

**AGREEMENT**

**BETWEEN**

**CITY OF ELIZABETH, NEW JERSEY**

**AND**

**UNION COUNCIL NO. 8 NEW JERSEY CIVIL SERVICE ASSOCIATION  
(CITY HALL EMPLOYEES)**

**JULY 1, 2013 THROUGH JUNE 30, 2017**

**Official COPY**

**Division of Personnel**

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AGREEMENT entered into this 12th day of December, 2014 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.

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
25 years		26 working days
26 year		27 working days
27 year		28 working days
28 year		29 working days
after 29 years		30 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

(A). 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 for an employee whose standard work week is 30 hours; three and one half (3.5) hours of compensatory time for an employee whose standard work week is 35 hours; and four (4) hours of compensatory time for an employee whose standard work week is 40 hours, whichever applies as explained in ARTICLE XIV of this contract.

(B). This ARTICLE shall be invoked in cases of emergencies, necessity or when it has been determined by a department director that it is required for the efficient and effective operation of the department and shall at no time apply to a pre-determined and/or scheduled assignment outside of an employee's standard hours.



## 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 Traditional Dental Benefit is allowed an increase from a

maximum of one thousand dollars (\$1,000) to a maximum of fifteen hundred dollars (\$1,500).

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 to the statutory 2% cap 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 eleven thousand (\$11,000) 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 eleven thousand (\$11,000) 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, domestic partner, 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, uncle, niece, or nephew

4. Special cases will be referred to the Director.

Leave with pay as provided for in this section is intended to be used for the purposes of handling necessary arrangements, grieving 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 absenteeism 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:

2.0% effective July 1, 2013 ;

1.5% effective July 1, 2014 ;

1.5% effective July 1, 2015 ; and

1.5% effective July 1, 2016 .

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 \$200.00 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

### CLOSURE PROTOCOL FOR LOCAL GOVERNMENT OFFICES IN THE EVENT OF A DECLARED STATE OF EMERGENCY

#### 1. State of Emergency

(A). Local Weather conditions will dictate whether a State of Emergency will be in effect for the City of Elizabeth. In the event a State of Emergency as declared by the Mayor of the City of Elizabeth, the Governor of the State of New Jersey and/or the President of the United States, only essential employees should report to work.

#### 2. Essential Employee

(A). An "Essential Employee" is an employee who is indispensable to the emergency service function of the City of Elizabeth or department and is required to assist the City or department in meeting its operational needs. Essential employees must report to work as scheduled, even if local, state and federal offices are closed due to severe weather or other emergency.

(B). On or about January 15<sup>th</sup> of every year, every department director shall submit a list of all essential employees and all pertinent contact information within the department to the Business Administrator. Said list may be amended at anytime during the course of the year.

(C). All essential employees shall be notified accordingly in writing, and a list of such employees and/or classifications shall be kept on file in the Office of the City Clerk and distributed to the appropriate Exclusive Bargaining Representatives.

(D). While the designation "Essential" staff for the most part is pre-determined, the emergency events may dictate designation of additional staff as "essential." In such cases, they will be personally informed by their supervisors or designees.

#### 3. Method of Communication

(A). Staff shall be kept informed as to the changing circumstances surrounding the emergency event. This may be done through use of a central call in number, the reverse 911 system, press releases, communications through staff meetings or any other communication measure available.

#### 4. Compensation for Essential Employees

(A). Essential employees are compensated at their regular hourly rate of pay, plus equal time off for their scheduled shift. If they are required to work additional shifts or hours in excess of the normal work schedule, they are compensated according to existing rules governing overtime, as

set forth in the Fair Labor Standards Act and the rules governing the New Jersey Civil Service Commission.

5. Non-Essential Employees

(A) Non-Essential Employees shall not be charged time off during a declared State of Emergency.

ARTICLE XXXVIII

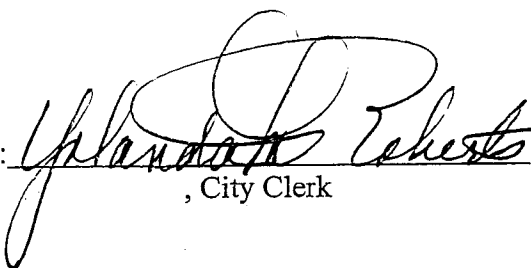
TERM OF AGREEMENT

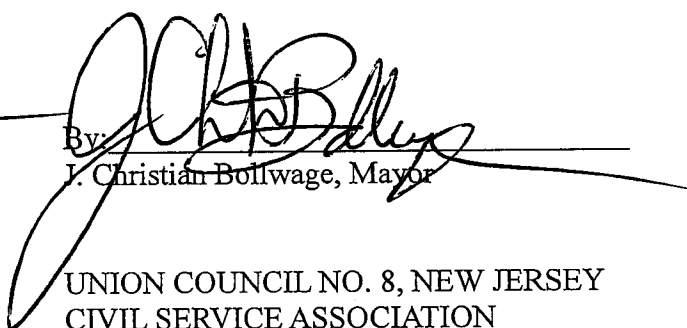
1. This Agreement shall be in full force and effect from July 1, 2009 through and including the 30th day of June, 2013. If either party wishes to terminate, amend or otherwise modify terms and conditions set forth herein at the time of expiration, it must notify either party in writing not less than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

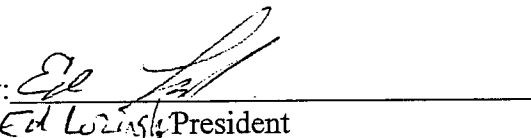
CITY OF ELIZABETH, NEW JERSEY

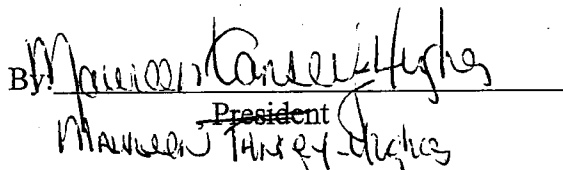
By:   
Yolandis Roberts  
, City Clerk


By:   
J. Christian Bollwage, Mayor

ELIZABETH CITY HALL  
EMPLOYEES ASSOCIATION

UNION COUNCIL NO. 8, NEW JERSEY  
CIVIL SERVICE ASSOCIATION

By:   
Ed Lozinski, President

By:   
M. Annunzio, President

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

CITY HALL EMPLOYEES ASSOCIATION  
4 year contract 7-01-2013 through 6-30-2017

TITLE	T/O	RANGE	STEPS	INCREMENT	MAXIMUM STEPS	MAXIMUM	2013	7-01-2013 (12% Inc)		7-01-2014 (1.5% Inc)		7-01-2015 (1.5% Inc)		7-01-2016 (1.5% Inc)	
						INCREMENT (3x/375+300)	previous base	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
ACCOUNT CLERK	2	17-30FN	3	325	1	825	37,687	36,722	38,522	37,300	39,100	37,887	39,687	38,482	40,282
ACCOUNT CLERK/35	2	17-35FN	3	325	1	825	44,048	43,130	44,930	43,804	45,604	44,488	46,288	45,182	46,982
ACCOUNTANT/35	2	07-35	3	325	1	825	48,758	47,933	49,733	48,679	50,479	49,436	51,236	50,205	52,005
ADMINISTRATIVE ANALYST (epd) +	1	03-40	3	375	1	875	63,044	65,044	65,044	66,020	68,020	68,010	69,010	69,015	69,015
ADMINISTRATIVE ANALYST (epd) +	1	03-35	3	375	1	875	58,001	58,121	57,121	55,978	57,978	56,848	58,848	57,731	59,731
ADMINISTRATIVE ANALYST/40	2	03-40AN	3	325	1	825	46,655	44,778	46,578	45,477	47,277	46,186	47,986	46,906	48,706
ADMINISTRATIVE ANALYST/40 (pin)	2	03-40	3	325	1	825	55,573	57,373	58,234	56,434	58,234	57,308	59,108	58,195	59,995
ADMINISTRATIVE CLERK	2	05-30	3	325	1	825	47,538	46,687	48,487	47,414	49,214	48,152	49,952	48,901	50,701
ADMINISTRATIVE CLERK BILINGUAL (S/E (mo))	1	05-30	3	325	1	825	47,538	46,687	48,487	47,414	49,214	48,152	49,952	48,901	50,701
ADMINISTRATIVE CLERK/40	2	05-40AC	3	325	1	825	55,371	54,678	56,478	55,255	57,325	56,165	57,258	56,098	57,258
ADMINISTRATIVE SECRETARY (adm)	1	01-35AD	3	375	1	875	58,174	57,337	59,337	58,227	60,227	59,130	61,130	60,047	62,047
ADMINISTRATIVE SECRETARY (epd) +	1	01-35PD	3	375	1	875	58,174	57,337	59,337	58,227	60,227	59,130	61,130	60,047	62,047
ADMINISTRATIVE SECRETARY (hrs)	1	01-40HD	3	375	1	875	70,387	69,795	71,795	70,872	72,872	71,965	73,965	73,074	75,074
ADMINISTRATIVE SECRETARY (ms)	1	01-35MS	3	375	1	875	58,174	57,337	59,337	58,227	60,227	59,130	61,130	60,047	62,047
ADMINISTRATIVE SECRETARY/30	1	02-30	3	325	1	825	48,939	48,138	50,938	49,902	51,702	50,678	52,478	51,465	53,265
AFFIRMATIVE ACTION OFFICER	1	06-30	3	325	1	825	48,939	48,025	49,725	48,742	49,542	48,209	49,270	50,008	
AIR POLLUTION INSPECTOR	1	08-35	3	325	1	825	50,518	49,729	51,529	50,502	52,302	51,287	53,087	52,083	53,883
AIR POLLUTION INSPECTOR	2	08-30	3	325	1	825	43,288	42,354	44,154	43,016	44,816	43,688	45,488	44,370	46,170
ANALYST GRANT APPLICATIONS	1	07-35	3	325	1	825	52,633	52,633	54,433	53,449	55,249	54,278	56,078	55,119	56,919
ASST ASSESSOR (a)	1	10-30A	3	325	1	825	52,615	51,867	53,667	52,672	54,472	53,489	55,289	54,318	56,118
ASST ASSESSOR (b)	1	10-30B	3	325	1	825	48,398	45,527	47,327	46,237	48,037	46,958	48,758	47,689	49,489
ASST ASSESSOR (c)	1	10-30AC	3	325	1	825	48,849	48,026	49,826	48,773	50,573	49,532	51,332	50,302	52,102
ASST ENGINEER	2	03-30	3	325	1	825	48,849	48,026	49,826	48,773	50,573	49,532	51,332	50,302	52,102
ASST PENSION FUND SUPERVISOR	1	02-35FS	3	325	1	825	51,206	50,430	52,230	51,213	53,013	52,008	53,808	52,815	54,615
ASST PLANNER	1	05-30	3	325	1	825	47,536	46,887	48,487	47,414	49,214	48,152	49,952	48,901	50,701
ASST PUBLIC INFORMATION OFFICER	2	01-40PCD	3	325	1	825	53,889	53,146	54,946	53,970	55,770	54,807	56,607	55,656	57,456
ASST SECY BOARD/COMMISSION (abq)*	1	08-40MM	3	325	1	825	48,134	47,358	49,158	48,095	49,895	48,843	50,643	49,603	51,403
ASST SUPT OF WEIGHTS & MEASURES	2	04-40MM	3	325	1	825	59,617	59,009	60,809	59,821	61,721	60,647	62,647	61,787	63,587
ASST VIOLATIONS CLERK	4	13-30A	3	325	1	825	41,212	40,236	42,036	40,887	42,687	41,507	43,307	42,157	43,957
BUILDING INSPECTOR (A)/35	2	05-35BI	3	325	1	825	55,575	54,897	56,697	55,747	57,547	56,600	58,400	57,476	59,276
BUILDING INSPECTOR (B)/35	2	05-35BI	3	325	1	825	60,750	59,985	61,785	60,841	62,641	61,529	63,329	62,329	64,129
BUILDING INSPECTOR/ZONING OFFICER	1	01-40BZO	3	325	1	825	80,410	80,218	82,018	81,448	83,248	82,687	84,487	83,984	85,784
CASHIER	3	13-30	3	325	1	825	37,334	36,791	38,591	37,370	39,170	37,958	39,758	38,554	40,354
CLERK 1	13	18-30	3	325	3	825	35,107	34,009	35,809	34,546	36,346	35,091	36,891	35,644	37,444
CLERK 1/30 (etd) =	2	18-30	3	325	1	825	35,107	34,009	35,809	34,546	36,346	35,091	36,891	35,644	37,444
CLERK 1/30 (epd)	2	18-30	3	325	1	825	35,107	34,009	35,809	34,546	36,346	35,091	36,891	35,644	37,444
CLERK 1/35	5	18-35C	3	325	1	825	40,868	39,885	41,685	40,510	42,310	41,145	42,945	41,789	43,589
CLERK 1/35 (etd) =	1	18-35	3	325	1	825	40,868	39,885	41,685	40,510	42,310	41,145	42,945	41,789	43,589
CLERK 1/35 (epd) +	5	18-35	3	325	1	825	46,646	45,779	47,579	46,493	48,293	47,217	49,017	47,952	49,752
CLERK 1/40	4	16-30	3	325	1	825	35,880	34,900	36,700	35,451	37,251	36,010	37,810	36,577	38,377
CLERK 2	4	16-30	3	325	1	825	50,454	49,663	51,463	50,495	52,295	51,219	53,019	52,014	53,814
CLERK 2 (a)	1	13-40	3	325	1	825	37,834	36,791	38,591	37,370	39,170	37,958	39,758	38,554	40,354
CLERK 2 (b)	1	13-40	3	325	1	825	41,881	40,919	42,719	41,580	43,380	42,210	44,010	42,870	44,670
CLERK 2/35	4	12-35	3	325	1	825	47,536	46,687	48,487	47,414	49,214	48,152	49,952	48,901	50,701
CLERK 2/35 (ass)	2	03-30ass	3	325	1	825	44,347	44,347	46,147	45,039	46,839	45,742	47,542	46,455	48,255
CLERK 2/35 (epd)	1	03-35epd	3	325	1	825	44,347	44,347	46,147	45,039	46,839	45,742	47,542	46,455	48,255
CLERK 2/40	3	12-40	3	325	1	825	47,788	46,944	48,744	47,675	49,475	48,417	50,217	49,170	50,970
CLERK 3	2	11-30	3	325	1	825	41,212	40,236	42,036	40,887	42,687	41,507	43,307	42,157	43,957
CLERK 3 (adm)	1	07-35adm	3	325	1	825	51,358	50,595	52,395	51,381	53,181	52,179	53,979	52,989	54,789
CLERK 3 (ass)	1	09-30AS	3	325	1	825	42,881	41,908	43,708	42,584	44,384	43,229	45,029	43,904	45,704
CLERK 3/35	4	11-35	3	325	1	825	48,081	47,243	49,043	47,979	49,779	48,726	50,526	49,484	51,284
CLERK 3/40	1	01-35SC	3	325	1	825	71,533	73,333	72,633	74,433	73,749	75,549	74,862	76,662	
CLERK 4 (b)	1	02-30	3	325	1	825	53,288	52,554	54,354	53,389	55,189	54,187	55,987	55,037	56,837
CLERK 4 (epd) +	2	03-35	3	375	1	875	41,194	40,018	42,018	40,648	42,648	41,288	43,288	41,937	43,937
CLERK TELEPHONE OPERATOR	2	15-30	3	325	1	825	36,743	35,678	37,478	36,240	38,040	36,811	38,611	37,390	39,190

CLERK/COMMUNITY RELATIONS AIDE	1	18-40CH	3	325	325	1	1	825	65,967	65,968	67,286	66,495	68,295	67,519	69,319	68,559	70,359
CLERK/COMMUNITY RELATIONS AIDE	1	18-30FR	3	325	325	1	1	825	44,133	43,216	45,016	43,891	45,691	44,576	46,376	45,272	47,072
COLLECTOR DELINQUENT ACCOUNTS	1	11-30	3	325	325	1	1	825	41,212	40,296	42,096	40,967	42,767	41,597	43,397	42,159	43,959
COMMUNITY CENTER DIRECTOR	1	04-40CCD	3	325	325	1	1	825	40,841	40,841	42,641	41,481	43,281	42,130	43,930	42,759	44,589
COMMUNITY RELATIONS SPECIALIST (epd)	1	01-35EPD	3	325	325	1	1	825	52,804	52,060	53,960	52,868	54,668	53,668	55,468	54,520	56,320
COMPLAINT SERVICE AIDE	2	12-30AG	3	325	325	1	1	825	43,800	43,896	45,696	44,593	46,393	45,277	47,077	45,963	47,763
COMPLAINT INVESTIGATOR	1	02-40B	3	325	325	1	1	825	55,040	54,341	56,141	55,183	56,983	56,038	57,838	56,908	58,708
COMPUTER OPERATOR TRAINEE	1	19-40	3	325	325	1	1	825	37,817	38,773	38,573	37,352	39,152	37,939	39,739	38,535	40,335
COST ESTIMATOR PROPERTY IMPROVEMENT/	2	03-35C	3	325	325	1	1	825	48,299	47,465	49,265	48,204	50,004	48,954	50,754	49,715	51,515
COST ESTIMATOR PROPERTY IMPROVEMENT/	2	03-35LA	3	325	325	1	1	825	52,413	51,661	53,461	52,463	54,263	53,277	55,077	54,103	55,903
COLUIT INTERPRETER	2								0	0	0	0	0	0	0	0	0
DATA ENTRY MACHINE OPERATOR	1	15-30	3	325	325	1	1	825	36,743	35,678	37,478	36,240	38,040	36,811	38,611	37,390	39,190
DATA ENTRY MACHINE OPERATOR (epd) +	10	03-35	3	375	375	1	1	875	41,194	40,018	42,018	40,646	42,646	41,288	43,288	41,937	43,937
DATA ENTRY MACHINE OPERATOR/40	1	08-40D	3	325	325	1	1	825	53,004	52,284	54,084	53,075	54,875	53,888	55,688	54,733	56,533
DATA PROCESSING PROGRAMMER (a)	1	08-32CD	3	325	325	1	1	825	32,534	31,385	33,185	31,885	33,685	32,388	34,188	32,901	34,701
DATA PROCESSING PROGRAMMER (a)	2	01-40A	3	325	325	1	1	825	59,544	58,935	60,735	59,846	61,646	60,771	62,571	61,710	63,510
DATA PROCESSING PROGRAMMER (b)	1	01-40B	3	325	325	1	1	825	57,606	56,980	58,780	57,841	59,641	58,736	60,536	59,644	61,444
DATA PROCESSING PROGRAMMER (c)	1	01-40C	3	325	325	1	1	825	55,689	54,982	56,782	55,831	57,631	56,689	58,489	57,576	59,376
DATA PROCESSING PROGRAMMER (d)	1	01-40D	3	325	325	1	1	825	53,734	53,009	54,809	53,831	55,631	54,665	56,465	55,512	57,312
DATA PROCESSING PROGRAMMER (e)	1	01-40E	3	325	325	1	1	825	51,786	51,034	52,834	51,827	53,627	52,631	54,431	53,447	55,247
DATA PROCESSING PROGRAMMER (f)	2	01-40F	3	325	325	1	1	825	49,052	48,233	50,033	48,993	50,793	49,745	51,545	50,518	52,318
DATA PROCESSING PROGRAMMER (g)	1	01-40G	3	325	325	1	1	825	45,540	44,651	46,451	45,348	47,148	46,055	47,855	46,773	48,573
DENTAL ASSISTANT	1	15-30	3	325	325	1	1	825	36,743	35,678	37,478	36,240	38,040	36,811	38,611	37,390	39,190
DENTAL ASSISTANT (BRN)	1	15-30	3	325	325	1	1	825	36,743	35,678	37,478	36,240	38,040	36,811	38,611	37,390	39,190
DEPUTY REGISTRAR OF VITAL STATISTICS	2	01-35EL	3	325	325	1	1	825	71,424	71,052	72,852	72,145	73,945	73,254	75,054	74,380	76,180
ELECTRICAL INSPECTOR	1	02-30	3	325	325	1	1	825	49,939	49,138	50,938	49,802	51,702	50,678	52,478	51,465	53,265
EMPLOYEE BENEFITS CLERK	1	14-30	3	325	325	1	1	825	37,287	36,233	38,033	36,803	38,603	37,382	39,182	37,970	39,770
ENGINEERING AIDE	1	17-30	3	325	325	1	1	825	35,223	34,229	36,029	34,869	36,669	35,518	37,318	36,175	37,975
ENV COMPLIANCE INVESTIGATOR/35	1	08-35	3	325	325	1	1	825	70,460	70,059	71,859	71,147	72,947	72,241	74,041	73,352	75,152
FIELD REPRESENTATIVE HOUSING CONTROL	1	11-30	3	325	325	1	1	825	41,212	40,236	42,036	40,867	42,667	41,507	43,307	42,157	43,957
FIELD REPRESENTATIVE HOUSING INSPECTOR	3	08-30	3	325	325	1	1	825	42,354	42,354	44,154	43,016	44,816	43,888	45,488	44,370	46,170
FIELD REPRESENTATIVE HOUSING INSPECTOR	1	08-30	3	325	325	1	1	825	46,887	46,025	47,825	46,742	48,542	47,470	49,270	48,208	50,008
FIELD REPRESENTATIVE HOUSING INSPECTOR	6	08-35	3	325	325	1	1	825	50,520	49,730	51,530	50,503	52,303	51,288	53,088	52,084	53,884
FIELD REPRESENTATIVE HOUSING INSPECTOR	1	02-35NPP	3	325	325	1	1	825	49,932	48,580	50,380	49,336	51,136	50,103	51,903	50,882	52,682
FIELD REPRESENTATIVE HOUSING INSPECTOR	1	12-35AG	3	325	325	1	1	825	52,922	47,968	49,768	48,715	50,515	49,473	51,273	50,242	52,042
FIELD REPRESENTATIVE SR CITIZENS	1	12-35AG	3	325	325	1	1	825	43,982	42,579	44,379	43,245	45,045	43,921	45,721	44,607	46,407
FIELD REPRESENTATIVE SR CITIZENS BILG/SP	6	01-30GPH	3	325	325	1	1	825	43,982	42,579	44,379	43,245	45,045	43,921	45,721	44,607	46,407
GRADUATE NURSE PUBLIC HEALTH	2	09-35HA	3	325	325	1	1	825	69,556	68,025	69,825	69,072	70,872	70,135	71,935	71,214	73,014
HEALTH AIDE	1	01-30HI	3	325	325	1	1	825	79,789	79,585	81,385	80,806	82,606	82,045	83,845	83,303	85,103
HOUSING INSPECTOR	1	01-35HI	3	325	325	1	1	825	44,107	43,189	44,989	43,864	45,664	44,549	46,349	45,244	47,044
HOUSING INSPECTOR/35	1	01-35HI	3	325	325	1	1	825	44,107	43,189	44,989	43,864	45,664	44,549	46,349	45,244	47,044
INVESTIGATOR COMMUNICABLE DISEASES	2	03-38CD	3	325	325	1	1	825	56,820	55,340	57,140	56,197	57,997	57,067	58,867	57,950	59,750
INVESTIGATOR CONSUMER PROTECTION	1	07-30	3	325	325	1	1	825	44,107	43,189	44,989	43,864	45,664	44,549	46,349	45,244	47,044
KEY BOARDING CLERK 1/30 (epd) =	27	17-30	3	325	325	1	1	825	35,323	34,229	36,029	34,769	36,569	35,518	37,318	36,275	38,075
KEY BOARDING CLERK 1/35 (epd) =	1	17-30	3	325	325	1	1	825	35,323	34,229	36,029	34,769	36,569	35,518	37,318	36,275	38,075
KEY BOARDING CLERK 1/35 (epd) =	5	04-35	3	325	325	1	1	825	41,120	40,142	41,942	40,771	42,571	41,410	43,210	42,058	43,858
KEY BOARDING CLERK 1/35 (epd) =	2	04-35	3	375	375	1	1	875	41,120	39,942	41,942	40,571	42,571	41,210	43,210	41,858	43,858
KEY BOARDING CLERK 1/35 (epd) +	11	04-35	3	375	375	1	1	875	41,120	39,942	41,942	40,571	42,571	41,210	43,210	41,858	43,858
KEY BOARDING CLERK 2 (epd) =	10	16-30	3	325	325	1	1	825	35,980	34,900	36,700	35,451	37,251	36,010	37,810	36,577	38,377
KEY BOARDING CLERK 2 (epd) =	3	16-35	3	325	325	1	1	825	41,883	40,921	42,721	41,562	43,362	42,212	44,012	42,872	44,672
KEY BOARDING CLERK 2 (epd) +	2	16-35	3	325	325	1	1	825	41,883	40,921	42,721	41,562	43,362	42,212	44,012	42,872	44,672
KEY BOARDING CLERK 2 /35	4	02-35	3	325	325	1	1	825	41,883	40,921	42,721	41,562	43,362	42,212	44,012	42,872	44,672
KEY BOARDING CLERK 2 /40	6	10-40	3	325	325	1	1	825	47,788	46,944	48,744	47,675	49,475	48,417	50,217	49,170	50,970
KEY BRDG CLERK 3	3	10-30	3	325	325	1	1	825	48,819	47,959	49,759	48,742	50,542	49,500	51,300	50,270	52,070
KEY BRDG CLERK 3/35	3	10-35PCT	3	325	325	1	1	825	48,819	47,959	49,759	48,742	50,542	49,500	51,300	50,270	52,070
KEYBOARDING CLERK 3 BILINGUAL SPN & ENG	1	07-30	3	325	325	1	1	825	44,107	43,189	44,989	43,864	45,664	44,549	46,349	45,244	47,044
KEYBOARDING CLERK 3 BILINGUAL SPN & ENG	1	07-30	3	325	325	1	1	825	44,107	43,189	44,989	43,864	45,664	44,549	46,349	45,244	47,044
KEYBOARDING CLERK 3 BILINGUAL SFE (inc)	1	02-35LA	3	325	325	1	1	825	54,413	50,702	52,502	51,490	53,290	52,289	54,089	53,100	54,900
LAND SURVEYOR	1	01-30	3	325	325	1	1	825	56,481	55,811	57,611	56,675	58,475	57,552	59,352	58,442	60,242
LEGAL SECRETARY A	1	02-35LA	3	325	325	1	1	825	64,026	63,507	65,307	64,487	66,287	65,481	67,281	66,490	68,290
LEGAL SECRETARY B	1	02-35LB	3	325	325	1	1	825	53,969	53,689	55,489	54,806	56,606	55,855	57,655	56,917	58,717
LEGAL SECRETARY C	1	02-35LC	3	325	325	1	1	825	48,758	47,933	49,733	48,678	50,478	49,436	51,236	50,205	52,005
LICENSE INSPECTOR/35	1	08-35LC	3	325	325	1	1	825	62,211	61,455	63,255	62,254	64,054	63,065	64,865	63,868	65,668

LICENSE INSPECTOR/40	4	08-40 LC	3	325	325	1	825	59,617	59,009	60,809	59,921	61,721	60,847	62,647	61,767	63,567
LOAN ADVISOR	2	03-36 A	3	325	325	1	825	48,889	48,026	48,826	48,773	50,573	49,532	51,332	50,302	52,102
MAIL CLERK	1	15-36	3	325	325	1	825	42,860	43,738	43,738	42,994	44,394	43,260	44,060	43,936	45,736
MANAGEMENT ASSISTANT	1	06-35EPD	3	325	325	1	825	51,706	50,940	52,740	51,731	53,531	52,534	54,334	53,349	55,149
MANAGEMENT ASSISTANT (epd)	1	06-35EPD	3	325	325	1	825	48,410	47,578	49,378	48,319	50,119	49,071	50,871	49,834	51,634
MANAGEMENT ASSISTANT OFFICER (epd) +	7	04-40	3	375	375	1	875	47,008	45,948	47,028	46,667	48,667	47,397	49,397	48,138	50,138
PERSONNEL AIDE/35	2	03-35PA	3	325	325	1	825	43,207	48,391	50,191	49,144	50,944	49,908	51,708	50,884	52,484
PERSONNEL AIDE/35 (epd)	1	03-35PA	3	325	325	1	825	49,207	48,391	50,191	49,144	50,944	49,908	51,708	50,884	52,484
PERSONNEL ASSISTANT	1								0	0	0	0	0	0	0	0
PLANNING INSPECTOR	1	17-40ZB	3	325	325	1	825	51,731	51,027	52,827	51,819	53,619	52,623	54,423	53,439	55,239
PLUMBING INSPECTOR	1	01-35PB	3	325	325	1	825	71,424	71,052	72,852	72,145	73,945	73,254	75,054	74,380	76,180
PRINCIPAL ACCOUNT CLERK	4	11-30	3	325	325	1	825	41,212	40,236	42,067	40,887	42,667	41,507	43,307	42,157	43,957
PRINCIPAL ACCOUNT CLERK (uill)	1	07-30	3	325	325	1	825	44,107	43,189	44,989	43,884	45,684	44,549	46,349	45,244	47,044
PRINCIPAL ACCOUNT CLERK/35	1	11-35L	3	325	325	1	825	47,992	47,152	48,952	47,886	49,686	48,631	50,431	49,387	51,187
PRINCIPAL ACCOUNTANT	2	03-35PAC	3	325	325	1	825	60,176	59,580	61,380	60,501	62,301	61,436	63,236	62,385	64,185
PRINCIPAL CASHIER	1	08-30	3	325	325	1	825	43,288	42,354	44,154	43,016	44,816	43,688	45,488	44,370	46,170
PRINCIPAL CLERK TRANSCRIBER (epd) +	1	01-35PD	3	375	375	1	875	58,174	57,337	59,337	58,227	60,227	59,130	61,130	60,047	62,047
PRINCIPAL DATA ENTRY MACH OPERATOR	1	02-30	3	325	325	1	825	52,449	51,596	53,396	52,397	54,197	53,210	55,010	54,035	55,835
PRINCIPAL DRAFTING TECHNICIAN	1	10-30	3	325	325	1	825	41,921	40,959	42,759	41,800	43,400	42,251	44,051	42,912	44,712
PRINCIPAL DRAFTING TECHNICIAN SYS DIST	1	10-30	3	325	325	1	825	64,954	64,453	66,253	65,447	67,247	66,456	68,256	67,480	69,280
PRINCIPAL ENGINEERING AIDE	1	10-40	3	325	325	1	825	55,910	55,228	57,028	56,083	57,883	56,951	58,751	57,832	59,632
PRINCIPAL ENGINEERING CLERK	1	10-30	3	325	325	1	825	55,910	55,228	57,028	56,083	57,883	56,951	58,751	57,832	59,632
PRINCIPAL ENGINEERING CLERK	1	09-30	3	325	325	1	825	42,581	41,921	43,251	41,800	43,400	42,251	44,051	42,912	44,712
PRINCIPAL PAYROLL CLERK	1	04-30	3	325	325	1	825	50,807	49,819	51,619	50,593	52,393	51,379	53,179	52,177	53,977
PRINCIPAL PLANNING AIDE	1	02-30PPA	3	325	325	1	825	66,413	65,941	67,741	66,957	68,757	67,988	69,788	69,035	70,835
PROGRAM MONITOR	1	02-35SPA	3	325	325	1	825	48,449	48,026	48,926	47,885	48,845	47,842	48,842	47,842	48,842
PROPERTY CLERK BILINGUAL SPN & ENG (epd)	1	01-35	3	375	375	1	875	40,560	39,371	41,371	39,992	41,992	40,822	42,822	41,781	43,781
PROPERTY CLERK (epd) +	2	05-35	3	375	375	1	875	53,669	53,146	54,946	53,970	55,770	54,807	56,607	55,656	57,456
PUBLIC INFORMATION ASSISTANT	1	01-40PCD	3	375	375	1	875	38,039	36,800	38,800	37,982	39,982	37,973	39,973	38,573	40,573
PUBLIC SAFETY TELECOMMUNICATOR TRAIINE	10	09-35	3	375	375	1	875	42,257	42,122	44,122	42,784	44,784	43,456	45,456	44,138	46,138
PUBLIC SAFETY TELECOMMUNICATOR (epd)	37	01-35TC	3	375	375	1	875	57,094	56,436	58,236	57,310	59,110	58,197	59,997	58,997	60,797
PUBLIC WORKS INSPECTOR	1	09-35	3	325	325	1	825	45,215	44,915	46,715	45,920	47,720	46,936	48,736	47,952	49,752
PURCHASING ASSISTANT	6	08-35	3	325	325	1	825	40,016	39,016	40,016	39,828	41,428	40,249	42,049	40,880	42,680
RECREATION CENTER DIRECTOR	4	11-30A	3	325	325	1	825	41,343	40,370	42,170	41,003	42,803	41,645	43,445	42,297	44,097
RECREATION LEADER	1	11-40A	3	325	325	1	825	54,444	52,244	54,044	52,888	54,744	53,588	55,444	54,288	56,144
RECYCLING PROGRAM AIDE	1	01-40RCY	3	325	325	1	825	57,252	56,507	58,307	57,473	59,273	58,382	60,182	59,284	61,084
REDEVELOPMENT ASSISTANT	1	01-35HIP	3	325	325	1	825	45,736	44,912	46,712	45,613	47,413	46,324	48,124	47,046	48,846
REGISTERED ENVIR HEALTH SPECIAL/35	2	06-35	3	325	325	1	825	54,704	53,998	55,798	54,835	56,635	55,685	57,485	56,547	58,347
REGISTERED ENVIR HEALTH SPECIAL TRAINEE	2	12-35	3	325	325	1	825	41,130	40,153	41,953	40,782	42,582	41,421	43,221	42,069	43,869
RELOCATION ASSISTANT	2	07-30	3	325	325	1	825	47,447	46,596	48,396	47,322	49,122	48,059	49,859	48,807	50,607
RELOCATION OFFICER	1	2-40RO	3	325	325	1	825	72,298	72,982	74,782	74,083	75,883	75,221	77,021	76,376	78,176
REPRESENTATIVE RENT REGULATION	1	06-30	3	325	325	1	825	46,887	46,025	47,825	46,742	48,542	47,470	49,270	48,209	50,009
SANITATION INSPECTOR	2	13-30SI	3	325	325	1	825	43,288	42,354	44,154	43,016	44,816	43,688	45,488	44,370	46,170
SANITATION INSPECTOR	2	13-35SI	3	325	325	1	825	50,520	49,730	51,530	50,503	52,303	51,288	53,088	52,084	53,884
SECRETARIAL ASSISTANT	4	06-30	3	325	325	1	825	46,887	46,025	47,825	46,742	48,542	47,470	49,270	48,209	50,009
SECRETARIAL ASSISTANT	1	06-35	3	325	325	1	825	54,703	53,997	55,797	54,834	56,634	55,684	57,484	56,546	58,346
SECURITY SYSTEMS OPERATOR (epd)	5	01-35SSS	3	325	325	1	825	37,293	36,239	38,039	36,810	38,610	37,389	39,189	37,977	39,777
SR ACCOUNT CLERK	4	13-30	3	325	325	1	825	37,834	36,791	38,591	37,370	39,170	37,988	39,788	38,554	40,354
SR ACCOUNT CLERK TRPG (epd) +	1	01-35A	3	375	375	1	875	42,834	36,791	38,591	37,370	39,170	37,988	39,788	38,554	40,354
SR ACCOUNT CLERK/35	1	13-35	3	325	325	1	825	44,147	43,230	45,030	43,905	45,705	44,581	46,381	45,287	47,087
SR ACCOUNT CLERK/35	2	04-35	3	325	325	1	825	54,116	53,398	55,198	54,226	56,026	55,086	56,886	55,919	57,719
SR AIR POLLUTION INSPECTOR	1	02-30H	3	325	325	1	825	53,212	52,476	54,276	53,290	55,090	54,116	55,916	54,955	56,755
SR ASSISTANT ASSESSOR	2	03-30	3	325	325	1	825	53,819	53,295	55,095	54,271	56,071	55,282	57,082	56,288	58,088
SR BUILDING INSPECTOR	1	01-35BUI	3	375	375	1	875	72,512	71,962	73,962	73,071	75,071	74,197	76,197	75,340	77,340
SR CASHIER	1	12-30	3	325	325	1	825	47,448	46,587	48,387	47,323	49,123	48,080	49,880	48,808	50,608
SR CITIZEN PROGRAM AIDE/35	5	12-35	3	325	325	1	825	47,448	46,587	48,387	47,323	49,123	48,080	49,880	48,808	50,608
SR CLERK TRANSCRIBER (epd) +	1	01-35	3	375	375	1	875	42,802	40,842	42,842	41,485	43,485	42,137	44,137	42,799	44,799
KEY BRDG CLERK 2 BLDG S&E (fm)	4	14-30	3	325	325	1	825	37,287	36,233	38,033	36,803	38,603	37,382	39,182	37,970	39,770
SR DATA PROCESSING PROGRAMMER	2	01-40DPP	3	325	325	1	825	62,880	61,930	63,730	62,886	64,686	63,856	65,656	64,841	66,641
SR DATA PROCESSING PROGRAMMER (ts)	1	02-40DPP	3	325	325	1	825	65,801	65,317	67,117	66,324	68,124	67,346	69,146	68,383	70,183

SR DRAFTING TECHNICIAN	1	12-30	3	325	1	825	40667	39,680	41,480	40,302	42,102	40,934	42,734	41,575	43,375
SR ENGINEERING AIDE	1	13-30	3	325	1	825	37834	36,791	38,591	37,370	39,170	37,956	39,756	38,554	40,354
SR MAIL CLERK	1	07-30	3	325	1	825	44107	43,189	44,989	43,864	45,664	44,548	46,348	45,244	47,044
SR PLANNING AIDE	1	02-35SPA	3	325	1	825	51791	51,027	52,827	51,819	53,619	52,623	54,423	53,439	55,239
SR PROPERTY CLERK (epd)-	1	01-35PCS	3	375	1	875	48246	44,151	46,151	44,843	46,843	45,546	47,546	46,259	48,259
SR PURCHASING ASSISTANT	1	02-30	3	325	1	825	50900	50,118	51,918	50,897	52,697	51,687	53,487	52,489	54,289
SR REGISTERED ENV HEALTH SPECIALIST	2	01-35HI	3	325	1	825	79667	78,664	81,464	80,886	82,686	82,126	83,926	83,365	85,165
SR TELEPHONE OPERATOR	1	08-30	3	325	1	825	43288	42,354	44,154	43,016	44,816	43,688	45,488	44,370	46,170
SR TRANSPORTATION INSPECTOR/40	1	02-40ST	3	325	1	825	74818	74,514	76,314	75,659	77,459	76,821	78,621	78,000	79,800
SUPERVISING ACCOUNT CLERK	4	02-30	3	325	1	825	52349	51,586	53,386	52,397	54,197	53,210	55,010	54,035	55,835
SUPERVISOR OF ACCOUNTS	1	10-30	3	325	1	825	55358	54,685	56,485	55,812	57,312	56,372	58,172	57,245	59,045
SUPERVISOR OF CENTRAL MAIL ROOM	1	03-30	3	325	1	825	48149	48,026	49,826	48,773	50,573	49,532	51,332	50,302	52,102
SUPERVISOR OF DATA ENTRY MACH OPERATI	1	02-40A	3	325	1	825	53674	52,947	54,747	53,768	55,568	54,602	56,402	55,448	57,248
SUPERVISOR OF DATA PROCESSING OPERATI	1	03-40EDP	3	325	1	825	67266	66,811	68,611	67,840	69,640	68,885	70,685	69,945	71,745
SUPERVISOR OF SR CITIZENS ACTIVITIES	1	03-40C	3	325	1	825	65967	65,486	67,286	66,495	68,295	67,519	69,319	68,559	70,359
TAX SEARCHER	1	08-30	3	325	1	825	43288	42,354	44,154	43,016	44,816	43,688	45,488	44,370	46,170
TECHNICAL ASST CONTRUCTION OFFICIAL /35	1	12-35	3	325	1	825	59519	49,729	51,529	50,502	52,302	51,287	53,087	52,083	53,883
TIMEKEEPER	1	01-40	3	325	1	825	58010	57,370	59,170	58,258	60,058	59,159	60,959	60,073	61,873
TRANSPORTATION INSPECTOR	1	01-40	3	325	1	825	70334	69,941	71,741	71,017	72,817	72,109	73,909	73,218	75,018
VIOLATIONS CLERK	3	01-30V	3	325	1	825	51791	51,027	52,827	51,819	53,619	52,623	54,423	53,439	55,239
ZONING OFFICER (8)	1	01-40ZA	3	325	1	825	77808	77,564	79,364	78,754	80,554	79,962	81,762	81,188	82,988
ZONING OFFICER/35	1	01-35ZO	3	325	1	825	71424	71,052	72,852	72,145	73,945	73,254	75,054	74,380	76,180
ZONING OFFICER/35	1	01-35ZO	3	325	1	825	70460	70,069	71,869	71,147	72,947	72,241	74,041	73,352	75,152
ZONING OFFICER/40	1	01-40ZO	3	325	1	825	71424	71,052	72,852	72,145	73,945	73,254	75,054	74,380	76,180