

AGREEMENT

Between

The County of Mercer

and

AFSCME Local 3566
(Professional/Supervisors Unit)

AFL-CIO

CONTENTS

Preamble

1. Recognition 1
2. Management Rights 1
3. Union Security 2
4. Work Schedules/Work Shifts 3
5. Overtime 3
6. Pay Scales or Rates of Pay 4
7. Call-in Time 6
8. Insurance and Retirement Benefits 6
9. Paid Leaves of Absence 7
 - 9.1 Bereavement Days 7
 - 9.2 Union Business Days 8
 - 9.3 Occupational Injury Leave 8
 - 9.4 Sick Leave 8
 - 9.5 Personal Leave 10
 - 9.6 Jury Duty 10
 - 9.7 Sick Leave Buy Back 10
10. Absence Without Leave 10
11. Non-Paid Leaves of Absence 10
12. Seniority 11
13. Holidays 11
14. Performance Assessment Review 12
15. Grievance Procedure 13
16. Discipline/Discharge 14
17. Safety and Health 14
18. Equal Treatment 15
19. Work Rules 15
20. Annual Vacation Leave 15
21. Longevity 17
22. Clothing Maintenance Allowance 18
23. Stipends 18
24. Family Leave 19
25. Classifications and Job Descriptions 19
26. Strikes and Lockouts 19
27. General Provisions 19
28. Separability and Savings 19
29. Termination 20

Appendixes 22

Addendum I 23

PREAMBLE

Nov.

This Agreement dated ~~October~~ 10, 2005, between the County of Mercer, hereinafter referred to as the "Employer", and Local Number 3566 of the American Federation of State, County, and Municipal Employees (AFSCME), AFL-CIO, hereinafter referred to as the "Union".

WHEREAS, the County has voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees, insofar as such practices and procedures are appropriate to the functions and obligations of the County to retain the right to effectively operate in a responsible and efficient manner and are consonant with the paramount interests of the County and its citizens; and

WHEREAS, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of New Jersey; and

WHEREAS, it is the intention of this Agreement to provide, where not otherwise mandated by statute or ordinance, for the salary structure, fringe benefits, and employment conditions of employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operations of the County and to provide an orderly and prompt method for handling and processing grievances;

WHEREAS, the County and the Union agree that the working environment should be characterized by mutual respect for the common dignity to which all individuals are entitled;

WHEREAS, the Employer and the Union entered into an Agreement on October ____, 2005, which Agreement was approved by Board of Chosen Freeholders.

NOW, THEREFORE, the parties agree with each other as follows:

1.

RECOGNITION

1.1 The Employer recognizes the Union as the sole and/or exclusive bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its employees in the classifications listed under Appendix A hereto, and by reference made a part of this Agreement, and for such additional classification as the parties may later agree to include.

2.

MANAGEMENT RIGHTS

2.1 The Employer retains and may exercise all rights, powers, duties, authority, and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey. Except as specifically abridged, limited, or modified by the terms of this Agreement between the Employer and the Union, all such rights, powers, authority,

prerogatives of management and responsibility to promulgate and enforce reasonable and necessary rules and regulations governing the conduct and the activities of the employees are exclusively retained by the Employer.

3.

UNION SECURITY

3.1 Upon receipt of a lawfully executed written authorization from an employee, the Employer agrees to deduct the regular monthly union dues of such an employee from his/her pay and remit such deduction by the tenth day of the succeeding month to the official designated by the Union in writing to receive such deductions. The Union will notify the Employer in writing of the exact amount of such regular membership dues to be deducted. Such deductions shall be made in compliance with "Title 52 of Revised Statutes" as amended. The authorization shall remain in effect unless terminated by the employee who must give written notice of such cancellation (notice of withdrawal) to the Employer and the Union. Such termination of dues deductions shall take place as of the January 1st or July 1st next succeeding the date on which written notice of withdrawal is filed by an employee with the Employer and the Union, as provided in N.J.S.A. 52:14-15.9(e), as amended.

3.2 Dues deduction for any employee covered by the terms and conditions of this Agreement shall be limited to Local 3566 of AFSCME. Existing written authorization for dues deduction to an employee organization other than Local 3566 of AFSCME must be terminated within sixty (60) days of the date of execution of this Agreement.

3.3 Any employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any new employee who does not join within thirty (30) days of initial employment within the unit, any employee previously employed within the unit who does not join within ten (10) days of reentry into employment within the unit, or any employee who does not join within the date of satisfactory completion of the working test period or the completion of a three (3) month period following the beginning of employment, whichever is sooner, shall as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to 85 percent of the regular Union membership dues, fees, and assessments as certified by the Union to the Employer.

The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the Employer.

The determination of the appropriate representation fees, those employees covered, payroll deduction provision, challenges to fair share fee assessments, time for fair share payments, and all other questions relating to the Agency Shop Law and its proper interpretation shall be made in accordance with Public Law 1979, Chapter 477, and N.J.S.A. 34:13A5.4, et. al.

3.4 The Union agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders, or judgments brought or issued against the Employer as a result of any action by the Employer under the provisions of this Article.

4.

WORK SCHEDULES/WORK SHIFTS

4.1 The weekly work schedule shall consist of five (5) consecutive days, Monday through Friday, inclusive, except for employees in continuous operations. A continuous operation is defined as an operation where the nature of the work provides for more than an eight (8) hour period per day and/or more than five (5) days per week. For purposes of definition, the Library and Park Commission are considered a continuous operation (See Addendum I and Addendum II). Any exceptions to the work schedules as outlined above may be made by the County and the Union by mutual agreement.

4.2 The normal work shift for all employees covered by this agreement shall be set forth on Appendix A hereto.

4.3 The starting times of work shifts shall be determined by Employer notice with prior consultation with the Union.

5.

OVERTIME

5.1 Time and one-half the employee's regular rate of pay shall be paid for all work performed by full-time employees eligible for overtime under the Fair Labor Standards Act under any of the following conditions, but compensation shall not be paid twice for the same hours:

a. Weekly. All work performed in excess of the employee's work schedules as set forth on Appendix A, excluding meal periods.

b. All work performed on the sixth workday as such of any work week, excepting those operations exempted by mutual agreement between the Employer and the Union.

c. All work performed on a holiday plus the regular day's pay except as modified by Paragraph 5.2 below.

5.2 Double time the employee's regular rate of pay shall be paid for work performed under the following conditions.

a. All work performed on the seventh days as such of any work week, excepting those operations exempted by mutual agreement between the County and the Union.

b. All consecutive hours of work performed in excess of sixteen (16) consecutive hours.

c. All non-scheduled work performed on a holiday after an initial eight (8) hour shift when an employee is called in to work because of a natural emergency (i.e., snow, ice and wind storms, flooding conditions).

5.3 Authorized sick days, vacation days, personal days, or any other authorized leave of absence with pay are considered work days for the computation of overtime payments in the paragraph(s) above.

5.4 Part-time employees are not subject to the provisions of 5.1 and 5.2 above and are not eligible for overtime compensation except in those situations when the total number of hours worked in a week exceeds thirty (35) hours, excluding meal periods.

5.5 Specific operations shall be exempted from the overtime provisions outlined in Paragraphs 5.1 and 5.2 above by mutual agreement between the Employer and the Union.

5.6 Overtime opportunities will be distributed as equally as possible among employees in the same job classification. It is understood that nothing in this clause shall require payment for overtime hours not worked.

5.7 The Employer will provide meals for employees working overtime through a regularly scheduled meal time with the stipulation that the employee has worked four (4) hours overtime, or if the employee is called in on emergency basis before his/her starting time and works through the regular breakfast meal.

5.8 An employee covered by the provisions of this Agreement that is eligible for overtime may be allowed to receive compensatory time off in lieu of wages earned on overtime, provided the compensatory time is approved by the Department Director and is utilized within ninety (90) days of the date it is earned. If the compensatory time is not utilized within ninety (90) days said compensatory time shall be converted to and paid as overtime.

6.

PAY SCALES OR RATES OF PAY

6.1 The 2005, 2006, 2007 and 2008 pay scales for all employees covered by this Agreement shall be as set forth in the attached Appendixes.

6.2 During the term of this Agreement, the pay scales will not be changed unless by mutual consent of the Employer and the Union.

6.3 All employees in the unit shall have their annual base salaries increased during the duration of this agreement in accordance with the following schedule:

a. Effective January 1, 2005, all employees shall receive a four (4.0%) percent salary increase.

b. Effective July 1, 2005, all employees in grade January 1, 2005 shall receive one

increment on the step guide within the salary range for their respective title as set forth on the compensation schedule attached.

- c. Effective January 1, 2006, all employees shall receive a four (4.0%) percent salary increase.
- d. Effective July 1, 2006, all employees in grade January 1, 2006 shall receive one increment on the step guide within the salary range for their respective title as set forth on the compensation schedule attached.
- e. Effective January 1, 2007, all employees shall receive a four (4.0%) percent salary increase.
- f. Effective July 1, 2007, all employees in grade January 1, 2007 shall receive one increment on the step guide within the salary range for their respective title as set forth on the compensation schedule attached.
- g. Effective January 1, 2008, all employees shall receive a four (4.0%) percent salary increase.
- h. Effective July 1, 2008, all employees in grade January 1, 2008 shall receive one increment on the step guide within the salary range for their respective title as set forth on the compensation schedule attached.

6.4 An employee who performs work in a higher pay classification, with prior approval of the employee's Department Director or Constitutional Officer or his/her designee, other than his/her own for an entire work day shall receive the higher rate of pay for such work for the time it is performed, and his/her salary shall be adjusted to the minimum of the new range or to an amount equal to five (5) percent above his/her present salary, whichever is higher, and in no instance would an employee receive less than his/her present salary.

6.5 Those employees in this unit who receive a promotion to a higher classification shall go to the minimum of the new range or receive a salary increase of five (5) percent, whichever is higher. The anniversary date for such employees shall not change.

7.

CALL-IN TIME

7.1 Any employee who is requested and returns to work during periods other than his/her regularly scheduled shift shall be paid time-and-one-half for such work and is guaranteed not less than four (4) hours pay at the overtime rate, provided, however, if the employee elects to leave upon completion of the work assignment and such assignment requires two (2) hours or less, said employee will be paid a minimum of two (2) hours at the overtime rate.

If the assignment exceeds two (2) hours, the employee shall be entitled to the guaranteed four (4) hours pay at the overtime rate.

7.2 In the event that an employee's call-in time work assignment and his/her regular shift overlap, said employee shall be paid in the following manner.

a. If the employee's call-in time work assignment commences more than two (2) hours prior to the start of his/her normal shift, said employee shall be paid time and one-half for all hours worked prior to the start of his/her normal shift. Effective as of the starting time of his/her normal shift, said employee shall then be paid at his/her normal straight time rate of pay.

b. If the employee's call-in time work assignment commences less than two (2) hours prior to the start of his/her normal shift, said employee shall be paid at the rate of time and one-half for the first two (2) hours worked and for the balance of this employee's regular shift, he/she shall be paid at their normal straight time rate of pay.

8.

INSURANCE AND RETIREMENT BENEFITS

8.1 The County agrees to provide eligible employees and their eligible dependents with Hospitalization, Medical and Major Insurance through the New Jersey State Health Benefits Program or to provide equivalent or better health benefits coverage through a self-insurance program or independent insurance carrier. The premium costs for said programs shall be fully paid by the County except that in the election of the Health Maintenance Organization Medigroup Program, an eligible employee shall continue to be required to pay, through payroll deductions, the difference in cost, if any, between standard Hospital/Medical coverage and HMO coverage.

8.2 The County agrees to provide Hospital/Medical insurance to eligible retired employees in accordance with New Jersey statutes and regulations. Said insurance will continue under any self-insurance program or independent carrier the County may choose.

8.3 The County agrees to provide retirement benefits to eligible employees in accordance with the provisions of the New Jersey Public Employees' Retirement System.

8.4 The County agrees to provide a Prescription Drug Program to eligible employees and their eligible dependents; the premium costs for said program to be paid by the County.

Further, for the purpose of this Program, eligible employees shall be defined as all full-time permanent employees only. The schedule for co-payment will be as follows:

\$12.00 brand name drugs; \$4.00 generic drugs

8.5 The County agrees to provide for the payment of accumulated unused sick leave at the time of retirement of an eligible County employee at the rate of fifty percent (50%) of his/her accumulated unused sick time to a maximum of eighteen thousand dollars (\$18,000).

8.6 The County agrees to provide a Dental Insurance Program to all eligible employees and their dependents. There shall be three types of coverage as follows:

1. Basic Dental Coverage (as defined by the current dental contract).
2. Premium Dental Insurance.
3. Eastern Dental Insurance.

The County will pay all the costs of the basic dental program. Employees shall be responsible for any additional costs associated with the premium dental program or the Eastern Dental Program in excess of the cost for basic coverage.

8.7 The County agrees to make available the State Disability Plan. All eligible employees are required to make the co-payment and follow the procedures as outlined under this plan.

8.8 Effective January 1, 2005, each active employee except those with single coverage shall have deducted biweekly from his or her salary \$22.00 per pay period for all medical and dental insurance. Those employees with single coverage shall have \$17.00 per pay period deducted for such medical and dental insurance coverage.

Effective January 1, 2007, each active employee except those with single coverage shall have deducted from his or her salary \$24.00 per pay period for all medical and dental insurance. Those employees with single coverage shall have \$19.00 per pay period deducted for such medical and dental insurance coverage. There shall be no other increase of this health co-payment for the duration of this contract.

8.9 The County agrees to establish a vision care program which is not a reimbursement program. The vision care program will allow eligible County employees to receive discounts from designated County wide providers to reduce costs in the purchase of lenses, frames and eye examinations.

9.

PAID LEAVES OF ABSENCE

9.1 BEREAVEMENT DAYS - In the event of the death of a member of the immediate family of any employee covered by this Agreement, the immediate family being mother, father, sister, brother, spouse, child, mother-in-law, father-in-law, grandmother, grandfather,

grandchild, stepmother, stepfather, stepchild, stepsister, or stepbrother, said employee shall be excused for a period not to exceed five (5) consecutive working days in a seven-day period for bereavement purposes, commencing the day of death or day after date of death. The employee will be paid his regular hourly rate for any such days of excused absence which occur during his/her normal work week, but in no event more than seven and one-half (7 ½) hours pay for any one day.

9.2 UNION BUSINESS DAYS - An employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to conduct Union business or attend conventions. The Union shall be authorized an aggregate of no more than twenty (20) days in any calendar year for the above purpose, provided a request for such days is made in writing and authorization granted by the Department Director or Constitutional Officer. The Union President or his/her designee shall be allowed such time off as is necessary to conduct intra-county Union business, provided that prior approval is requested and authorization granted by the Department Director or Constitutional Officer; such authorization shall not be unreasonably denied.

9.3 OCCUPATIONAL INJURY LEAVE - Any employee who is disabled because of occupational injury or illness shall be covered by the provisions of the County's adaptation of the New Jersey Workers' Compensation Law from the day after the date of injury or illness and shall be eligible for a leave of absence for the entire period of disability. This adaptation shall be 70% of the employee's wage, with no maximum salary cap.

Employees on an authorized leave of absence shall be paid temporary workers' compensation benefits for the period of their disability commencing the day after the date of injury or illness. Said employees shall also receive sick and vacation leave credits during the period of their disability. Personal leave credits shall not accrue during this period of disability.

Employees returning from authorized leave of absence as set forth above shall be restored to their original job classification and shift, at the then appropriate rate of pay, with no loss of seniority or other employee rights and privileges.

9.4 SICK LEAVE - All full-time permanent, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay.

- a. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, maternity, accident, or exposure to contagious disease. Sick leave may also be utilized for short periods for the attendance by the employee upon a member of the immediate family who is seriously ill. Sick leave may be taken in hourly units with prior approval of the Department Director or constitutional officer.
- b. The minimum sick leave with pay shall accrue to any full-time permanent employee on the basis of one working day per month during the remainder of

- the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter, said fifteen (15) days to be credited effective January 1 of each succeeding year.
- c. The minimum sick leave with pay shall accrue to any full-time temporary or full-time provisional employee at the rate of one working day per month as earned.
 - d. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.
 - e. An employee shall not be reimbursed for accrued sick leave at the time of termination of his/her employment excepting as provided under Article entitled, "Insurance and Retirement Benefits", Paragraph 8.5.
 - f. If an employee is absent for reasons that entitle him/her to sick leave, the employee's supervisor shall be notified promptly as of the employee's usual reporting time, except in those situations where notice must be made prior to the employee's starting time in compliance with specific department regulations.
 - (1) Failure to so notify his/her supervisor shall be cause for denial of the use of sick leave for that absence.
 - (2) Absence without proper notice for five (5) consecutive days shall constitute a resignation not in good standing.
 - h.
 - (1) The Employer may require proof of illness of an employee on sick leave, whenever such requirements appear reasonable. Abuse of sick leave shall be cause for disciplinary action.
 - (2) In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.
 - (3) The Employer may require an employee who has been absent because of personal illness, as a condition of his/her return to duty, to be examined by the County Physician or by a physician designated by the County Physician. Such examination shall establish whether the employee is capable of performing his/her normal duties without limitations and that his/her return will not jeopardize the health of the other employees.
 - i. Part-time permanent employees will earn sick time on the basis of one day earned for every 20 full days worked. Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to sick leave.

- j. Sick leave credits shall continue to accrue while an employee is on leave with pay or authorized leave of absence due to work-related injury or illness. Credits shall not accrue while an employee is on any leave without pay except active military leave.

9.5 PERSONAL LEAVE - All permanent employees covered by the provisions of this Agreement shall be entitled to three (3) days per year leave of absence with pay for personal business which may be taken in one-half (1/2) day units. Said leave shall not be taken unless 24 hours notice thereof has been given to employee's supervisor. In the event that 24 hours notice cannot be given said leave may be taken only upon authorization of said supervisor. The Employer reserves the right to deny requests for personal days as conditions warrant, but authorization shall not be unreasonable withheld absent an emergency. Personal days shall not be taken in conjunction with vacation leave.

9.6 JURY DUTY - All employees covered by the terms of this Agreement shall be granted a leave of absence with pay when required to serve on jury duty. Employees granted this leave of absence shall be required to return or reimburse the Employer for any jury fees or compensation received by them for serving on jury duty.

In the event that an employee is released from jury duty prior to the end of his/her work shift, said employee shall be required to report to work for the remainder of his/her shift.

For the purposes of this Article, any employee who is called upon to serve jury duty shall have his/her work schedule adjusted, if necessary, to place him/her on the normal (daytime) shift for the period of time he/she is required to serve jury duty.

9.7 SICK LEAVE BUY BACK - Full time employees having accumulated ten (10) or more of their fifteen (15) sick days for that year, will have the option to be paid five (5) days wages in lieu of carrying over five (5) of their sick days.

Any employee wishing to exercise the sick leave pay option must exercise this option by December 1 of the year in which the requirements have been met. An employee shall make this request in writing to the Designated Chief Personnel Officer. Any decision to exercise this option subsequent to December 1 of the year in which the requirements have been met shall not be considered.

10.

ABSENCE WITHOUT LEAVE

10.1 Any unauthorized absence of an employee from duty shall be an absence without leave and is cause for disciplinary action.

10.2 Leave granted for a particular reason and used for a purpose other than that for which such leave has been granted, shall be unauthorized absence and may be cause for disciplinary action.

11.

NON-PAID LEAVES OF ABSENCE

11.1 A permanent employee shall be entitled to a leave of absence without pay to accept a permanent appointment with another governmental agency in New Jersey for a period not to exceed four (4) months.

11.2 The Employer will grant leaves of absence to two (2) employees, not more than one from any divisions, to accept full-time Union employment. Sixty (60) days notice in writing shall be given to the Employer by any employee requesting such leave. The continuance of said leave shall be reviewed every three months.

11.3 All leaves of absence without pay shall be at the sole discretion of the Employer.

11.4 Employees returning from authorized leaves of absence as set forth in the paragraph(s) above will be restored to their original classifications and salaries which they were earning at the time leave was granted. Said employees will suffer no loss of seniority or other employee rights, privileges, or benefits, provided, however, that sick leave, vacation leave, and longevity credits shall not accrue except for those on military leave.

12.

SENIORITY

12.1 Seniority is defined as an employee's continuous length of service with the County beginning with his/her initial date of hire.

12.2 Seniority shall be given preference in promotions, demotions, layoffs, recall, vacation, scheduling, and work shifts. Where ability to perform work and special skills are considerations in application of the above, determinations shall be made by the Employer.

12.3 The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification, and pay rate and shall furnish copies of same to the Union upon request.

12.4 The Employer shall promptly advise the appropriate Union representative of any changes which necessitate amendments to the seniority list.

13.

HOLIDAYS

13.1 The following days are recognized paid holidays whether or not worked:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day

Labor Day
Columbus Day
General Election Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

13.2 For all employees not working a continuous operations schedule, holidays enumerated in the paragraph 13.1 above which fall on a Saturday shall be observed on the preceding Friday; holidays which fall on a Sunday shall be observed on the following Monday; holidays which fall within an employee's vacation period shall not be charged as vacation days.

13.3 For all employees working a continuous operations schedule, holidays enumerated in paragraph 13.1 above which fall on a Saturday or Sunday shall be observed on the Saturday or Sunday. This Saturday or Sunday observance shall be utilized as the date for overtime and holiday pay calculations. Holidays which fall within an employee's vacation period shall not be charged as vacation days.

13.4 In order to be eligible for holiday pay, an employee must be on the active payroll of the Employer and must have worked his/her full regularly scheduled workday before and after the holiday, unless such absence is authorized with pay or ordered.

13.5 Part-time permanent employees with a set schedule are entitled to be paid holidays where the holiday occurs on a scheduled work day. Those without such a schedule are not entitled to be paid holidays. Part-time employees in a continuous operation with a set schedule who work on a holiday shall be compensated at the rate of time and one-half (1 ½) for the hours actually worked.

13.6 Part-time temporary, part-time provisional, seasonal, or hourly paid employees shall not be entitled to holiday pay.

14

PERFORMANCE ASSESSMENT REVIEW

14.1 The County will maintain a performance assessment review system for all employees covered by this contract. The system will include a formal process whereby the employee and his designated supervisor(s) mutually formulate performance and improvement goals and work standards appropriate to the job performed, which shall be a basis for measuring the employee's performance during an annual rating period.

14.2 The employee shall evaluate his performance and the Supervisor shall evaluate the employee's performance, independent of each other, every twelve (12) months. The employee and supervisor shall exchange and discuss their evaluations at the annual conference which shall be scheduled by the supervisor at a mutually convenient time.

14.3 The performance assessment review will not be tied to any monetary clauses during the term of this contract.

14.4 A copy of all annual evaluations shall be transmitted to the County's Office of Personnel.

15.

GRIEVANCE PROCEDURE

15.1 A grievance is defined as:

- a. A claimed breach, misinterpretation, or improper application of the terms of this Agreement; or
- b. A claimed violation, misinterpretation, or misapplication of rules and regulations, existing policy or orders, applicable to the division or department which employs the grievant affecting the terms and conditions of employment.

A claimed grievance shall be discussed between the employee and his/her immediate supervisor and, if unresolved after discussion, shall be resolved in the following manner:

Step One: The Union steward or employee, or both, shall take up the grievance with the employee's Department Director within ten (10) days of its occurrence. It shall be stated in writing and signed by the grievant. No later than five (5) days after receipt of grievance, the Department Director shall meet with the grievant to discuss the grievance. The Department Director shall render a decision in writing within five (5) days after the meeting.

Step Two: If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing to the County Administrator/constitutional officer or his/her designee within five (5) days from receipt of the response from the Department Director. No later than five (5) days after receipt of grievance, the County Administrator/constitutional officer or his/her designee shall meet with the grievant to discuss the grievance. The County Administrator or his/her designee shall give an answer in writing no later than five (5) days after the meeting.

Step Three: If the grievance is still unsettled, the Union may within thirty (30) days after the reply of the County Administrator/constitutional officer, by written notice to the County Administrator shall request the Public Employment Relations Commission to supply the parties with a panel of arbitrators. The arbitrator shall be selected by the parties in accordance with the rules promulgated by the Public Employment Relations Commission. The decision of the arbitrator shall be final and binding on all parties; it being expressly understood that such binding arbitration is limited exclusively to disputes involving the application, meaning, or interpretation of this Agreement.

15.2 Expenses for the arbitrator's services and the proceedings shall be borne equally by the Employer and the Union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record.

15.3 The Union will notify the Employer in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. An employee so designated by the Union will be permitted to confer with other Union representatives,

employees, and employment representative regarding matters of employee representation, during working hours and without loss of pay provided, however, all said employees shall secure the permission of their immediate superior, which permission shall not be unreasonably withheld.

15.4 Representatives of the Union, who are not employees previously accredited to the Employer in writing by the Union, shall be permitted to come on the premises of the employer for the purpose of investigating and discussing grievances, so long as such right is reasonably exercised and there is no undue interference with work progress, provided, however, they first obtain permission to do so from the employee's Department Director or Constitutional Officer or his/her designated representative, permission for which shall not be unreasonably withheld.

16.

DISCIPLINE/DISCHARGE

16.1 It is expressly understood that the Employer shall have the right to discipline or discharge any employee however, the Employer agrees that it shall not discipline or discharge any employee covered by the terms of this Agreement without just cause.

16.2 Any employee who is disciplined or discharged shall have the right to appeal this disciplinary action. It is expressly understood that an employee shall only be entitled to one avenue of appeal and further, that these appeals shall be handled in accordance with the following procedure:

- a. A permanent employee against whom disciplinary action has been taken which resulted in a suspension or fine of more than five days at one time; suspensions or fines more than three times or for an aggregate of more than fifteen days in one calendar year; demotion, discharge or resignation not in good standing shall be required to exercise his/her statutory right of appeal to the Merit System Board and shall be precluded from having the Union move his/her appeal to binding arbitration.
- b. The Union, in behalf of a permanent employee against whom minor disciplinary action of three (3) days or less has been taken shall have the right to appeal this disciplinary action to Step III of the Grievance Procedure. Minor discipline of four (4) or five (5) days may be appealed by the Union to Step III or Step IV of the Grievance Procedure.
- c. The Union, in behalf of a provisional or unclassified employee against whom any disciplinary action has been taken, shall have the right to appeal this disciplinary action pursuant to 16.2(b) above.

17.

SAFETY AND HEALTH

17.1 The Employer shall at all times maintain safe and healthful working conditions and will provide employees with wearing apparel, tools, or devices deemed necessary in order to ensure

their safety and health. When such materials are issued, they shall be used. Failure to utilize said safety materials when issued shall be cause for disciplinary action.

17.2 The Employer and the Union shall each designate a safety committee member and two alternates. It shall be the joint responsibility of the members or their alternates to investigate and correct unsafe and unhealthful conditions. The members or their alternates shall meet periodically as necessary to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Union or one of his/her alternates, with the approval of the Employer, shall be permitted reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

18.

EQUAL TREATMENT

18.1 The Employer and Union agree to comply with the relevant provisions of all Federal and State statutes prohibiting discrimination in the workplace.

18.2 The Employer and the Union agree not to interfere with the right of employees to become or not to become members of the Union and further that there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

19.

WORK RULES

19.1 The Employer may, after negotiations with the union, establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitable applied and enforced.

19.2 Such work rules shall be subject to the grievance procedure.

20.

ANNUAL VACATION LEAVE

20.1 All full-time permanent employees shall be entitled to vacation leave based on their years of continuous service. Periods on a leave of absence without pay except military leave shall be deducted from an employee's total continuous service for purposes of determining the earned service credit for vacation leave. Vacation leave may be taken in hourly units with prior written approval of the Department director or Constitutional Officer.

20.2 Annual vacation leave with pay for all full-time permanent employees shall be earned as follows:

- a. One (1) working day of vacation for each month of service during the remainder of the calendar year following the date of appointment.
- b. After one (1) year and to completion of five (5) years, twelve (12) working

days.

- c. From beginning of sixth (6) year to completion of tenth (10) year, fifteen (15) working days.
- d. From beginning of eleventh (11) year to completion of fifteenth (15) year, twenty (20) working days.
- e. From beginning of sixteenth (16) year to completion of nineteenth (19) year, twenty-five (25) working days.
- f. At beginning of twentieth (20) year, thirty (30) working days.

20.3 Annual vacation leave with pay for all full-time temporary and/or full-time provisional employees shall be earned at the rate of one (1) day per month.

20.4 The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding his/her vacation period.

20.5 An employee who is called back to work while on authorized vacation, shall be paid one days pay in addition to regular days pay and shall not lose vacation day or days.

20.6 Vacation allowance must be taken during the current calendar year unless the Employer determines that it cannot be taken because of the pressure of work. Any vacation allowance so denied may be carried over into the next succeeding year. A maximum of fifteen (15) vacation days, at the option of the employee, may be carried over from one calendar year into the succeeding calendar year, up to a maximum of twenty-five (25) days.

20.7 A permanent employee who returns from military service is entitled to full vacation allowance for the calendar year of return and for the year preceding, providing the latter can be taken during the year of return.

20.8 An employee covered by this Agreement who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year prorated upon the number of months worked in the calendar year in which the separation or retirement become effective and any vacation leave which may have been carried over from the preceding calendar year.

Whenever an employee covered by this Agreement dies, having to his/her credit any annual vacation leave, there shall be calculated and paid to his/her estate a sum of money equal to the compensation figured on his/her salary rate at the time of death.

20.9 Part-time permanent employees will earn vacation on the basis of one day for every 20 full days worked. Part-time temporary, part-time provisional, seasonal, or hourly paid

employees shall not be entitled to vacation leave.

20.10 Vacation leave credits shall continue to accrue while an employee is on leave with pay. Vacation credits shall not accrue while an employee is on leave without pay except military leave.

21.

LONGEVITY

21.1 Every full-time employee, temporary or permanent, classified or unclassified, of the County of Mercer, shall be paid longevity payments on a prorated basis with each salary check during the calendar year, and such longevity payment shall be considered in total with the salary for pension purposes.

Employees having completed five (5) years of continuous service will have added to their gross per annum pay an additional \$300 commencing with the first day of the first full pay period following said anniversary of hire, and for the completion of each additional five (5) years of service calculated in the same manner using employee anniversary dates, shall have added to their gross per annum pay, additional monies as set forth in the longevity schedule.

The longevity schedule is as follows:

5 years	\$ 300
10 years	\$ 900
15 years	\$1,350
20 years	\$1,850
25 years	\$2,300
30 years	\$2,700
35 years	\$3,100
40 years	\$3,500
45 years	\$3,900

Any interruption of service due to a cause beyond the control of the employee, i.e. for military service, injury, or illness, shall be considered as service for the County of Mercer for the purpose of determining the completion of said cumulative period of service with the County of Mercer. Nothing contained in this Article shall be construed to apply to any person whose employment has been terminated for any reason prior to the effective date of the adoption of this contract.

Such additional longevity payments shall be paid notwithstanding the maximum salary provided for such employment.

22.

CLOTHING MAINTENANCE ALLOWANCE

22.1 The Employer agrees to continue to pay an annual clothing maintenance allowance to each full-time employee covered by this Agreement that has received an annual clothing maintenance allowance to be used by the employee for the maintenance of his/her uniform. The annual clothing allowance total shall be \$350.00, and shall be payable by December 15 of each year.

22.2 The allowance referred to above shall be earned on a monthly basis, provided the employee works a minimum of one (1) day in any calendar month.

22.3 New employees, retired employees, deceased employees, or employees on an authorized leave of absence excepting educational leaves of absence or those leaves of absence provided for in Article entitled "Non-Paid Leaves of Absence", shall be paid a prorated share of the annual clothing maintenance allowance for each calendar month in which the employee works at least one (1) day.

22.4 Employees covered by this Agreement who voluntarily terminate their employment with the County of Mercer, excepting as provided in Paragraph 23.3 above, or whose employment is terminated for cause shall not be entitled to payment of the annual clothing maintenance allowance or any prorated portion thereof.

22.5 The annual clothing maintenance allowance shall only be applicable to those employees who are uniformed or were receiving a clothing maintenance allowance at the time of this Agreement.

23.

STIPENDS

23.1 Full-time employees entitled to a bi-lingual stipend will be given oral and written examination from Spanish to English and English to Spanish as determined by the Department Director or Constitutional Officer. Candidates who successfully pass the examination and are approved by the Department Director will be entitled to a stipend of \$400 for 2005, 2006, 2007 and 2008. This stipend shall be payable each January 1 on a pro-rated basis during the calendar year.

23.2 Prosecutor Office employees that have received or are entitled to receive a law enforcement longevity stipend as of the date of this Agreement will continue to receive a law enforcement longevity stipend. Prosecutor Office employees that have completed ten (10) years of continuous law enforcement service with the County of Mercer shall receive an annual Four Hundred (\$400.00) dollar stipend. Prosecutor Office employees that have completed ten (15) years of continuous law enforcement service with the County of Mercer shall receive an annual Six Hundred and Fifty (\$650.00) dollar stipend. These stipends shall not count as earnings in the calculation of overtime payments. Payments shall be made on a pro-rated basis with each salary check. Law enforcement longevity shall be considered in total with salary for pension purposes.

24.

FAMILY LEAVE

24.1 Notwithstanding the provisions of Article 9.4 (Sick Leave with Pay), a permanent employee covered by the terms of this Agreement shall be entitled to a leave of absence without pay for child care purposes for a period of one (1) year. Said leave shall commence effective upon the date of birth of the employee's child and under no circumstances shall this leave of absence be extended beyond this one-year period.

24.2 The County and the Union agree that the provisions of the Family Leave Act and Federal Family Medical Leave Act shall be abided by during the term of this Agreement.

25.

CLASSIFICATIONS AND JOB DESCRIPTIONS

25.1 The classifications for employees covered by this Agreement are attached hereto as Appendix A and Appendix B and by reference are made part of this Agreement.

25.2 If during the term of this Agreement the Employer determines that new job descriptions and/or classifications be established or that changes be made in existing job descriptions and/or classifications, the parties agree that they will consult with a view toward arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective. Should the parties fail to agree, the matter will be referred to the Grievance Procedure commencing with Step Two of this Agreement.

26.

STRIKES AND LOCKOUTS

26.1 In addition to any other restriction under the law, the Union and its members will not cause a strike or work stoppage of any kind, nor will any employees take part in a strike, intentionally slow down the rate of work, or in any manner cause interference with or stoppage of the Employer's work.

26.2 The Employer shall follow the grievance procedure for which provision is made herein, and the Employer shall not cause any lockout.

27.

GENERAL PROVISIONS

27.1 The provisions of this Agreement shall only apply to those employees in the Union who are on the County payroll and actively at work on or after the date of the execution of this Agreement and those former employees whose employment was terminated by death or retirement prior to the date of execution of this Agreement.

28.

SEPARABILITY AND SAVINGS

28.1 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority or court of competent jurisdiction to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

28.2 Upon request of either party, the parties agree to meet and renegotiate any provision so affected.

29.

MILITARY LEAVE

29.1 All employees covered by the terms of this Agreement who are ordered or required to perform active military duty shall be granted the necessary time off from work or granted a leave of absence during the period of such military duty in accordance with applicable Federal and State statutory authority. This statutory authority shall be dispositive as to whether or not said time off on leave of absence shall be paid or unpaid.

30.

TERMINATION

30.1 Subject to the terms of this Agreement and the grievance procedure, the Employer has the right and responsibility to direct the affairs of the County including the right to plan, control, and direct the operation of the equipment and work forces, to relieve employees due to lack of work, and to contract for and subcontract out services except that the Employer agrees that there will be no subcontracting of work which can be done by the regular work forces.

30.2 This Agreement shall be effective as of the first day of January 2005 and shall remain in full force and effect until the 31st day of December 2008. It shall be renewed from year to year thereafter unless either party shall give written notice of its desire to modify the Agreement. Such notice shall be made by certified mail or personal service by October 1st of any succeeding year.

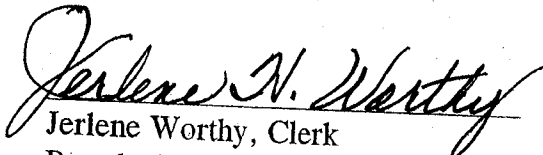
In the event that such notice is given, negotiations shall begin not later than 90 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

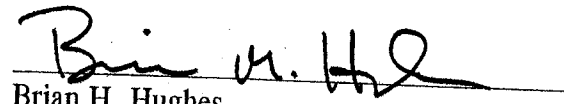
30.3 In the event that either party desires to terminate this agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their proper officers and attested to on the _____ day of _____, 2005.

ATTEST:

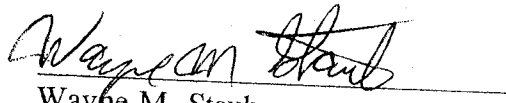
COUNTY OF MERCER

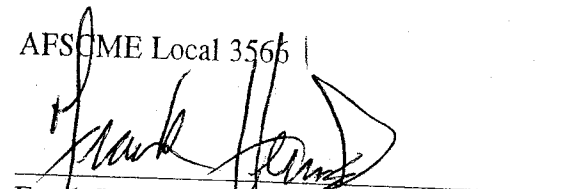

Jerlene Worthy, Clerk
Board of Freeholders


Brian H. Hughes
County Executive

ATTEST:

AFSCME Local 3566


Wayne M. Staub
President, AFSCME Local 3566


Frank Herrick, Staff
Representative AFSCME
Council Number 73

ADDENDUM I - PARK COMMISSION

SCHEDULE I

PARK COMMISSION

1. The work week shall consist of five consecutive days, Monday through Friday. Employees working overtime on weekends shall be paid time and one-half for both Saturday and Sunday. All work on weekends shall be considered overtime.
 - (a) If the weekend work or any other overtime is other than normal Park commission duties, eg: County declared State of Emergency, etc., overtime will be paid in accordance with section 5 of the main contract.
2. All work performed outside of the Monday to Friday work schedule shall be overtime. Anything under 8 hours overtime on a given day (Monday to Friday) will be paid at a rate of time and one half. All work performed 8 hours or over shall be compensated by Compensatory Time at a rate of time and one half to be utilized at the discretion of the employee with the permission of the supervisor.
3. Golf course employees who come in to water from 10:00 p.m. to 6:00 a.m. shall remain on the job until 10:00 a.m. and be excused for the remainder of the day with pay and be credited with one comp. day.
4. Holidays will be covered by 5.1c and 5.2c.
5. During peak seasons, Golf Course starting times shall be 6:00 a.m. Monday to Friday and 5:00 a.m. weekends; at the Park 7:00 a.m. Monday to Friday and 6:00 a.m. on weekends.
6. Anything not addressed specifically in this addendum shall be covered by the main contract.

SCHEDULE II

PARK COMMISSION

1. All work performed between December 1st and March 31st shall consist of five consecutive days Monday through Friday, except for those employees assigned to the Skating Rink or Belle Mountain. From April to October 30th all work performed shall be in a continuous operation including Saturday and Sunday with no more than ten working days in a two week pay period. Employees scheduled to work Saturday and Sunday will have a choice of days off during the following week.
2. Starting times on all golf courses between April 1st and October 31st shall be 6:00 a.m. Monday through Friday and 5:00 a.m. Saturday and Sunday. Employees working at Mercer

County Park shall report 7:00 a.m. Weekdays 6:00 a.m. Weekends.

3. Between December 1st and March 31st, employees at the golf course and the park shall work from 7:00 a.m. to 3 p.m. When and if Daylight Savings Time comes into play, new times shall be negotiated between the Employer and the Union.

4. On Holidays, the Golf courses must schedule one half of the employees assigned to each course. The Mercer County Park must schedule one fourth of the total employees assigned to the Park.

ADDENDUM II-LIBRARY

1. The work week shall be defined as a continuous operation. The regular hours of work for the Mercer County Library System are 9:00 AM to 5:00 PM, 9:30 AM to 5:30 PM, or 1:00 PM to 9:00 PM. Depending upon scheduling, some weeks may call for a slight variation of this schedule, however, all full-time employees shall work a 35 hour week.
2. All work performed by full-time employees on Saturdays shall be granted an additional day off on an hour for hour basis during the regular work week.
3. The normal work shift for library employees covered by this agreement will be 8 hours per day with a one hour unpaid meal period. A Sunday workday consists of 5 hours for which the employee is compensated as if they worked a regular workday.

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SUPERVISORY (AFSCME #3566)

<u>TITLE</u>	<u>NEW RANGE</u>	<u>HOURS PER WEEK</u>	<u>1/1/2005 RANGE</u>
Accountant	U13	35	\$30,906 - \$47,916
Administrative Analyst	U27	35	\$37,013 - \$56,472
Administrative Director of Nursing	U47	35	\$46,485 - \$72,104
Advocate Victim Witness Program	U15	35	\$31,824 - \$57,396
Agent to the Prosecutor	U41	35	\$44,579 - \$73,611
Assistant Administrative Analyst	U21	35	\$36,190 - \$58,184
Assistant Building Superintendent	U33	35	\$40,303 - \$63,317
Assistant Chief Clerk	U57	35	\$55,512 - -
Assistant Purchasing Agent	U49	35	\$48,236 - \$64,943
Asst. Superintendent of Weights and Measurers	U13	35	\$30,906 - \$47,916
Buyer	U13	35	\$30,906 - \$47,916
Chief Clerk	U25	35	\$36,465 - \$57,102
Coordinator of Nurse Examiner (SANE)	U77	35	\$22,8600 - \$34,2400
County Superintendent of Weights and Measurers	U19	35	\$34,185 - \$52,737
County Victim Witness Coordinator	U61	35	\$61,434 - -
Data Processing Technician	U51	35	\$50,697 - -
Director of Community Outreach	U65	35	\$69,417 - -
Executive Assistant	U37	35	\$43,680 - -
Field Representative Energy Conservation	U07	35	\$30,353 - \$46,082
Heating System Specialist	U19	35	\$34,185 - \$52,737
Hospital Utilization Review Coordinator	U39	40	\$44,051 - \$66,741
Housing Inspector	U13	35	\$30,906 - \$47,916
Industrial Representative	U31	35	\$39,480 - \$62,804
Librarian	U09	35	\$30,696 - \$54,761
Librarian PT	U69	35	\$16,8700 - \$30,0800
Library Associate	U05	35	\$28,531 - \$35,936
Library Associate PT	U67	35	\$15,6800 - \$19,7500
Management Specialist/Supervising Library Assistant	U23	35	\$36,273 - \$56,472
Multi-Disciplinary Team Coordinator	U59	35	\$58,000 - -
Office Supervisor	U55	35	\$53,896 - \$61,746
Paralegal Specialist	U43	35	\$44,990 - -

Park Manager
 Park Ranger
 Principal Accountant
 Principal Librarian
 Principal Librarian PT
 Program Analyst
 Program Analyst PT
 Program Coordinator Concern of Women
 Program Coordinator Senior Citizen Trans
 Program Development Aide
 Program Development Aide PT
 Program Development Specialist Aging
 Program Development Specialist Community Services
 Program Development Specialist Youth Services
 Recreation Supervisor
 Scheduler
 Senior Accountant
 Senior Administrative Analyst
 Senior Budget Examiner
 Senior Field Representative Housing
 Senior Librarian
 Senior Librarian PT
 Senior Program Development Specialist
 Social Service Assistant
 Social Work Specialist
 Supervising Library Assistant
 Supervisor of Accounts-Prosecutor
 Supervisor Program Development Specialist
 Supervisor Program Development Specialist PT
 Technician, MIS-Prosecutor
 Youth Services Counselor

U01	35	\$24,631	-	\$44,011
U29	40	\$37,859	-	\$56,580
U39	35	\$44,051	-	\$66,741
U34	35	\$41,616	-	\$62,312
U76	35	\$22,8600	-	\$34,2400
U13	35	\$30,906	-	\$47,916
U71	35	\$16,9700	-	\$26,3300
U13	35	\$30,906	-	\$47,916
U13	35	\$30,906	-	\$47,916
U13	35	\$30,906	-	\$47,916
U71	35	\$16,9700	-	\$26,3300
U13	35	\$30,906	-	\$47,916
U45	35	\$45,471	-	\$56,838
U13	35	\$30,906	-	\$47,916
U31	35	\$39,480	-	\$62,804
U03	35	\$27,142	-	\$42,355
U45	35	\$45,471	-	\$56,838
U35	35	\$41,616	-	\$62,312
U31	35	\$39,480	-	\$62,804
U17	35	\$33,264	-	\$52,879
U22	35	\$36,273	-	\$56,472
U73	35	\$19,9300	-	\$31,0300
U19	35	\$34,185	-	\$52,737
U13	35	\$30,906	-	\$47,916
U23	35	\$36,273	-	\$56,472
U11	35	\$30,833	-	\$38,758
U53	35	\$52,188	-	
U27	35	\$37,013	-	\$56,472
U75	35	\$20,3368	-	\$31,0286
U63	35	\$66,451	-	
U13	35	\$30,906	-	\$47,916

No Steps

No Steps

JANUARY 1, 2005 AFSCME - SUPERVISOR RANGES (4% INCREASE)

	1	2	3	4	5	6	7	8	9	10
U01	24631	28011	29593	31173	32756	34337	35919	37501	39081	44011
U03	27142	28650	30158	31666	33174	34682	36190	37698	39206	42355
U05	28531	29199	29867	30536	31203	31872	32539	33208	33876	35936
U07	30353	31903	33452	35001	36551	38100	39649	41199	42748	46082
U09	30696	33134	35572	38010	40449	42887	45325	47763	50201	54761
U11	30833	31547	32260	32974	33688	34402	35115	35829	36543	38758
U13	30906	32590	34273	35957	37641	39325	41008	42692	44376	47916
U15	31824	57396								
U17	33264	35216	37167	39119	41071	43023	44975	46927	48878	52879
U19	34185	36019	37853	39688	41522	43357	45191	47026	48860	52737
U21	36190	38384	40577	42770	44963	47157	49350	51543	53736	58184
U22	36273	38274	40275	42276	44278	46279	48280	50282	52283	56472
U23	36273	38274	40275	42276	44278	46279	48280	50282	52283	56472
U25	36465	38512	40559	42606	44654	46701	48748	50795	52842	57102
U27	37013	38932	40851	42770	44689	46608	48527	50446	52365	56472
U29	37859	39755	41652	43548	45445	47342	49238	51135	53031	56580
U31	39480	41801	44123	46444	48765	51086	53407	55728	58050	62804
U33	40303	42587	44872	47157	49441	51726	54010	56295	58579	63317
U34	41616	43647	45678	47710	49741	51773	53804	55835	57867	62312
U35	41616	43647	45678	47710	49741	51773	53804	55835	57867	62312
U37	43680									
U39	44051	46285	48519	50752	52986	55220	57454	59688	61921	66741
U41	44579	73611								
U43	44990									
U45	45471	46734	47997	49259	50522	51785	53048	54311	55574	56838
U47	46485	49021	51557	54094	56630	59166	61702	64238	66774	72104
U49	48236	49813	51389	52966	54543	56120	57697	59273	60850	64943
U51	50697									
U53	52188									
U55	53896	54502	55109	55715	56322	56928	57535	58141	58748	61746
U57	55512									
U59	58000									
U61	61434									
U63	66451									
U65	69417									
U67	15.6800	16.0400	16.4100	16.7800	17.1400	17.5100	17.8800	18.2500	18.6100	19.7500
U69	16.8700	18.1900	19.5400	20.8800	22.2100	23.5600	24.9000	26.2400	27.5800	30.0800
U71	16.9700	17.9000	18.8300	19.7500	20.6800	21.6000	22.5200	23.4500	24.3800	26.3300
U73	19.9300	21.0300	22.1300	23.2300	24.3300	25.4300	26.5300	27.6300	28.7300	31.0300
U75	20.3400	21.3900	22.4500	23.5000	24.5500	25.6100	26.6600	27.7200	28.7700	31.0300
U76	22.8600	23.9800	25.1000	26.2000	27.3200	28.4400	29.5600	30.6700	31.7900	34.2400
U77	22.8600	23.9800	25.1000	26.2000	27.3200	28.4400	29.5600	30.6700	31.7900	34.2400

* = No Steps

JANUARY 1, 2006 AFSCME - SUPERVISORS RANGES (4% INCREASE)

	1	2	3	4	5	6	7	8	9	10
U01	25,616	29,131	30,777	32,420	34,066	35,710	37,356	39,001	40,644	45,771
U03	28,228	29,796	31,364	32,933	34,501	36,069	37,638	39,206	40,774	44,049
U05	29,672	30,635	31,598	32,561	33,524	34,487	35,450	36,413	37,373	
U07	31,567	33,179	34,790	36,401	38,013	39,624	41,235	42,847	44,458	47,925
U09	31,924	35,052	38,180	41,308	44,436	47,564	50,692	53,820	56,951	
U11	32,066	33,096	34,126	35,156	36,186	37,216	38,246	39,276	40,308	
U13	32,142	33,894	35,644	37,395	39,147	40,898	42,648	44,400	46,151	49,833
U15	33,097	59,692								
U17	34,595	36,625	38,654	40,684	42,714	44,744	46,774	48,804	50,833	54,994
U19	35,552	37,460	39,367	41,276	43,183	45,091	46,999	48,907	50,814	54,846
U21	37,638	39,919	42,200	44,481	46,762	49,043	51,324	53,605	55,885	60,511
U22	37,724	40,350	42,976	45,602	48,228	50,854	53,480	56,106	58,731	
U23	37,724	39,805	41,886	43,967	46,049	48,130	50,211	52,293	54,374	58,731
U25	37,924	40,052	42,181	44,310	46,440	48,569	50,698	52,827	54,956	59,386
U27	38,494	40,489	42,485	44,481	46,477	48,472	50,468	52,464	54,460	58,731
U29	39,373	41,345	43,318	45,290	47,263	49,236	51,208	53,180	55,152	58,843
U31	41,059	43,473	45,888	48,302	50,716	53,129	55,543	57,957	60,372	65,316
U33	41,915	44,290	46,667	49,043	51,419	53,795	56,170	58,547	60,922	65,850
U34	43,281	45,971	48,661	51,351	54,041	56,731	59,421	62,111	64,804	
U35	43,281	45,393	47,505	49,618	51,731	53,844	55,956	58,068	60,182	64,804
U37	45,427									
U39	45,813	48,136	50,460	52,782	55,105	57,429	59,752	62,076	64,398	69,411
U41	46,362	76,555								
U43	46,790									
U45	47,290	48,603	49,917	51,229	52,543	53,856	55,170	56,483	57,797	59,112
U47	48,344	50,982	53,619	56,258	58,895	61,533	64,170	66,808	69,445	74,988
U49	50,165	51,806	53,445	55,085	56,725	58,365	60,005	61,644	63,284	67,541
U51	52,725									
U53	54,276									
U55	56,052	56,682	57,313	57,944	58,575	59,205	59,836	60,467	61,098	64,216
U57	57,732									
U59	60,320									
U61	63,891									
U63	69,109									
U65	72,194									
U67	16.3033	16.8324	17.3615	17.8907	18.4198	18.9489	19.4780	20.0071	20.5346	
U69	17.5407	19.2593	20.9780	22.6967	24.4154	26.1341	27.8527	29.5714	31.2918	
U71	17.6488	18.6160	19.5832	20.5400	21.5072	22.4640	23.4208	24.3880	25.3552	27.3832
U73	20.7275	22.1703	23.6132	25.0560	26.4989	27.9418	29.3846	30.8275	32.2698	
U75	21.1536	22.2456	23.3480	24.4400	25.5320	26.6344	27.7264	28.8288	29.9208	32.2712
U76	23.7808	25.2588	26.7368	28.2148	29.6929	31.1709	32.6489	34.1269	35.6066	
U77	23.7744	24.9392	26.1040	27.2480	28.4128	29.5776	30.7424	31.8968	33.0616	35.6096

* = No Steps

JANUARY 1, 2007 AFSCME - SUPERVISORS RANGES (4% INCREASE)

	1	2	3	4	5	6	7	8	9	10
U01	26,641	30,297	32,008	33,717	35,429	37,139	38,850	40,561	42,270	47,602
U03	29,357	30,988	32,619	34,250	35,881	37,512	39,143	40,774	42,405	45,811
U05	30,859	32,003	33,147	34,291	35,435	36,579	37,723	38,868		
U07	32,830	34,506	36,182	37,857	39,534	41,209	42,884	44,561	46,236	49,842
U09	33,201	36,919	40,637	44,355	48,073	51,791	55,509	59,229		
U11	33,349	34,574	35,799	37,024	38,249	39,474	40,699	41,921		
U13	33,428	35,249	37,070	38,891	40,713	42,534	44,354	46,176	47,997	51,826
U15	34,421	62,080								
U17	35,978	38,090	40,200	42,311	44,422	46,534	48,645	50,756	52,866	57,194
U19	36,974	38,958	40,942	42,927	44,910	46,895	48,879	50,863	52,847	57,040
U21	39,143	41,516	43,888	46,260	48,632	51,005	53,377	55,749	58,121	62,932
U22	39,233	42,354	45,475	48,596	51,717	54,838	57,959	61,080		
U23	39,233	41,397	43,561	45,726	47,891	50,055	52,220	54,385	56,549	61,080
U25	39,441	41,655	43,869	46,083	48,298	50,512	52,726	54,940	57,154	61,762
U27	40,033	42,109	44,184	46,260	48,336	50,411	52,487	54,562	56,638	61,080
U29	40,948	42,999	45,051	47,102	49,153	51,205	53,256	55,308	57,358	61,197
U31	42,702	45,212	47,723	50,234	52,744	55,255	57,765	60,275	62,787	67,929
U33	43,592	46,062	48,534	51,005	53,475	55,947	58,417	60,889	63,359	68,484
U34	45,012	48,210	51,408	54,606	57,804	61,002	64,200	67,397		
U35	45,012	47,209	49,405	51,603	53,800	55,998	58,194	60,391	62,589	67,397
U37	47,244									
U39	47,646	50,062	52,478	54,893	57,310	59,726	62,142	64,559	66,974	72,187
U41	48,217	79,618								
U43	48,661									
U45	49,181	50,547	51,914	53,279	54,645	56,011	57,377	58,743	60,109	61,476
U47	50,278	53,021	55,764	58,508	61,251	63,994	66,737	69,480	72,223	77,988
U49	52,172	53,878	55,582	57,288	58,994	60,699	62,405	64,110	65,815	70,242
U51	54,834									
U53	56,447									
U55	58,294	58,949	59,606	60,261	60,918	61,573	62,230	62,885	63,542	66,784
U57	60,042									
U59	62,733									
U61	66,447									
U63	71,873									
U65	75,081									
U67	16.9555	17.5841	18.2126	18.8412	19.4698	20.0984	20.7269	21.3560		
U69	18.2423	20.2852	22.3280	24.3709	26.4137	28.4566	30.4995	32.5434		
U71	18.3548	19.3606	20.3665	21.3616	22.3675	23.3626	24.3576	25.3635	26.3694	28.4785
U73	21.5566	23.2714	24.9863	26.7011	28.4159	30.1308	31.8456	33.5604		
U75	21.9997	23.1354	24.2819	25.4176	26.5533	27.6998	28.8355	29.9820	31.1176	33.5620
U76	24.7319	26.4890	28.2462	30.0033	31.7604	33.5176	35.2747	37.0313		
U77	24.7254	25.9368	27.1482	28.3379	29.5493	30.7607	31.9721	33.1727	34.3841	37.0340

* = No Steps

JANUARY 1, 2008 AFSCME - SUPERVISORS RANGES (4% INCREASE)

	1	2	3	4	5	6	7	8	9	10
U01	27,707	31,509	33,288	35,065	36,846	38,624	40,404	42,184	43,961	49,506
U03	30,531	32,227	33,924	35,620	37,316	39,013	40,709	42,405	44,101	47,644
U05	32,093	33,283	34,473	35,663	36,853	38,043	39,233	40,423		
U07	34,143	35,887	37,629	39,371	41,115	42,857	44,600	46,343	48,086	51,836
U09	34,529	38,396	42,263	46,130	49,997	53,864	57,731	61,599		
U11	34,683	35,956	37,229	38,502	39,775	41,048	42,321	43,597		
U13	34,765	36,659	38,552	40,447	42,341	44,235	46,128	48,023	49,917	53,899
U15	35,798	64,563								
U17	37,417	39,613	41,808	44,004	46,199	48,395	50,591	52,786	54,981	59,482
U19	38,453	40,516	42,579	44,644	46,707	48,771	50,834	52,898	54,961	59,322
U21	40,709	43,177	45,644	48,110	50,577	53,045	55,512	57,979	60,446	65,449
U22	40,802	44,048	47,294	50,540	53,786	57,032	60,278	63,523		
U23	40,802	43,053	45,304	47,555	49,807	52,058	54,308	56,560	58,811	63,523
U25	41,018	43,321	45,623	47,926	50,230	52,532	54,835	57,137	59,440	64,232
U27	41,635	43,793	45,952	48,110	50,269	52,428	54,586	56,745	58,904	63,523
U29	42,586	44,719	46,853	48,986	51,119	53,253	55,386	57,520	59,653	63,645
U31	44,410	47,020	49,632	52,243	54,854	57,465	60,076	62,686	65,298	70,646
U33	45,335	47,905	50,475	53,045	55,614	58,185	60,754	63,324	65,893	71,223
U34	46,812	50,138	53,464	56,790	60,116	63,442	66,768	70,093		
U35	46,812	49,097	51,382	53,667	55,952	58,238	60,522	62,807	65,093	70,093
U37	49,134									
U39	49,551	52,064	54,577	57,089	59,602	62,115	64,628	67,141	69,653	75,075
U41	50,145	82,802								
U43	50,608									
U45	51,149	52,569	53,990	55,410	56,830	58,251	59,672	61,092	62,513	63,935
U47	52,289	55,142	57,995	60,848	63,701	66,554	69,406	72,259	75,112	81,107
U49	54,259	56,033	57,806	59,580	61,353	63,127	64,901	66,674	68,448	73,052
U51	57,027									
U53	58,704									
U55	60,626	61,307	61,990	62,672	63,355	64,036	64,719	65,401	66,084	69,456
U57	62,443									
U59	65,242									
U61	69,105									
U63	74,748									
U65	78,085									
U67	17.6335	18.2874	18.9412	19.5951	20.2489	20.9027	21.5566	22.2104		
U69	18.9720	21.0967	23.2214	25.3462	27.4709	29.5956	31.7203	33.8456		
U71	19.0889	20.1351	21.1812	22.2161	23.2622	24.2971	25.3319	26.3781	27.4242	29.6177
U73	22.4187	24.2022	25.9857	27.7692	29.5527	31.3363	33.1198	34.9027		
U75	22.8797	24.0608	25.2532	26.4343	27.6154	28.8078	29.9889	31.1812	32.3623	34.9045
U76	25.7209	27.5484	29.3758	31.2033	33.0308	34.8582	36.6857	38.5126		
U77	25.7144	26.9742	28.2341	29.4714	30.7313	31.9911	33.2510	34.4996	35.7594	38.5153

* = No Steps