,802
Jan. 1, 2016	33.21	\$ 69,079	33.89	\$ 70,501	34.56	\$ 71,880	35.21	\$ 73,238
Jan. 1, 2017	33.88	\$ 70,461	34.57	\$ 71,911	35.25	\$ 73,317	35.91	\$ 74,702
Jan. 1, 2018	34.55	\$ 71,870	35.26	\$ 73,349	35.95	\$ 74,784	36.63	\$ 76,196
Jan. 1, 2019	35.59	\$ 74,026	36.32	\$ 75,549	37.03	\$ 77,027	37.73	\$ 78,482
Jan. 1, 2020	36.30	\$ 75,507	37.05	\$ 77,060	37.77	\$ 78,568	38.49	\$ 80,052
Jan. 1, 2021	37.03	\$ 77,017	37.79	\$ 78,602	38.53	\$ 80,139	39.26	\$ 81,653

4B- Mechanic/Mason/Senior Maintenance Repairer

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	30.43	\$ 63,294	30.98	\$ 64,438	31.51	\$ 65,541	32.07	\$ 66,706
Jan. 1, 2016	31.04	\$ 64,560	31.60	\$ 65,727	32.14	\$ 66,852	32.71	\$ 68,040
Jan. 1, 2017	31.66	\$ 65,851	32.23	\$ 67,042	32.78	\$ 68,189	33.37	\$ 69,401
Jan. 1, 2018	32.29	\$ 67,169	32.88	\$ 68,383	33.44	\$ 69,552	34.03	\$ 70,789
Jan. 1, 2019	33.26	\$ 69,184	33.86	\$ 70,434	34.44	\$ 71,639	35.05	\$ 72,912
Jan. 1, 2020	33.93	\$ 70,567	34.54	\$ 71,843	35.13	\$ 73,072	35.76	\$ 74,370
Jan. 1, 2021	34.61	\$ 71,979	35.23	\$ 73,280	35.83	\$ 74,533	36.47	\$ 75,858

5B- Tree Climber/Senior Public Works Repairer

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	29.26	\$ 60,861	29.84	\$ 62,067	30.43	\$ 63,294	30.93	\$ 64,334
Jan. 1, 2016	29.85	\$ 62,078	30.44	\$ 63,309	31.04	\$ 64,560	31.55	\$ 65,621
Jan. 1, 2017	30.44	\$ 63,320	31.05	\$ 64,575	31.66	\$ 65,851	32.18	\$ 66,934
Jan. 1, 2018	31.05	\$ 64,586	31.67	\$ 65,866	32.29	\$ 67,169	32.82	\$ 68,272
Jan. 1, 2019	31.98	\$ 66,524	32.62	\$ 67,842	33.26	\$ 69,184	33.81	\$ 70,320
Jan. 1, 2020	32.62	\$ 67,854	33.27	\$ 69,199	33.93	\$ 70,567	34.48	\$ 71,727
Jan. 1, 2021	33.27	\$ 69,211	33.93	\$ 70,583	34.61	\$ 71,979	35.17	\$ 73,161

6B- Heavy Equipment Operator/Public Works Repairer/Maintenance Repairer/Tree Maintenance Worker 3/Supervising Groundskeeper/Senior Pumping Station Operator

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	28.15	\$ 58,552	28.71	\$ 59,717	29.26	\$ 60,861	29.84	\$ 62,067
Jan. 1, 2016	28.71	\$ 59,723	29.28	\$ 60,911	29.85	\$ 62,078	30.44	\$ 63,309
Jan. 1, 2017	29.29	\$ 60,918	29.87	\$ 62,129	30.44	\$ 63,320	31.05	\$ 64,575
Jan. 1, 2018	29.87	\$ 62,136	30.47	\$ 63,372	31.05	\$ 64,586	31.67	\$ 65,866
Jan. 1, 2019	30.77	\$ 64,000	31.38	\$ 65,273	31.98	\$ 66,524	32.62	\$ 67,842
Jan. 1, 2020	31.38	\$ 65,280	32.01	\$ 66,579	32.62	\$ 67,854	33.27	\$ 69,199
Jan. 1, 2021	32.01	\$ 66,586	32.65	\$ 67,910	33.27	\$ 69,211	33.93	\$ 70,583

7B- Supervisor Traffic Maintenance/Senior Building Maintenance Worker/Tree Maintenance Worker 2

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	26.78	\$ 55,702	27.33	\$ 56,846	27.92	\$ 58,074	28.44	\$ 59,155
Jan. 1, 2016	27.32	\$ 56,816	27.88	\$ 57,983	28.48	\$ 59,235	29.01	\$ 60,338
Jan. 1, 2017	27.86	\$ 57,953	28.43	\$ 59,143	29.05	\$ 60,420	29.59	\$ 61,545
Jan. 1, 2018	28.42	\$ 59,112	29.00	\$ 60,326	29.63	\$ 61,628	30.18	\$ 62,776
Jan. 1, 2019	29.27	\$ 60,885	29.87	\$ 62,136	30.52	\$ 63,477	31.09	\$ 64,659
Jan. 1, 2020	29.86	\$ 62,103	30.47	\$ 63,378	31.13	\$ 64,747	31.71	\$ 65,952
Jan. 1, 2021	30.45	\$ 63,345	31.08	\$ 64,646	31.75	\$ 66,041	32.34	\$ 67,271

8B- Truck Driver/Building Maintenance Worker/Pumping Station Operator/Traffic Maintenance Worker/Sanitation Driver/Tree Maintenance Worker 1

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	25.43	\$ 52,894	25.97	\$ 54,018	26.55	\$ 55,224	27.10	\$ 56,368
Jan. 1, 2016	25.94	\$ 53,952	26.49	\$ 55,098	27.08	\$ 56,328	27.64	\$ 57,495
Jan. 1, 2017	26.46	\$ 55,031	27.02	\$ 56,200	27.62	\$ 57,455	28.19	\$ 58,645
Jan. 1, 2018	26.99	\$ 56,132	27.56	\$ 57,324	28.18	\$ 58,604	28.76	\$ 59,818
Jan. 1, 2019	27.80	\$ 57,816	28.39	\$ 59,044	29.02	\$ 60,362	29.62	\$ 61,613
Jan. 1, 2020	28.35	\$ 58,972	28.95	\$ 60,224	29.60	\$ 61,570	30.21	\$ 62,845
Jan. 1, 2021	28.92	\$ 60,152	29.53	\$ 61,429	30.19	\$ 62,801	30.82	\$ 64,102

9B- Laborer 1 (date of hire before 7/1/95)

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually	
Jan. 1, 2015	23.90	\$ 49,712	24.50	\$ 50,960	25.07	\$ 52,146	25.58	\$ 53,206
Jan. 1, 2016	24.38	\$ 50,706	24.99	\$ 51,979	25.57	\$ 53,189	26.09	\$ 54,271
Jan. 1, 2017	24.87	\$ 51,720	25.49	\$ 53,019	26.08	\$ 54,252	26.61	\$ 55,356
Jan. 1, 2018	25.36	\$ 52,755	26.00	\$ 54,079	26.60	\$ 55,337	27.15	\$ 56,463
Jan. 1, 2019	26.12	\$ 54,337	26.78	\$ 55,702	27.40	\$ 56,997	27.96	\$ 58,157
Jan. 1, 2020	26.65	\$ 55,424	27.32	\$ 56,816	27.95	\$ 58,137	28.52	\$ 59,320
Jan. 1, 2021	27.18	\$ 56,533	27.86	\$ 57,952	28.51	\$ 59,300	29.09	\$ 60,506

10B- Laborer 1 (date of hire after 7/1/95) Loader, Sanitation

Effective	1 - Hourly/Annually		2 - Hourly/Annually		3 - Hourly/Annually		4 - Hourly/Annually		5 - Hourly/Annually	
Jan. 1, 2015	14.78	\$ 30,742	19.41	\$ 40,373	20.40	\$ 42,432	21.48	\$ 44,678	22.62	\$ 47,050
Jan. 1, 2016	15.08	\$ 31,357	19.80	\$ 41,180	20.81	\$ 43,281	21.91	\$ 45,572	23.07	\$ 47,991
Jan. 1, 2017	15.38	\$ 31,984	20.19	\$ 42,004	21.22	\$ 44,146	22.35	\$ 46,483	23.53	\$ 48,950
Jan. 1, 2018	15.68	\$ 32,624	20.60	\$ 42,844	21.65	\$ 45,029	22.79	\$ 47,413	24.00	\$ 49,929
Jan. 1, 2019	16.16	\$ 33,603	21.22	\$ 44,129	22.30	\$ 46,380	23.48	\$ 48,835	24.72	\$ 51,427
Jan. 1, 2020	16.48	\$ 34,275	21.64	\$ 45,012	22.74	\$ 47,308	23.95	\$ 49,812	25.22	\$ 52,456
Jan. 1, 2021	16.81	\$ 34,960	22.07	\$ 45,912	23.20	\$ 48,254	24.43	\$ 50,808	25.72	\$ 53,505

11B- Recreation Maintenance Worker and Omnibus Driver

Effective	Annually
Jan. 1, 2015	\$52,550
Jan. 1, 2016	\$53,601
Jan. 1, 2017	\$54,673
Jan. 1, 2018	\$55,766
Jan. 1, 2019	\$57,439
Jan. 1, 2020	\$58,588
Jan. 1, 2021	\$59,760

12B- Recreation Maintenance Worker

Effective	Annually
Jan. 1, 2015	\$37,052
Jan. 1, 2016	\$37,793
Jan. 1, 2017	\$38,549
Jan. 1, 2018	\$39,320
Jan. 1, 2019	\$40,499
Jan. 1, 2020	\$41,309
Jan. 1, 2021	\$42,136

EMPLOYEES HIRED AFTER JANUARY 1, 2013

1C- General Supervisor/Supervisor of Garage Services

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
Jan. 1, 2015	36.72	\$ 76,378	37.51	\$ 78,021	38.27	\$ 79,602
Jan. 1, 2016	37.45	\$ 77,905	38.26	\$ 79,581	39.04	\$ 81,194
Jan. 1, 2017	38.20	\$ 79,463	39.03	\$ 81,173	39.82	\$ 82,818
Jan. 1, 2018	38.97	\$ 81,053	39.81	\$ 82,796	40.61	\$ 84,474
Jan. 1, 2019	40.14	\$ 83,484	41.00	\$ 85,280	41.83	\$ 87,008
Jan. 1, 2020	40.94	\$ 85,154	41.82	\$ 86,986	42.67	\$ 88,748
Jan. 1, 2021	41.76	\$ 86,857	42.66	\$ 88,726	43.52	\$ 90,523

Supervisor Public Works/Senior Maintenance Repairer, HVAC/Supervisor, Sanitation/Supervising

2C- Pumping Station Operator/Tree Maintenance Supervisor/Supervising Mechanic/Supervisor Trades

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
Jan. 1, 2015	34.55	\$ 71,864	35.32	\$ 73,466	36.10	\$ 75,088
Jan. 1, 2016	35.24	\$ 73,301	36.03	\$ 74,935	36.82	\$ 76,590
Jan. 1, 2017	35.95	\$ 74,767	36.75	\$ 76,434	37.56	\$ 78,122
Jan. 1, 2018	36.66	\$ 76,263	37.48	\$ 77,962	38.31	\$ 79,684
Jan. 1, 2019	37.76	\$ 78,551	38.61	\$ 80,301	39.46	\$ 82,075
Jan. 1, 2020	38.52	\$ 80,122	39.38	\$ 81,907	40.25	\$ 83,716
Jan. 1, 2021	39.29	\$ 81,724	40.17	\$ 83,545	41.05	\$ 85,390

3C- Assistant Supervisor Public Works/Maintenance Supervisor, Grounds/Senior Mechanic Diesel/Senior Mechanic

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
Jan. 1, 2015	32.56	\$ 67,725	33.23	\$ 69,118	33.88	\$ 70,470
Jan. 1, 2016	33.21	\$ 69,079	33.89	\$ 70,501	34.56	\$ 71,880
Jan. 1, 2017	33.88	\$ 70,461	34.57	\$ 71,911	35.25	\$ 73,317
Jan. 1, 2018	34.55	\$ 71,870	35.26	\$ 73,349	35.95	\$ 74,784
Jan. 1, 2019	35.59	\$ 74,026	36.32	\$ 75,549	37.03	\$ 77,027
Jan. 1, 2020	36.30	\$ 75,507	37.05	\$ 77,060	37.77	\$ 78,568
Jan. 1, 2021	37.03	\$ 77,017	37.79	\$ 78,602	38.53	\$ 80,139

4C- Mechanic/Mason/Senior Maintenance Repairer

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
Jan. 1, 2015	30.43	\$ 63,294	30.98	\$ 64,438	31.51	\$ 65,541
Jan. 1, 2016	31.04	\$ 64,560	31.60	\$ 65,727	32.14	\$ 66,852
Jan. 1, 2017	31.66	\$ 65,851	32.23	\$ 67,042	32.78	\$ 68,189
Jan. 1, 2018	32.29	\$ 67,169	32.88	\$ 68,383	33.44	\$ 69,552
Jan. 1, 2019	33.26	\$ 69,184	33.86	\$ 70,434	34.44	\$ 71,639
Jan. 1, 2020	33.93	\$ 70,567	34.54	\$ 71,843	35.13	\$ 73,072
Jan. 1, 2021	34.61	\$ 71,979	35.23	\$ 73,280	35.83	\$ 74,533

5C- Tree Climber/Senior Public Works Repairer

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
	Hourly	Annually	Hourly	Annually	Hourly	Annually
Jan. 1, 2015	29.26	\$ 60,861	29.84	\$ 62,067	30.43	\$ 63,294
Jan. 1, 2016	29.85	\$ 62,078	30.44	\$ 63,309	31.04	\$ 64,560
Jan. 1, 2017	30.44	\$ 63,320	31.05	\$ 64,575	31.66	\$ 65,851
Jan. 1, 2018	31.05	\$ 64,586	31.67	\$ 65,866	32.29	\$ 67,169
Jan. 1, 2019	31.98	\$ 66,524	32.62	\$ 67,842	33.26	\$ 69,184
Jan. 1, 2020	32.62	\$ 67,854	33.27	\$ 69,199	33.93	\$ 70,567
Jan. 1, 2021	33.27	\$ 69,211	33.93	\$ 70,583	34.61	\$ 71,979

6C- Heavy Equipment Operator/Public Works Repairer/Maintenance Repairer/Tree Maintenance Worker 3/Supervising Groundskeeper/Senior Pumping Station Operator

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
	Hourly	Annually	Hourly	Annually	Hourly	Annually
Jan. 1, 2015	28.15	\$ 58,552	28.71	\$ 59,717	29.26	\$ 60,861
Jan. 1, 2016	28.71	\$ 59,723	29.28	\$ 60,911	29.85	\$ 62,078
Jan. 1, 2017	29.29	\$ 60,918	29.87	\$ 62,129	30.44	\$ 63,320
Jan. 1, 2018	29.87	\$ 62,136	30.47	\$ 63,372	31.05	\$ 64,586
Jan. 1, 2019	30.77	\$ 64,000	31.38	\$ 65,273	31.98	\$ 66,524
Jan. 1, 2020	31.38	\$ 65,280	32.01	\$ 66,579	32.62	\$ 67,854
Jan. 1, 2021	32.01	\$ 66,586	32.65	\$ 67,910	33.27	\$ 69,211

7C- Supervisor Traffic Maintenance/Senior Building Maintenance Worker/Tree Maintenance Worker 2

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
	Hourly	Annually	Hourly	Annually	Hourly	Annually
Jan. 1, 2015	26.78	\$ 55,702	27.33	\$ 56,846	27.92	\$ 58,074
Jan. 1, 2016	27.32	\$ 56,816	27.88	\$ 57,983	28.48	\$ 59,235
Jan. 1, 2017	27.86	\$ 57,953	28.43	\$ 59,143	29.05	\$ 60,420
Jan. 1, 2018	28.42	\$ 59,112	29.00	\$ 60,326	29.63	\$ 61,628
Jan. 1, 2019	29.27	\$ 60,885	29.87	\$ 62,136	30.52	\$ 63,477
Jan. 1, 2020	29.86	\$ 62,103	30.47	\$ 63,378	31.13	\$ 64,747
Jan. 1, 2021	30.45	\$ 63,345	31.08	\$ 64,646	31.75	\$ 66,041

8C- Truck Driver/Building Maintenance Worker/Pumping Station Operator/Traffic Maintenance Worker/Sanitation Driver/Tree Maintenance Worker 1

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
	Hourly	Annually	Hourly	Annually	Hourly	Annually
Jan. 1, 2015	25.43	\$ 52,894	25.97	\$ 54,018	26.55	\$ 55,224
Jan. 1, 2016	25.94	\$ 53,952	26.49	\$ 55,098	27.08	\$ 56,328
Jan. 1, 2017	26.46	\$ 55,031	27.02	\$ 56,200	27.62	\$ 57,455
Jan. 1, 2018	26.99	\$ 56,132	27.56	\$ 57,324	28.18	\$ 58,604
Jan. 1, 2019	27.80	\$ 57,816	28.39	\$ 59,044	29.02	\$ 60,362
Jan. 1, 2020	28.35	\$ 58,972	28.95	\$ 60,224	29.60	\$ 61,570
Jan. 1, 2021	28.92	\$ 60,152	29.53	\$ 61,429	30.19	\$ 62,801

9C- Laborer 1/Loader, Sanitation

Effective	1st yr. - Hourly/Annually		Upon Completion of 2 yrs. - Hourly/Annually		Upon Completion of 5 yrs. - Hourly/Annually	
Jan. 1, 2015	14.78	\$ 30,742	20.40	\$ 42,432	21.48	\$ 44,678
Jan. 1, 2016	15.08	\$ 31,357	20.81	\$ 43,281	21.91	\$ 45,572
Jan. 1, 2017	15.38	\$ 31,984	21.22	\$ 44,146	22.35	\$ 46,483
Jan. 1, 2018	15.68	\$ 32,624	21.65	\$ 45,029	22.79	\$ 47,413
Jan. 1, 2019	16.16	\$ 33,603	22.30	\$ 46,380	23.48	\$ 48,835
Jan. 1, 2020	16.48	\$ 34,275	22.74	\$ 47,308	23.95	\$ 49,812
Jan. 1, 2021	16.81	\$ 34,960	23.20	\$ 48,254	24.43	\$ 50,808

10C - Recreation Maintenance Worker and Omnibus Driver

Effective	Annually
Jan. 1, 2015	\$52,550
Jan. 1, 2016	\$53,601
Jan. 1, 2017	\$54,673
Jan. 1, 2018	\$55,766
Jan. 1, 2019	\$57,439
Jan. 1, 2020	\$58,588
Jan. 1, 2021	\$59,760

11C - Recreation Maintenance Worker

Effective	Annually
Jan. 1, 2015	\$37,052
Jan. 1, 2016	\$37,793
Jan. 1, 2017	\$38,549
Jan. 1, 2018	\$39,320
Jan. 1, 2019	\$40,499
Jan. 1, 2020	\$41,309

