

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

JULY 1, 2017 THROUGH JUNE 30, 2021

AGREEMENT entered into this _____ day of _____, 2019
by and between the CITY OF ELIZABETH, NEWJERSEY, hereinafter referred to as the “City”
or “Employer”, and UNION COUNCIL NO. 8, NEWJERSEY 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.

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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 II-A

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
 - i. 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.
 - ii. 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.
 - iii. 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.
 - iv. 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

WORKWEEK

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 VII

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 7th year.....	2%
8th year of employment to completion of 11th year.....	4%
12th year of employment to completion of 15th year.....	6%
16th year of employment to completion of 19th year.....	8%
19th year of employment to completion of 24th year.....	10%
25th 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, or any 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 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 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 form 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

CALLBACK

- 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. The City shall freeze the healthcare contribution rate at the Council 8 member's current rate. The member's contribution shall revert to the 2017 rates if the member's marital/family status changes.
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 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. July 1, 2018, the premiums shall be paid by the City, effective July 1, 2018, the co-payment will be decreased from \$5.00 for each prescription to \$3.00 for each prescription for Generic and increased to \$10.00 for name brand and \$0 for mail order.

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 (\$1,500) to a maximum of two thousand five hundred dollars (\$2,500). Orthodontic care shall increase from a maximum of one thousand dollars (\$1,000.00) to a maximum of two thousand dollars (\$2,000.00). The Traditional Plan shall now cover 100% of preventative care with a \$25.00 copay per person with a maximum copay amount of \$75.00 per family. 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.

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. Effective July 1, 2017 the employees shall be reimbursed to a maximum payment of twelve thousand (\$12,000) dollars. Payment shall be made within six (6) months of the effective separation date. Employees are entitled to cash out half the accumulated amount up to the maximum amount. For employees who are laid off, there is no length of service requirements. All employees must have at 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.

Attendance Incentive:

Effective January 1, 2018, any Council 8 member who does not use a sick day for an entire calendar year will be provide a one-time payment of five hundred and fifty dollars payable in the February of the following calendar year. For example, an employ with perfect attendance as of January 1, 2019 shall receive payment in February 2020.

ARTICLE XXII

MILITARY LEAVE

Military leave shall be as provided by applicable Federal and State Statutes.

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

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.

1. 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.
2. 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 PMI 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:
 - i. any grade of B or better - 100% of State College rate.
 - ii. A grade of C - 75% of State College rate.
 - iii. 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 across⁰the-board increase in their respective ranges as follows:
 - 2.0% effective July 1, 2017;
 - 2.0% effective July 1, 2018;
 - 2.0% effective July 1, 2019;
 - 2.0% effective July 1, 2020;
2. Effective July 1, 2018, no employee shall be paid less than the starting rate or more than the maximum rate for each classification.
3. The maximum step for each title on the salary guide will be increased \$500 effective July 1, 2017. 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, 2017.
4. The City's promotional salary formula shall reflect the education, experience, years of service in the salary guide.

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 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 located within the Division of Personnel. 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

Local Weather conditions will dictate whether a State of Emergency will be in effect for the City of Elizabeth. The City of Elizabeth Business Administrator will have sole authority in determining whether local weather conditions warrant a closure. All non-essential employees agree to report to work unless instructed to remain home by the Business Administrator or designated agent. 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 another emergency.
- B. On or about January 15th 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 any time during the course of the year. This list shall vary due to the type of emergency presented.
- 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

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

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

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

ARTICLE XXXVIII

PUBLIC SAFETY TELECOMMUNICATORS

All bargaining unit members who are classified in the Civil Service Position “Public Safety Telecommunicator shall work a 37.5-hour work week with a mandatory 2.5 additional hours pay per workweek at the straight time rate of each step.

Night Shift Differential:

All Public Safety Telecommunicators working the Midnight Shift shall receive a Night Shift Differential of seven hundred and fifty (750) dollars paid annually in December of each year.



ARTICLE XXXIX

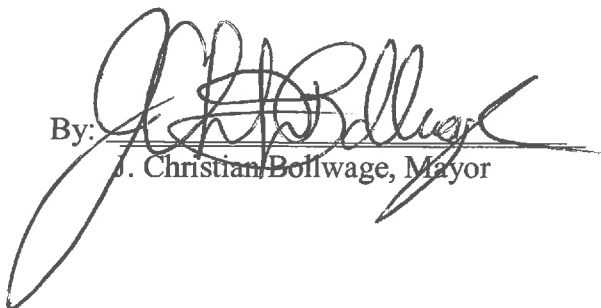
TERM OF AGREEMENT

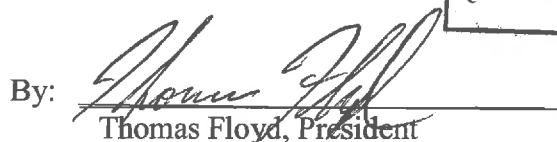
1. This Agreement shall be in full force and effect from July 1, 2017 through and including the 30th day of June 2021. If either party wishes to terminate, amend or otherwise modify terms and conditions set forth herein at the time of expiration, it must notify either party in writing not less than sixty (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.

CITY OF ELIZABETH

UNION COUNCIL NO. 8 NEW JERSEY
CIVIL SERVICE ASSOCIATION

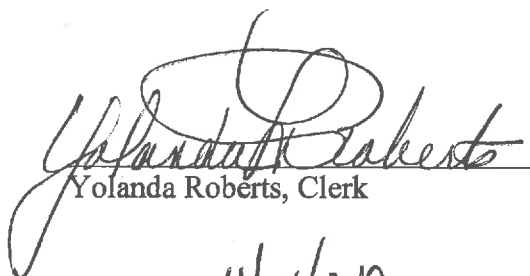
CITY OF ELIZABETH
APPROVED AS TO FORM

PHYSICAL POSITIONS
TERMS & CONDITIONS

DESCRIPTION

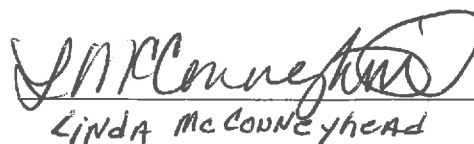
By: 
J. Christian Bollwage, Mayor

By: 
Thomas Floyd, President

ATTEST:

ATTEST:


Yolanda Roberts, Clerk


Linda McConeyhead

Date: 11/4/2019

Date: 11/4/2019

APPENDIX A

CITY HALL EMPLOYEES ASSOCIATION
4 year contract 7-01-2017 through 6-30-2021

TITLE #	TITLE	TIO	RANGE	STEPS	INCREMENT	MAXIMUM STEPS	MAXIMUM INCREMENT (22979-60)	2016 periodic base	7-01-2017 (2% Inc)		7-01-2018 (2% Inc)		7-01-2019 (2% Inc)		7-01-2020 (2% Inc)	
									Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
00001	ACCOUNT CLERK	1	17-30FN	3	325	1	825	40,282	39,288	41,088	40,110	41,910	40,948	42,748	41,803	43,603
00001	ACCOUNT CLERK/35	1	17-35FN	3	325	1	825	48,882	48,122	47,922	47,080	48,880	48,058	49,858	49,055	50,855
00004	ADMINISTRATIVE ANALYST (epd)	2	07-35	3	325	1	825	82,005	51,245	53,045	52,306	54,106	53,388	55,188	54,492	56,292
00010	ADMINISTRATIVE ANALYST (epd)	1	09-40	3	375	1	875	68,016	67,375	69,375	68,763	70,763	70,178	72,178	71,622	73,622
00010	ADMINISTRATIVE ANALYST/40	1	09-45	3	375	1	875	69,791	69,926	69,926	69,145	62,145	61,388	63,388	62,656	64,656
00020	ADMINISTRATIVE ANALYST/40 (adm)	2	03-40AN	3	325	1	825	48,706	47,890	49,980	48,874	50,874	49,897	51,897	50,921	52,721
00020	ADMINISTRATIVE CLERK	1	03-40	3	325	1	825	68,487	68,057	69,857	69,454	71,254	70,879	72,679	72,333	74,133
00020	ADMINISTRATIVE CLERK BILG SIE (mo)	1	05-30	3	325	1	825	51,889	50,923	52,723	51,977	53,777	53,053	54,853	54,150	55,950
00020	ADMINISTRATIVE CLERK BILG SIE (mo)	1	05-30	3	325	1	825	80,701	49,915	51,715	50,949	52,749	52,004	53,804	53,080	54,880
00020	ADMINISTRATIVE CLERK/35	1	06-35	3	325	1	825	51,889	50,923	52,723	51,977	53,777	53,053	54,853	54,150	55,950
00012	ADMINISTRATIVE SECRETARY (adm)	2	05-40AC	3	325	1	825	59,058	58,439	60,239	59,844	61,444	60,873	62,673	62,128	63,928
00012	ADMINISTRATIVE SECRETARY (epd)	1	01-40ADM	3	325	1	825	67,084	66,636	68,436	68,005	69,805	69,401	71,201	70,825	72,625
00112	ADMINISTRATIVE SECRETARY /35	1	01-35PD	3	375	1	875	82,047	81,288	83,288	82,654	84,554	83,945	85,945	85,182	87,182
00233	ADMINISTRATIVE SECRETARY/30	2	01-35	3	325	1	825	71,019	70,639	72,439	72,088	73,888	73,566	75,366	75,073	76,873
00239	AFFIRMATIVE ACTION OFFICER	1	06-30	3	325	1	825	53,285	52,530	54,330	53,617	55,417	54,725	56,525	55,856	57,656
00239	AIR POLLUTION INSPECTOR	1	08-35	3	325	1	825	50,069	49,209	51,009	50,228	52,029	51,270	53,070	52,331	54,131
00317	AIR POLLUTION INSPECTOR	1	08-30	3	325	1	825	53,886	53,181	54,981	54,280	56,080	55,381	57,181	56,525	58,325
00317	ASST ASSESSOR (6)	1	10-30A	3	325	1	825	44,770	45,293	47,093	46,293	48,093	47,093	48,893	47,186	48,986
00318	ASST ASSESSOR (6)	1	10-30A	3	325	1	825	58,116	55,440	57,240	56,585	58,385	57,753	59,553	58,944	60,744
00318	ASST ENGINEER	1	10-30B	3	325	1	825	48,489	48,679	50,479	49,689	51,489	50,719	52,519	51,769	53,569
00360	ASST PENSION FUND SUPERVISOR	2	03-30	3	325	1	825	52,102	51,344	53,144	52,407	54,207	53,491	55,291	54,597	56,397
00689	ASST PLANNER	2	05-30	3	325	1	825	97,116	58,457	58,257	57,822	59,422	58,910	60,510	60,022	61,622
07445	ASST PUBLIC INFORMATION OFFICER	1	01-40POD	3	325	1	825	90,701	49,916	51,715	50,949	52,749	52,004	53,804	53,080	54,880
00445	ASST SECY BOARD/COMMISSION (epd)*	1	04-30	3	325	1	825	91,146	60,838	62,338	61,765	63,595	63,057	64,857	64,354	66,154
00755	ASST SUPV OF WEIGHTS & MEASURES	2	08-40WM	3	325	1	825	81,403	50,631	52,431	51,680	53,480	52,750	54,550	53,841	55,641
00773	ASST SUPV OF SENIOR CITIZEN ACTIVITIES	2	10-40	3	325	1	825	93,397	63,059	64,859	64,359	66,159	65,679	67,479	67,029	68,829
00808	ASST VIOLATIONS CLERK/32	1	13-32A	3	325	1	825	58,776	59,151	59,951	59,350	61,150	60,573	62,373	61,820	63,620
08057	AUDITOR ACCOUNTANT TRAINEE	4	13-32A	3	325	1	825	47,827	48,780	48,590	47,752	48,552	48,743	50,543	49,754	51,554
08024	BUILDING INSPECTOR (A)/35	2	01-35UD	3	325	1	825	51,880	51,036	52,836	52,093	53,893	53,171	54,971	54,270	56,070
08026	BUILDING INSPECTOR (B)/35	1	05-35BI	3	325	1	825	59,278	58,062	60,482	59,871	61,671	61,104	62,904	62,362	64,162
08026	BUILDING INSPECTOR/ZONING OFFICER	1	05-35BI	3	325	1	825	54,129	53,412	55,212	54,516	56,316	55,642	57,442	56,791	58,591
08078	CASHIER	1	01-40	3	325	1	825	60,478	80,288	82,088	81,880	83,730	83,605	85,455	85,313	87,113
01245	CLERK 1	2	13-30	3	325	1	825	40,354	39,361	41,161	40,184	41,984	41,024	42,824	41,880	43,680
01245	CLERK 1/30 (epd)	3	18-30	3	325	1	825	37,444	36,393	38,193	37,157	38,957	37,896	39,736	38,731	40,531
01245	CLERK 1/30 (epd)	2	18-30	3	325	1	825	37,444	36,393	38,193	37,157	38,957	37,896	39,736	38,731	40,531
01245	CLERK 1/32	6	18-32	3	325	1	825	37,444	36,393	38,193	37,157	38,957	37,896	39,736	38,731	40,531
01245	CLERK 1/35	13	18-35C	3	325	1	825	40,878	39,587	41,387	40,415	42,215	41,258	43,058	42,120	43,920
01245	CLERK 1/35 (epd)	1	18-35	3	325	1	825	43,888	42,861	44,461	43,550	44,457	44,457	46,257	45,382	47,182
01245	CLERK 1/35 (epd)	3	18-35	3	325	1	825	43,888	42,861	44,461	43,550	44,457	44,457	46,257	45,382	47,182
01245	CLERK 1/40	10	18-40	3	325	1	825	43,888	42,861	44,461	43,550	44,457	44,457	46,257	45,382	47,182
01245	CLERK 2	3	18-30	3	325	1	825	48,742	48,947	50,747	49,982	51,782	50,987	52,787	52,053	53,853
03247	CLERK 2 (epd)	3	18-30	3	325	1	825	38,377	37,345	39,145	38,128	39,928	38,927	40,727	39,742	41,542
03247	CLERK 2/32	3	12-32	3	325	1	825	41,478	40,509	42,309	41,355	43,155	42,218	44,018	43,098	44,898
03247	CLERK 2/35 (epd)	2	12-35	3	325	1	825	44,670	43,763	45,563	44,674	46,474	45,603	47,403	46,551	48,351
03247	CLERK 2/40	5	12-35	3	325	1	825	44,670	43,763	45,563	44,674	46,474	45,603	47,403	46,551	48,351
02773	CLERK 3	7	12-40	3	325	1	825	50,870	50,189	51,889	51,229	52,929	52,280	54,030	53,372	55,172
02773	CLERK 3 (adm)	1	07-35adm	3	325	1	825	43,857	43,036	44,836	43,933	45,733	44,848	46,648	45,781	47,581
02773	CLERK 3 (asse)	4	09-30AS	3	325	1	825	54,788	54,085	55,885	55,203	57,003	56,343	58,143	57,506	59,306
							825	50,701	49,915	51,715	50,949	52,749	52,004	53,804	53,080	54,880

02773	CLERK 3 (60d)	1	11-35	3	325	325	1	825	51,244	50,510	52,310	51,556	53,356	52,623	54,423	53,711	55,511
02773	CLERK 3/35	2	11-35	3	325	325	1	825	51,244	50,510	52,310	51,556	53,356	52,623	54,423	53,711	55,511
02773	CLERK 3/35 (part)	9	11-35	3	325	325	1	825	51,244	50,510	52,310	51,556	53,356	52,623	54,423	53,711	55,511
02773	CLERK 3/40	1	03-35PER	3	325	325	1	825	53,148	54,451	56,251	55,576	57,376	56,724	58,524	57,894	59,694
03559	CLERK 4 (a)	1	01-35SC	3	325	325	1	825	57,983	59,783	61,583	59,179	60,979	62,199	61,643	63,443	
02585	CLERK 4 (base)	1	02-30	3	325	325	1	825	76632	78,416	78,216	77,980	79,780	79,576	81,204	83,004	
02585	CLERK 4 (base)	2	03-3E	3	325	325	1	825	96637	56,174	57,974	57,333	59,133	58,516	60,316	59,722	
01306	COMMUNITY RELATIONS SPECIALIST (ppd)	1	18-40HHS	3	325	325	1	825	43,937	42,816	44,816	43,712	45,712	44,628	46,628	45,559	
01313	COMMUNITY SERVICE AIDE	1	01-35EPD	3	325	325	1	825	54,925	54,224	56,024	55,344	57,144	56,487	58,287	57,653	
01313	COMMUNITY SERVICE AIDE/35	1	12-30AG	3	325	325	1	825	47,823	46,939	48,739	47,914	49,714	48,908	50,708	49,922	
01319	COST ESTIMATOR PROPERTY IMPROVEMENT/35	1	03-35AG	3	325	325	1	825	55,782	55,077	56,877	56,215	58,015	57,375	59,175	58,559	
01319	COST ESTIMATOR PROPERTY IMPROVEMENT/35	1	03-35C	3	325	325	1	825	51,515	50,745	52,545	51,796	53,596	52,868	54,698	53,959	
07959	COURT INTERPRETER	1	03-35LA	3	325	325	1	825	56,903	55,221	57,021	56,361	58,161	57,524	59,324	58,710	
04649	DATA ENTRY MACHINE OPERATOR	1	15-30	3	325	325	1	825	0	0	0	0	0	0	0	0	
04649	DATA ENTRY MACHINE OPERATOR (99d)	9	09-35	3	325	325	1	825	39,190	38,174	39,974	38,973	40,773	39,788	41,588	40,620	
04649	DATA ENTRY MACHINE OPERATOR/40	1	08-40	3	325	325	1	825	43,837	42,816	44,816	43,712	45,712	44,628	46,628	45,559	
01474	DATA PROCESSING PROGRAMMER (a)	2	01-40A	3	325	325	1	825	56,533	55,964	57,664	57,017	58,817	58,193	59,993	59,393	
01474	DATA PROCESSING PROGRAMMER (b)	1	01-40B	3	325	325	1	825	66,600	66,132	67,932	67,491	69,291	68,877	70,291	72,091	
01474	DATA PROCESSING PROGRAMMER (c)	1	01-40C	3	325	325	1	825	64,444	60,873	62,673	62,126	63,926	63,405	65,205	64,709	
01474	DATA PROCESSING PROGRAMMER (d)	1	01-40D	3	325	325	1	825	59,378	58,764	60,564	59,975	61,775	61,211	63,011	62,471	
01474	DATA PROCESSING PROGRAMMER (e)	2	01-40E	3	325	325	1	825	57,312	56,658	58,458	57,827	59,627	59,020	60,820	60,236	
01474	DATA PROCESSING PROGRAMMER (f)	1	01-40F	3	325	325	1	825	55,247	54,552	56,352	55,679	57,479	56,829	58,629	58,002	
01474	DATA PROCESSING PROGRAMMER (g)	1	01-40G	3	325	325	1	825	53,318	51,564	53,364	52,631	54,431	53,720	55,520	54,830	
01474	DATA PROCESSING PROGRAMMER (h)	1	01-40H	3	325	325	1	825	48,573	47,744	48,544	48,735	50,535	49,746	51,546	50,777	
01474	DATA PROCESSING PROGRAMMER (i)	1	08-40CD	3	325	325	1	825	42,717	41,771	43,571	42,642	44,442	43,531	45,331	44,438	
01493	DEPUTY ASSISTANT	2	15-30	3	325	325	1	825	39,190	38,174	39,974	38,973	40,773	39,788	41,588	40,620	
01493	DEPUTY REGISTRAR OF VITAL STATISTICS	2	02-35	3	325	325	1	825	62,144	61,587	63,387	62,855	64,655	64,148	65,948	65,427	
01899	ELECTRICAL INSPECTOR	2	01-35EI	3	325	325	1	825	76,190	75,904	77,704	77,458	79,258	79,043	80,843	80,690	
02240	EMPLOYMENT SERVICES AIDE	1	11-35	3	325	325	1	825	61,284	50,510	52,310	51,556	53,356	52,623	54,423	53,711	
01733	ENGINEERING AIDE	1	17-40	3	325	325	1	825	53,800	53,076	54,876	54,174	55,974	55,293	57,093	56,435	
01816	FIELD REPRESENTATIVE HEALTH EDUCATION/40	1	10-40HE	3	325	325	1	825	58,443	58,220	60,020	59,420	61,220	60,844	62,644	61,893	
02336	FIELD REPRESENTATIVE HOUSING INSPECTION BILL	1	04-35	3	325	325	1	825	59,979	59,379	61,179	60,803	62,603	61,851	63,651	63,124	
01817	FIELD REPRESENTATIVE HOUSING INSPECTION/35	7	08-35	3	325	325	1	825	53,844	53,162	54,962	54,261	56,061	55,382	57,182	56,528	
08647	FIELD REPRESENTATIVE NEIGH. PRESERVATION	1	02-35NP	3	325	325	1	825	55,239	54,544	56,344	55,671	57,471	56,820	58,620	58,326	
01826	FIELD REPRESENTATIVE SR CITIZENS	1	12-35AG	3	325	325	1	825	52,882	51,936	53,736	53,011	54,811	54,107	55,907	55,225	
05670	FIELD REPRESENTATIVE SR CITIZENS BIL/GSP-ENG	1	12-35AG	3	325	325	1	825	55,882	55,200	57,000	56,340	58,140	57,503	59,303	58,699	
01930	GRADUATE NURSE PUBLIC HEALTH/35	3	01-35GP	3	325	325	1	825	47,189	46,302	48,102	47,284	49,084	48,245	50,045	49,246	
01971	HEALTH AIDE	1	08-40HA	3	325	325	1	825	53,040	52,301	54,101	53,383	55,183	54,467	56,267	55,613	
02071	HOUSING INSPECTOR/35	2	08-35HA	3	325	325	1	825	48,407	45,535	47,335	46,482	48,282	47,448	49,248	48,433	
02071	HOUSING INSPECTOR/35	1	01-35HA	3	325	325	1	825	66,295	65,821	67,621	67,173	68,973	68,552	70,352	69,959	
02427	INVESTIGATOR COMMUNICABLE DISEASES	1	01-35HI	3	325	325	1	825	88,103	89,005	90,905	88,741	88,512	90,312	90,318	92,118	
01268	KEY BOARDING CLERK 1	2	03-35CD	3	325	325	1	825	59,760	59,145	60,945	60,364	62,164	61,607	63,407	62,875	
01268	KEY BOARDING CLERK 1/35 (60d)	1	17-30	3	325	325	1	825	37,875	36,629	38,429	37,988	39,198	38,182	39,982	38,982	
01268	KEY BOARDING CLERK 1/32	15	17-32	3	325	325	1	825	40,882	39,838	41,638	40,871	42,471	41,520	43,320	42,388	
01268	KEY BOARDING CLERK 1/35 (60d)	4	04-35	3	325	325	1	825	43,888	42,935	44,735	43,830	45,630	44,743	46,543	45,674	
01268	KEY BOARDING CLERK 1/35 (60d)	2	04-35	3	375	375	1	875	43,888	42,735	44,735	43,630	45,630	44,543	46,543	45,474	
03256	KEY BOARDING CLERK 2	5	16-30	3	325	325	1	825	43,888	42,735	44,735	43,630	45,630	44,543	46,543	45,474	
03256	KEY BOARDING CLERK 2 (60d)	5	16-30	3	325	325	1	825	39,377	37,345	39,145	38,128	39,928	38,927	40,727	39,742	
03256	KEY BOARDING CLERK 2 (60d)	3	16-35	3	325	325	1	825	44,872	43,765	45,565	44,678	46,478	45,606	47,406	46,534	
03256	KEY BOARDING CLERK 2 (60d)	1	16-40	3	325	325	1	825	51,004	50,295	52,095	51,327	53,127	52,390	54,190	53,474	
03256	KEY BOARDING CLERK 2 /35	1	02-35	3	325	325	1	825	44,872	43,765	45,565	44,678	46,478	45,606	47,406	46,534	
03256	KEY BOARDING CLERK 2 /40	2	16-40	3	325	325	1	825	44,872	43,765	45,565	44,678	46,478	45,606	47,406	46,534	
03256	KEY BOARDING CLERK 2 BILINGUAL S&E (mo)/32	4	14-32	3	325	325	1	825	50,970	50,199	51,999	51,229	53,029	52,290	54,090	53,372	
03256	KEY BOARDING CLERK 2/32	16	16-32	3	325	325	1	825	43,004	42,146	43,946	43,025	44,825	43,922	45,722	44,836	
02781	KEY BOARDING CLERK 3	6	10-30	3	325	325	1	825	41,984	40,618	42,418	41,464	43,264	42,329	44,129	43,212	
02781	KEY BOARDING CLERK 3 (60d)	2	10-35	3	325	325	1	825	44,712	43,808	45,608	44,718	46,518	45,648	47,448	46,597	
04638	KEY BOARDING CLERK 3 BILINGUAL S& E	1	07-30	3	325	325	1	825	42,070	51,311	53,111	52,373	54,173	53,456	55,256	54,561	
		1	07-30	3	325	325	1	825	47,044	48,185	47,985	47,145	48,945	48,124	49,924	49,122	

04638	KEY BOARDING CLERK 3 BILINGUAL SAE (mo)/32	1	07-32	3	325	1	825	80,965	50,184	51,984	51,224	53,024	52,284	54,084	53,386	55,166
04638	KEY BOARDING CLERK 3 BILINGUAL SAE/35	1	07-35	3	325	1	825	84,900	54,198	55,998	55,238	57,138	56,400	58,260	57,625	59,425
02255	LAND SURVEYOR	9	10-35PCT	3	325	3	825	82,070	51,311	53,111	52,378	54,173	53,456	55,256	54,561	56,361
07675	LEGAL SECRETARY A	1	01-30	3	325	1	825	60,242	69,847	81,447	80,876	82,876	82,130	83,930	83,409	85,209
07675	LEGAL SECRETARY B	1	02-35LA	3	325	1	825	61,817	61,253	63,053	62,514	64,314	63,800	65,600	65,112	66,912
02292	LICENSE INSPECTOR/C	3	02-35LC	3	325	3	825	68,235	55,856	57,656	57,009	58,809	58,185	59,985	59,385	61,185
02292	LICENSE INSPECTOR/4D	4	08-40LC	3	325	4	825	65,888	55,002	56,802	56,138	57,938	57,297	59,097	58,479	60,279
05138	LOAN ADVISOR	1	03-35LA	3	325	1	825	52,102	51,344	53,144	52,407	54,207	53,491	55,291	54,597	56,397
02320	MAIL CLERK	1	15-35	3	325	1	825	54,402	53,690	55,490	54,800	56,600	55,932	57,732	57,087	58,887
02390	MANAGEMENT ASSISTANT (60d)	1	08-35EPO	3	325	1	825	45,728	44,851	46,651	45,784	47,584	46,736	48,536	47,707	49,507
02390	MANAGEMENT ASSISTANT (90d)	1	06-35MA	3	325	1	825	61,944	50,987	52,987	51,920	53,920	52,994	54,994	54,080	56,080
02390	MANAGEMENT ASSISTANT/735	1	06-35MA	3	325	1	825	68,332	58,719	60,519	59,829	61,729	61,164	62,964	62,423	64,223
02466	PERSONNEL AIDE/35	7	04-40	3	325	7	825	69,944	66,503	68,303	67,889	69,689	69,262	71,062	70,683	72,483
02466	PERSONNEL AIDE/35	1	03-35PA	3	325	1	825	50,138	49,141	51,141	50,164	52,164	51,207	53,207	52,271	54,271
02466	PERSONNEL AIDE/35 (60d)	1	03-35PA	3	325	1	825	62,444	59,670	60,470	59,879	61,679	61,113	62,913	62,371	64,171
02466	PERSONNEL ASSISTANT	1	08-35PA	3	325	1	825	62,444	51,734	53,534	52,805	54,605	53,897	55,697	55,011	56,811
02655	PLANNING AIDE	1	17-40ZB	3	325	1	825	60,380	59,798	61,598	61,030	62,830	62,287	64,087	63,569	65,369
02704	PLUMBING INSPECTOR	1	01-35PB	3	325	1	825	76,604	75,904	77,704	77,458	79,258	79,043	80,843	80,660	82,460
02755	PRINCIPAL ACCOUNT CLERK	1	11-30	3	325	1	825	43,857	43,036	44,836	43,993	45,733	44,848	46,648	45,781	47,581
02755	PRINCIPAL ACCOUNT CLERK/35	1	11-32	3	325	1	825	47,028	46,779	48,579	47,751	49,551	48,742	50,542	49,753	51,553
02755	PRINCIPAL ACCOUNT CLERK/40	1	11-35L	3	325	1	825	51,487	50,411	52,211	51,465	53,265	52,520	54,320	53,608	55,408
02756	PRINCIPAL ACCOUNTANT	2	03-35PAC	3	325	2	825	68,165	67,987	69,787	70,180	71,980	71,820	73,620	73,088	74,888
02771	PRINCIPAL CASHIER	2	08-30	3	325	2	825	46,170	45,293	47,093	46,235	48,035	47,186	48,986	48,176	49,976
02778	PRINCIPAL CLERK TRAINING SUPERVISOR (60d)	1	01-35PD	3	325	1	825	62,477	61,286	63,286	62,554	64,554	63,845	65,845	65,162	67,162
02778	PRINCIPAL DATA ENTRY MACH OPERATOR	1	02-30	3	325	1	825	65,835	55,152	56,952	56,291	58,091	57,453	59,253	58,638	60,438
06539	PRINCIPAL DRAFTING TECHNICIAN	1	03-40	3	325	1	825	69,280	68,866	70,666	70,279	72,079	71,721	73,521	73,191	74,991
02804	PRINCIPAL ENGINEERING AIDE	1	10-30	3	325	1	825	44,712	43,808	45,608	44,718	46,518	45,648	47,448	46,597	48,397
02804	PRINCIPAL ENGINEERING AIDE	1	10-30	3	325	1	825	59,832	59,025	60,825	60,242	62,042	61,483	63,283	62,749	64,549
02806	PRINCIPAL ENGINEERING CLERK	1	09-30	3	325	1	825	44,718	43,808	45,608	44,718	46,518	45,648	47,448	46,597	48,397
02831	PRINCIPAL PAYROLL CLERK	1	04-30	3	325	1	825	45,416	44,524	46,324	45,450	47,250	46,395	48,195	47,259	49,059
04700	PROGRAM MONITOR	2	02-40PC	3	325	2	825	53,877	53,257	55,057	54,358	56,158	55,481	57,281	56,627	58,427
02884	PROPERTY CLERK (60d)	2	04-35	3	325	2	825	56,300	55,626	57,426	56,775	58,575	57,947	59,747	59,142	60,942
04987	PROPERTY CLERK TELECOMMUNICATIONS (60d)	1	01-35	3	325	1	825	43,841	42,128	44,128	43,009	45,009	43,809	45,809	44,827	46,827
02910	PUBLIC HEALTH INVESTIGATOR	1	12-40	3	325	1	825	67,848	63,995	65,895	64,808	66,708	65,541	67,441	66,492	68,392
02910	PUBLIC INFORMATION ASSISTANT	1	01-40PCD	3	325	1	825	61,116	60,538	62,338	61,785	63,585	63,057	64,857	64,354	66,154
04228	PUBLIC SAFETY TELECOMMUNICATIONS (60d)	40	01-35TCC	3	325	40	825	61,116	48,423	50,223	49,431	51,231	50,480	52,280	51,509	53,309
02933	PUBLIC WORKS INSPECTOR	7	09-40	3	325	7	825	60,887	60,315	62,115	61,557	63,357	62,824	64,624	64,116	65,916
02932	PURCHASING ASSISTANT	1	09-30	3	325	1	825	45,534	45,655	47,455	46,814	48,614	47,582	49,382	48,570	50,370
02990	RECREATION CENTER DIRECTOR	6	06-35	3	325	6	825	42,880	41,734	43,534	42,805	44,605	43,493	45,293	44,399	46,199
03006	RECREATION LEADER/40 (60d)	2	11-40G	3	325	2	825	66,813	56,189	58,989	58,388	61,188	60,813	62,613	61,961	63,861
03006	RECREATION LEADER/35 (9y)	5	11-35OV	3	325	5	825	61,440	50,678	52,478	51,728	53,528	52,789	54,589	53,891	55,691
03097	RECYCLING PROGRAM AIDE	1	01-40DCY	3	325	1	825	61,064	60,485	62,285	61,731	63,531	63,002	64,802	64,298	66,098
03097	REGISTERED ENVIR HEALTH SPECIAL/35	2	06-35	3	325	2	825	65,347	67,714	69,514	68,019	70,419	68,967	71,367	70,392	72,792
03097	REGISTERED ENVIR HEALTH SPECIAL/40	1	06-40	3	325	1	825	66,695	66,219	68,019	67,579	69,379	68,967	70,767	70,392	72,192
03101	REGISTERED ENVIR HEALTH SPECIAL/40	1	06-40	3	325	1	825	68,888	68,378	70,178	69,678	71,478	70,984	72,784	72,304	74,104
03110	RELOCATION ASSISTANT/40	1	07-40RO	3	325	1	825	68,906	67,876	69,876	68,876	70,876	69,876	71,876	70,876	72,876
03110	REPRESENTATIVE RENT REGULATION	1	2-40RO	3	325	1	825	76,178	77,940	79,740	78,740	80,540	79,535	81,335	80,287	82,087
03110	SANITATION INSPECTOR	2	13-30SI	3	325	2	825	60,008	49,209	51,009	50,228	52,028	51,270	53,070	52,331	54,131
03127	SANITATION INSPECTOR	2	13-35SI	3	325	2	825	46,170	45,293	47,093	46,235	48,035	47,196	48,996	48,176	49,976
03127	SECRETARIAL ASSISTANT	3	06-30	3	325	3	825	53,884	53,182	54,982	54,261	56,061	55,382	57,182	56,526	58,326
03127	SECRETARIAL ASSISTANT/35	2	06-30	3	325	2	825	50,008	48,209	51,009	50,229	52,029	51,270	53,070	52,331	54,131
04040	SECURITY SYSTEMS OPERATOR (60d)	5	01-35SS	3	325	5	825	66,346	57,713	59,513	58,903	60,703	60,117	61,917	61,365	63,165
								38,777	39,773	40,573	39,584	41,384	40,412	42,212	41,256	43,056

03165	SR ACCOUNT CLERK	2	13-30	3	325	1	825	40,354	39,961	41,161	40,184	41,904	41,024	42,824	41,980	43,680
03166	SR ACCOUNT CLERK (9pd)	1	01-35A	3	375	1	875	45,987	44,601	46,601	45,533	47,533	46,484	48,484	47,454	49,454
03165	SR ACCOUNT CLERK/35	1	13-35	3	325	1	825	47,017	46,229	48,029	47,190	48,990	48,170	49,970	49,169	50,989
002390	SR AIR POLLUTION INSPECTOR	2	04-35	3	325	1	825	67,718	57,073	58,873	58,250	60,050	59,451	61,251	60,678	62,478
03192	SR ASSISTANT ASSESSOR	1	02-30H	3	325	1	825	54,735	56,090	57,990	57,248	59,048	58,429	60,229	59,634	61,434
03224	SR BUILDING INSPECTOR	2	03-30	3	325	1	825	66,068	67,629	69,429	69,018	70,818	70,434	72,234	71,879	73,679
03238	SR CASHIER	1	01-40BI	3	325	1	825	74,697	74,360	76,160	75,863	77,663	77,437	79,237	79,022	80,822
03244	SR CITIZEN PROGRAM AIDE/30	1	12-30	3	325	1	825	43,375	42,443	44,243	43,328	45,128	44,231	46,031	45,152	46,952
03244	SR CITIZEN PROGRAM AIDE/35	1	12-35	3	325	1	825	44,087	43,179	44,979	44,079	45,879	44,997	46,797	45,933	47,733
03244	SR CITIZEN PROGRAM AIDE/40	3	12-35	3	325	1	825	51,449	51,728	53,528	52,789	54,589	53,991	55,791	55,691	57,491
03255	SR CLERK TRANSCRIBER (9pd)	1	12-40	3	325	1	825	56,613	56,189	59,989	59,389	61,189	60,613	62,413	61,961	63,861
03267	SR COMMUNITY SERVICE AIDE	1	01-35	3	375	1	875	44,798	43,695	45,695	44,609	46,609	45,541	47,541	46,492	48,492
03295	SR DATA PROCESSING PROGRAMMER	2	12-34AG	3	325	1	825	60,240	59,945	61,445	60,874	62,874	62,127	63,927	63,406	65,206
03295	SR DATA PROCESSING PROGRAMMER (9)	2	01-40EDP	3	325	1	825	71,792	71,428	73,228	72,893	74,693	74,387	76,187	75,911	77,711
06660	SR DRAFTING TECHNICIAN	1	02-40EDP	3	325	1	825	75,334	75,041	76,841	76,578	78,378	78,146	79,946	79,745	81,545
03320	SR ENGINEERING AIDE	1	12-30	3	325	1	825	43,775	42,443	44,243	43,328	45,128	44,231	46,031	45,152	46,952
03138	SR LOAN ADVISOR	1	13-30	3	325	1	825	40,334	39,361	41,161	40,184	41,984	41,024	42,824	41,980	43,680
03424	SR MAIL CLERK	1	03-35LA	3	325	1	825	47,044	46,185	47,985	47,145	48,945	48,124	49,924	49,122	50,922
03512	SR PLANNING AIDE	1	07-30	3	325	1	825	53,336	54,544	56,344	55,671	57,471	56,820	58,620	57,992	59,792
03547	SR PURCHASING ASSISTANT	1	02-35SFA	3	325	1	825	57,789	57,145	58,945	58,324	60,124	59,526	61,326	60,753	62,553
03569	SR REGISTERED ENV HEALTH SPECIALIST	2	01-35HI	3	325	1	825	88,165	85,089	86,889	86,827	88,627	88,600	90,400	90,409	92,209
03100	SR TECHNICIAN MANAGEMENT INFORMATION SYST	3						0		0	0	0	0	0	0	0
03612	SR TELEPHONE OPERATOR	1	08-30	3	325	1	825	46,170	45,293	47,093	46,235	48,035	47,196	48,996	48,176	49,976
03629	SR TRANSPORTATION INSPECTOR/40	1	02-40ST	3	325	1	825	79,600	79,596	81,396	81,224	83,024	82,864	84,664	84,578	86,378
03848	SUPERVISING ACCOUNT CLERK	4	02-30	3	325	1	825	58,835	55,152	56,952	56,291	58,091	57,453	59,253	58,638	60,438
03989	SUPERVISOR OF ACCOUNTS	1	10-35	3	325	1	825	59,500	55,830	57,630	56,938	58,738	58,139	59,939	59,358	61,158
03932	SUPERVISOR OF CENTRAL MAIL ROOM	1	03-30	3	325	1	825	52,102	51,344	53,144	52,407	54,207	53,481	55,281	54,597	56,397
03183	SUPERVISOR OF DATA ENTRY MACH OPERATIONS	1	02-40A	3	325	1	825	57,248	56,593	58,393	57,761	59,561	58,952	60,752	60,167	61,967
04002	SUPERVISOR OF DATA PROCESSING OPERATIONS	1	03-40ADM	3	325	1	825	76,857	76,594	78,394	78,162	79,962	79,761	81,561	81,392	83,192
04069	TECHNICAL ASST CONTRUCTION OFFICIAL /40	1	03-40C	3	325	1	825	70,389	69,986	71,786	71,401	73,201	72,865	74,665	74,358	76,158
05193	TECHNICAL MANAGEMENT INFORMATION SYSTEMS	1	12-40	3	325	1	825	61,302	60,728	62,528	61,979	63,779	63,255	65,055	64,566	66,366
53909	TECHNICAL MANAGEMENT INFORMATION SYSTEMS	1	01-40	3	325	1	825	74,600	74,028	75,828	75,485	77,285	76,971	78,771	78,486	80,286
04167	TIMEKEEPER / Payroll Clerk	1	01-40	3	325	1	825	61,873	61,310	63,110	62,572	64,372	63,858	65,658	65,172	66,972
04211	TRANSPORTATION INSPECTOR	1	08-40T	3	325	1	825	79,018	74,718	76,518	76,248	78,048	77,809	79,609	79,401	81,201
04244	VIOLATIONS CLERK/32	2	08-40VM	3	325	1	825	59,837	59,254	61,054	60,475	62,275	61,721	63,521	62,991	64,791
04201	WEIGHTS AND MEASURES APPRENTICE	2	08-40VM	3	325	1	825	51,800	51,036	52,836	52,093	53,893	53,171	54,971	54,270	56,070
04338	ZONING OFFICER	3	01-40ZO	3	325	1	825	70,440	70,049	71,849	71,486	73,286	72,952	74,752	74,447	76,247
04338	ZONING OFFICER	1	01-40ZO	3	325	1	825	79,180	75,904	77,704	77,458	79,258	79,043	80,843	80,680	82,480