# COLLECTIVE BARGAINING AGREEMENT

# **BETWEEN**

# HOUSING AUTHORITY OF THE CITY OF NEWARK

and

# SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 617

April 1, 2004 through March 31, 2007

Dorf & Dorf, P.C. 2376 St. Georges Ave. Rahway, New Jersey 07065

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#### ARTICLE I

#### RECOGNITION

This Contract entered into this 1<sup>st</sup> day of April 2004, between the Housing Authority of the City of Newark (hereinafter referred to as the Authority or (NHA) and Local 617-Service Employees International Union, AFL-CIO (hereinafter referred to as the Union), represents the complete understanding of all bargainable issues between the Authority and the Union.

WHEREAS, the parties have carried on collective negotiations, regarding wages, hours of work and other terms and conditions of employment for certain employees of the Authority; and

WHEREAS, the parties have desired to embody the results of collective negotiations in a written agreement.

NOW THEREFORE, in consideration of the mutual promises herein contained, the parties agree as follows:

#### Section 1

- a. The Authority recognizes the Union as the exclusive collective negotiations representative of the armed and unarmed security guards, administrative, clerical and maintenance employees of the Authority, exclusive of all employees in the skilled trades, administrative employees not represented by the bargaining unit, the supervisory security guards, the secretarial positions assigned to the office of the Executive Director's Office, the secretarial position assigned to the Offices of the Assistant Executive Directors and Chief of Staff. Notwithstanding, the Authority shall not be precluded by its execution of this Agreement from seeking a determination by the Public Employment Relations Commission relative to the legality and appropriateness of the current scope of the bargaining unit.
- b. Any references in this collective bargaining agreement to Rules and Regulations of the New Jersey Department of Personnel (Civil Service) rights of employees shall apply only to those permanent employees hired on or prior to May 27, 1997.

It is the common objective of the parties to obtain economy and efficiency of operations, safety for employees, increased productivity, protection of property and cleanliness of housing developments and to cooperate to those ends. In order to achieve said common objectives, the parties agree to work jointly to improve upon such areas as organization of work, individual work effort and tenant cooperation with employees.

#### Section 3

Except as otherwise specifically provided in this Contract, nothing in this Contract shall preclude the right of the NHA to determine the standard of service that it offers; determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duties because of lack of work or for any other legitimate reasons; to maintain the efficiency of its operations; determine the content of job classifications; take all necessary actions to carry out its missions in emergencies; and exercise the technology in the performance of its work.

#### Section 4

Nothing herein shall impare the rights of the United States, HUD and the NHA, pursuant to the Annual Contributions Contract with the NHA, nor shall this Agreement conflict with pertinent New Jersey Law and Regulations.

# ARTICLE II

# UNION MEMBERSHIP

#### Section 1

The NHA shall deduct and transmit monthly membership dues and other proper assessments from the earned wages and/or salaries of each Union member upon the written authorization of the employee. In the event an employee is not eligible for payment on the date of customary dues deduction, such deduction will be made from the payroll of the next regular pay period. Deduction of dues shall date from the date of submission on or before the payroll date on which such deductions are made. Deduction of dues shall be made from the second (2<sup>nd</sup>) pay period of the month. A certified listing showing the amount of dues deducted, and the monies reflecting the amount of the deductions of one (1) bargaining unit members shall be forwarded to the office of Local 617, seven (7) calendar days after the deduction. The

listing shall show the current employment status of all bargaining unit employees. Employees on leave shall make their payment of dues directly to the Union office. In the event an employee on leave does not make said payments, the NHA, upon the employee's return to work and notification from the Union, shall deduct the dues from his/(her) salary for the month or months in arrears. Dues deduction arrearage shall not exceed the equivalent of three (3) months per payment.

#### Section 2 - Fair Share Assessment

#### a. Representation Fee

The Authority agrees to deduct a fair share fee from the earnings of those employees who elect not to become a member of the Union and transmit the fees to the majority representative after written notice of the amount of the fair share assessment is furnished to the Authority.

# b. <u>Computation of Fair Share Fee</u>

The fair share fee for services rendered by the majority representative shall be in an amount equal to regular membership dues, initiation fees, and assessments of the majority representative, less the cost of benefits financed through the dues and available only to members of the majority representative, but in no event shall the fee exceed eighty-five (85%) percent of the regular membership fees, dues and assessments. The computation of such fair share fee shall be in accordance with applicable law.

#### c. Challenging Assessment Procedure

- (1) The Union agrees that it has established a procedure by which a non-member employee(s) in the unit can challenge the assessment, as in N.J.S.A. 34:13A-5.6.
- (2) In the event that the challenge is filed, the deduction of the fair share fee shall be held in escrow by the Authority pending final resolution of the challenge.

# d. <u>Deduction of Fee</u>

Any new hire in this unit who does not make application for membership in the Union within thirty (30) calendar days from the date of employment shall have deducted from his/her salary, by the NHA, eighty-five (85%) percent of the monthly Union dues.

## e. Payment of Fee

The Authority shall deduct the fee from the earnings of the employee and transmit the fee to the Union on a monthly basis during the term of this Agreement.

#### f. Miscellaneous

The Union shall indemnify, defend and save the Authority harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Authority in reliance upon fair share information and/or information concerning the names of the employees and the amount of dues or fair share fees to be deducted.

Section 3 - Cope Deduction

The NHA shall deduct and transmit to the Union, the Committee on Political Education deduction for members who have submitted a signed authorization card for such deduction.

Section 4 - Discrimination/Equal Opportunities

The parties shall not discriminate against any employee or applicant for employment, or membership in the Union, or representation by the Union because of race, color, creed, religion, national origin, ancestry, sex, age, handicap or marital status. Equal opportunity shall be in accordance with the law and NHA Equal Employment Opportunity Policy. No employee shall be discriminated against or interfered with because of proper Union activities.

#### ARTICLE III

#### UNION BUSINESS LEAVE

#### Section 1

Local 617 shall certify in writing to the NHA the names of its officers, executive board members, its chief stewards, and other grievance committee members, at the time of execution of this Contract, and any changes thereto as may occur during the term of this Contract. Local 617 shall have the right to select its shop stewards. The number of these stewards and the areas to be covered by each shall be determined by agreement between Local 617 and the NHA. In no event shall the number of shop stewards exceed twenty-five (25).

#### Section 2

NHA shall release one (1) employee to be named by Local 617 from NHA duties to devote full time to Local 617 business and activities including, but not limited to, the handling of grievances and negotiations so long as Local 617 represents not less than three hundred and fifty (350) employees of NHA. In the event the number of employees of NHA represented by Local 617 falls below three hundred and fifty (350) the release time for the aforementioned one (1) employee will be apportioned or prorated accordingly. This individual shall retain his/her Civil Service title and shall receive normal pay, benefits and accrue seniority for that appropriate title. It is further agreed that this representative shall not be required to work on overtime schedules.

#### Section 3 - Union Leave

Subject to NHA guidelines, procedures and/or policies, the officer or any authorized representatives of the Union not in the employ of the NHA, in reasonable number, shall upon request by Local 617 and approval of the NHA have admission to the NHA premises, during working hours for the purpose of ascertaining whether this Contract is being observed by the parties hereto, or to assist in the adjustment of grievance as hereinafter provided.

- a. A leave of absence, without pay, shall be granted by the NHA to one (1) additional Union member upon his/her personal request and the request of the Union to work for Local 617, provided he/she is a permanent employee as provided by law and rules and regulations of the New Jersey Department of Personnel (Civil Service). Said employee's salary and fringe benefits shall be paid to and/or on behalf of the employee by Local 617.
- b. Such leave shall be granted for a period of not more than one (1) calendar year from January 1<sup>st</sup> to December 31<sup>st</sup>, from the effective date of approval by the NHA, and may be renewed upon mutual approval of Local 617 and the NHA at least sixty (60) calendar days prior to the end of the leave year.
- c. Where any individual granted such leave of absence returns to regular employment with the NHA, he/she shall be placed on the step of the salary schedule that he/she would have attained had he/she been continuously employed during such absence. There shall be no loss of seniority or any right available to him/her under the law or the terms of the Agreement because of such leave of absence.
- d. Any employee granted such leave shall have the right to have benefits maintained on the same basis of all employees in any employee welfare plan available to NHA employees; i.e. hospital costs, medical-surgical benefits, major medical insurance and any other such benefits, upon regular payment on his/her behalf to the NHA, if the plan's carrier/administrator will permit it.

# Section 5 - Union Stewards

All other Local 617 officials, stewards, and grievance committee persons shall continue to work at their assigned jobs at all times. Local 617 business meetings are to be conducted after working hours with the following exceptions:

a. Local 617 shall be entitled to six (6) shop steward meetings per calendar year on Authority time which shall not exceed two (2) hours at the end of the day.

- b. For the purpose of processing a grievance, the shop steward shall be entitled to meet with the aggrieved employee. Each shop steward shall represent Local 617 only at his assigned project.
- c. For the purpose of processing a grievance, the regularly scheduled grievance session with the Personnel Director, or his/her designee.
- d. Where there is an issue concerning the New Jersey Department of Personnel's practices and procedures the meeting shall not exceed one (1) hour on the Authority's time.

# Section 6 - Business Leave

The NHA agrees to provide business leave with pay for four (4) delegates of the Union, to attend Union educational seminars. A total of eight (8) such leaves may be used each year, provided that no individual shall be granted more than ten (10) calendar days from January to Decembér. The provisions of the section shall not restrict the Union from requesting additional such days or the NHA from granting them. This business leave is to be used exclusively for participation in any convention or other regularly scheduled meetings or conventions of labor organizations with which the Union is affiliated, or for training programs of stewards and union officers and for which appropriate approval by the Personnel Director is required.

# Section 7 - Negotiations

Time for negotiations will be mutually agreed upon by the Union and the NHA. Members of the Union Negotiating Committee shall be granted administrative leave with pay, if negotiations take place on the NHA's time. No more than five (5) employees shall have the right to receive pay under this provision.

#### ARTICLE IV

#### GRIEVANCE PROCEDURES

# Section 1 - Definition

A grievance is a dispute arising from the interpretation, application or alleged violation of this Agreement and may be raised by the Union on behalf of an employee or group of employees or by the Authority.

Section 2 - Steps of the Grievance Procedure

The following grievance procedure constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any step is waived in writing by mutual consent:

#### Step One

The Union on behalf of an aggrieved employee or group of employees of the Authority shall file its grievance under the provisions hereof within twenty (20) calendar days of the occurrence of the grievance. Failure to act within said twenty (20) calendar days shall be deemed to constitute an abandonment of the grievance. Nothing shall prohibit the parties from making an effort to informally resolve their differences before the twenty (20) calendar days period lapses.

The employee's supervisor shall render a written answer within ten (10) calendar days after receipt of the grievance.

#### Step Two

If the grievance is not resolved at Step One, the Union representative may submit the grievance, in writing, to the Personnel Director within twenty (20) calendar days after receiving the Authority's Step One decision. At the request of the Union representative, the Personnel Director or his designee shall schedule a hearing within ten (10) calendar days after receipt of the grievance. The Personnel Director or a person designated by the Personnel Director will preside over the

hearing. In the event such a hearing is held, the Personnel Director or his designee shall render a written decision within twenty (20) calendar days of the hearing.

## Step Three - Arbitration

If the grievance is not resolved at Step Two, the Union representative may submit the grievance to arbitration by filing a Request for Panel of Arbitrators with the New Jersey Public Employment Relations Commission not later than fifteen (15) calendar days after receiving the Authority's Step Two decision. The arbitrator shall be selected in accordance with the rules and regulations of the New Jersey Public Employment Relations Commissions.

The arbitration shall be conducted in accordance with the following:

- 1. The arbitrator shall conduct a hearing and, within thirty (30) calendar days of the hearing, shall render his decision in writing with findings of fact and conclusions. The decision of the arbitrator shall be binding subject to the rights of the parties under N.J.S.A. 2A:24-1 et seq..
- 2. The arbitrator shall comply with and be bound by the provisions of this Agreement. The arbitrator shall have no power to add to, delete, or modify any provisions of this Agreement.
- 3. The arbitrator shall be without power or authority to make any decision contrary to or inconsistent with or modifying or varying in any way the terms of this Agreement, or applicable law or rules or regulations having the force or effect of law.
- 4. The arbitrator's decision shall not usurp the functions or power of the Authority as provided by law.
- 5. The arbitrator shall be without power or authority to render advisory opinions, to grant interim or injunctive relief, to award interest, to award punitive damages, or to retain jurisdiction after rendering an opinion and award.

- 6. Only one (1) issue or grievance may be submitted to an arbitrator unless the parties agree otherwise.
- 7. The cost of the arbitrator will be borne equally by the Union and the Authority and all other expenses incurred by either side, including the presentation and witness, will be borne by the party incurring same.
- 8. Arbitration hearings shall not be held until after the expiration of at least thirty (30) calendar days after the decision rendered at Step Two by the Personnel Director or his or her designee.

## Section 3 - General Provisions

- a. Nothing contained herein shall prevent any member in this unit from presenting his/her own grievance and representing him/herself, providing notification of all meetings, steps and written responses are given to the Union, and the Union is given the opportunity to be present at any or all steps of the grievance procedure. However, only the Union may submit the grievance to arbitration.
- b. Where the subject of a grievance suggests it is appropriate and where the parties mutually agree, such grievance may be initiated at or moved to a higher step.
- c. Time limits provided for in this article may be extended by mutual agreement.
- d. In the event the Authority has not responded at any step of the grievance procedure within the time limitation provided, the grievance may be moved to the next step.
- e. Any and all provisions of this Agreement pertaining to grievance and arbitration, shall be subject to New Jersey Department of Personnel's Rules and Regulations, and the grievance procedures established herein shall apply to any matter which is recognizable under the New Jersey Department of Personnel's Rules and Regulations. Any employee in the unit who has been called in for purposes of any disciplinary action shall be notified

reasonably in advance as to the reasons for being summoned and shall be afforded a hearing regarding said disciplinary action. At

any hearing which may ensue with regard to this matter, he/she shall be accompanied by a representative of the Union who shall represent him/her at any such hearing.

# Section 4 - Time Limits for Filing Grievance

- a. A grievance must be filed at Step 1 within twenty (20) calendar days of the occurrence of the grievance. Payroll errors and related matters shall be deemed a continuous grievance and not subject to the twenty (20) day limitation above.
- b. In the event a grievance results in a monetary settlement, if filed on or after March 1<sup>st</sup>, reasonable efforts shall be made to reduce the time limit set forth at each step of the grievance procedure so that the grievance procedure may be exhausted prior to the end of the fiscal year, March 31<sup>st</sup>.
- c. Where a grievance is directly concerned and is shared by more than one employee, such group grievance may be properly initiated at Step 2, if such step is the first level of supervision common to the grievants.
- d. A grievance that is not appealed by the grievant and/or the Union to the next step shall be deemed an acceptance of the decision rendered at the last step submitted.
- e. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of his/her rights hereunder shall be pursuant to the grievance and arbitration procedure, provided however, that nothing contained herein shall deprive the Authority or any employee of legal rights.

# ARTICLE V

# LEAVE OF ABSENCE

# Section 1

Upon making timely written application, all permanent employees who are members of this bargaining unit may apply for a leave of absence without pay, for a period not exceeding six (6) months.

Such requests shall include the reason therefore and the NHA shall give due consideration to each application. Such leave of absence may be renewed for an additional period not to exceed six (6) months, upon formal written application to and subject to approval of the NHA. No more than two (2) such leaves per person, at a maximum, shall be permissible at any one time based on the individuals' seniority within the department.

# Section 2 - Court Leave/Jury Duty

#### a. Court Leave

Employees shall be granted Court Leave and be excused with pay from regularly assigned duties when subpoensed as a witness in a matter related to official NHA duties. Employees shall submit evidence of such attendance to their Division Head for transmittal to the Personnel and Finance Departments. Such employees shall be excused with pay from their regularly assigned duties for such time that they are in court attendance. However, any monies received by the employee for his/her service as witnesses or juror are to be refunded to the Authority. An employee who is notified in advance by the Court that he/she need not be present in Court on any specified working days is required to report for work during such days.

# b. Jury Duty

Employees who are subpoensed to attend court as a juror shall be excused with pay from their regularly assigned duties and shall submit evidence of such attendance to their Division Head for transmittal to the Personnel and Finance Departments. Except those employees who work on the night (third) shift, when an employee is released from jury duty prior to 11:00 a.m., the employee shall report to work no later than 12:30 p.m. in order to receive pay for that day unless the employee requests the use of other available paid leave time.

# Section 3 - Military Leave

a. Military Leave of Absence without pay will be granted to all bargaining unit employees of the NHA inducted into the Armed Forces for the required length of service, according to the terms of applicable laws.

- b. An NHA employee will be eligible for Military Leave of Absence, if ordered to report for civilian service in the national interest, under current applicable laws applying to conscientious objectors.
- c. Upon return to the Newark Housing Authority system, such inducted employees will be placed on a step of the scale as if he/she had never left.
- d. Reservist Duty NHA employees called for active reserve duty for periods of two (2) weeks or less, shall suffer no loss of pay or benefits for such periods.

# Section 4 - Maternity Leave

- a. Upon certification by a duly licensed physician and application by an employee, a leave for maternity shall be granted by the NHA for a period of not more than seventeen (17) weeks, in accordance with the minimum provided by state law. An employee on maternity leave shall be reinstated at any time during the period of such leave upon request of the employee and examination by a duly licensed physician attesting to their ability to perform their duties satisfactorily.
- b. Leave shall be extended for a period of one (1) year by the NHA for care of child, if requested by the employee. An employee returning from maternity leave of absence will be reinstated and will retain the seniority held at the time the leave became effective, except that when the employee has completed ninety (90) calendar days or more in a calendar year, it shall count as a full year. Seniority rights shall also conform to new State and Federal Regulations in reference to disability, sick and other compensation.

# Section 5 - Administrative Leave

a. Where the Department Director is of the opinion that a benefit may be derived by the Authority by having an employee attend conventions, conferences, seminars and meetings longer than one (1) working day, the Director or his/her designee may recommend, in writing, the employees to attend such convention, conference, seminar or meeting.

- b. In all cases, request for leave to attend conventions, conferences or meetings away from the Authority recommended by the Department Director shall be submitted to the appropriate Assistant Executive Director for approval in advance of the scheduled conference, convention or meeting.
- c. Where an employee is a duly authorized representative of any of the organizations listed in N.J.S.A. 38:23-2, and/or N.J.A.C. 4A:6-1.13 and/or any amendments thereto, said employee shall be granted leave of absence with pay, for an aggregate period not to exceed five (5) days in any calendar year for the purpose of traveling to and from and attending any State or National convention or said organization. The Department Director and the Personnel Department will maintain a record of approvals for attendance to all of the above to insure that no employee exceeds the limit of five (5) days in any calendar year.

#### Section 6 - Return from Leave of Absence

Any NHA employee returning to full time employment at the Newark Housing Authority, upon termination of any sick leave or any other leave with pay, shall be returned to his/her previous title and position.

#### ARTICLE VI

#### JOB INJURY COMPENSATION

Whenever an employee in the bargaining unit is absent as a result of personal injury caused by an accident arising out of and in the course of his/her employment, the Authority shall:

- A. Pay such employee the prevailing salary percentage (%) and benefits on a regular basis in accordance with the provisions of New Jersey laws.
- B. Any employee injured on the job, who has completed an accident report and has been attended by the Authority's physician and advised when to report back to work, shall not have his/her pay interrupted beyond ten (10) working days.

- C. The provision shall not apply if:
- 1. Injury has been declared non-compensable by the Authority's Workers Compensation Administrators.
- 2. An employee has been released to return to work and does not return to work.
- 3. He/she has been attended by the Authority's physician and has been released to return to work, and does not return to work.

#### ARTICLE VII

# PERMANENT HOUSING NON-CIVIL SERVICE EMPLOYEES THIS SECTION SHALL APPLY TO THOSE EMPLOYEES HIRED AFTER MAY 27, 1997

Any employee covered under this Agreement hired after May 27, 1997, shall not be covered by the Rules and Regulations of the New Jersey Department of Personnel (Civil Service). Said employees shall be covered by all Articles in this Agreement in its entirety unless otherwise specified.

# Section 1 - Probationary Period

All employees hired after May 27, 1997, shall be subject to a ninety (90) day probationary period. During the ninety (90) day probationary period, an employee shall be evaluated at least two (2) times. The evaluation shall be made in sixty (60) and ninety (90) day intervals, whenever possible. Such evaluation shall be made openly and every written performance evaluation of any employee shall be submitted to the Union and the employee by the individual authorized to make such evaluations. Any employee who successfully completes his/her probationary period shall be made a permanent (regular) housing employee.

Should the employee disagree on the process, he/she may initiate a grievance in accordance with the procedures set forth in this Agreement.

Section 1A

Any employee assigned or promoted to a higher promotional position shall be deemed to be on probation in such position.

Section 1B

Where an employee who held a permanent civil service title is promoted but does not successfully complete his/her probationary period, the employee shall be returned to his/her previous job classification in the employee's most recent location without loss of seniority.

Section 1C

The NHA shall have no obligation to re-employ any newly hired employee who may be dismissed during his/her probationary period.

Section 2 - Seniority (Within Title)

Seniority within title, department and division will prevail for all employees covered by this Agreement that are hired after May 27, 1997.

Section 2A - Reduction in Force (RIF)

Where a Reduction in Force and/or demotions are directed by the NHA, all employees covered by this Article who held permanent civil service titles shall be returned to his/her previous job classification based upon seniority without loss of seniority.

Section 2B - Recall

Any recall of employees covered under this Article by the Housing Authority shall be done in reverse seniority.

\*In the event the employee is recalled within six (6) months he/she shall retain all of his/her seniority and accrued benefits.

This Section shall be subject to the grievance procedure as set forth in this Agreement.

Disciplinary Action/Appeal/Permanent Non-Civil Service: All employees hired after May 27, 1997, covered under this Section shall have the right to appeal the Hearing Officer's Decision(s) through the grievance procedure as set forth in Article IV-Grievance Procedures of this Agreement, up to and including binding arbitration.

## ARTICLE VIII

## FRINGE BENEFITS

Section 1 - Medical and Dental Benefits

Local 617 and the NHA mutually agree that the NHA shall make available to all members of this bargaining unit and their dependents a program of hospitalization and medical-surgical benefits, including dental benefits. Such a program, after the signing of this Contract and during the duration of this Agreement, shall not be reduced in terms of such benefits, as are available. It is further agreed that after the signing of the Contract and during the duration of this Agreement, any increase in dependents premiums, after April 1, 1992, shall be paid in the following manner: one-third (1/3) of the dependent increases shall be paid by the employee and two-thirds (2/3) of the dependent increases shall be paid by the Newark Housing Authority. The following coverage shall be provided:

- a. New Jersey State Health Benefits Plan for medical coverage.
- b. Group Dental Associates or the employees personal dentist for dental coverage.
- c. The Authority reserves the right to change insurance carriers and/or to self-insure, provided that the benefits are in the aggregate substantially similar.

Section 2 - Disability Plan

Members shall be covered under the New Jersey State Short Term Disability Plan.

Section 3 - Life Insurance

The current Life Insurance Plan shall be continued. Any increase in premium over the base rates in effect as of April 1, 1992, in excess of the HUD's inflation factor, shall be paid by the employees.

Section 4 - Disability Plan (Long Term)

The current Long Term Disability Plan shall be continued. Any increase in premium over the base rates in effect as of April 1, 1992, in excess of the HUD's inflation factor, shall be paid by the employees.

Section 5 - Vision Care (Family Plan)

The Newark Housing Authority agrees to administer the vision plan for all employees enrolled in the Vision Service Plan.

Section 6

NHA shall provide a voluntary deferred compensation program through payroll.

Section 7

Employees who retire after twenty-five (25) years of continuous service with the Authority shall be granted paid insurance benefits in recognition of their faithful service.

Section 8

The Authority shall maintain coverage for all bargaining unit employees on authorized leaves of absence due to illness, at no cost to the individual. Employees on an authorized leave of absence for reasons other than medical, may maintain their coverage with monthly

payments to the carrier, through the Authority, based on current rates. Rates for special programs employees shall be established by the Authority's Personnel Department.

# Section 9 - Prescription Plan

The co-payment for the Prescription Plan for all bargaining unit members shall be two dollars and fifty cents (\$2.50) for generic and five (\$5.00) dollars for name brands per prescription. All bargaining unit members of Local 617 will contribute a percentage of the prescription drugs premium at the January 2001 rate based on the following schedule:

SALARY	B CONTRIBUTION
<\$25,000	5%
\$25,000 - \$30,000	7.5%
>\$30,000	10%

# 5% Employees Earning Less Than \$25,0000

Single (	\$2.74	per	month
Husband/Wife		-	month
Parent/Child		-	month
Family		_	month

# 7.5% Employees Earning \$25,000-\$30,000

Single	\$4.11	per	month
Husband/Wife	\$7.23	per	month
Parent/Child	\$6.03	per	month
Family	\$9.90	per	month

#### 10% Employees Earning \$30,000 Plus

Single	\$5.48 per month
Husband/Wife	\$9.65 per month
Parent/Child	\$8.04 per month
Family	\$13.21 per month

#### ARTICLE IX

#### WORK WEEK

# Section 1

- a. The Authority agrees to establish a permanent work week for the bargaining unit members. The Authority further agrees that there shall be no arbitrary change in such work. The schedules set forth below in Sections 2, 3 and 4 of this Article shall be subject to the Authority's right, in its sole discretion, to establish different work periods and shifts.
- b. All involuntary work week schedule changes shall be based on a seniority basis within each classification. First preference shall be given to permanent employees, then provisional employees based on a separate seniority list.
- c. In the event that the NHA changes the work week scheduled in this unit, it shall notify the Union one (1) week prior to the change. All such changes shall be consistent with the aforementioned seniority preference.
- d. Nothing in this provision, however, shall be construed to limit the NHA's ability to modify the employee work schedule on an emergency basis, not to exceed ninety (90) days in duration.

# Section 2 - Clerical Employees

The working hours for clerical employees shall be from 8:30 a.m. to 5:00 p.m., exclusive of one (1) hour for lunch.

# Section 3 - Maintenance Employees

All maintenance employees are required to work on a twenty-four (24) hour per day, seven (7) day per week basis. Each employee will work eight (8) hours per day, five (5) days per week, Saturday and Sunday work being considered work days, in schedules adopted by the NHA through its appropriate supervisory personnel. All maintenance employees shall receive one-half (½) hour lunch every shift.

# Section 4 - Security Guards

The normal regular work week shall be forty (40) hours per week, commencing at 12:00 a.m. Monday to the following Sunday at 11:59 p.m.

a. The normal regular work week shall be forty (40) hours per week, based upon eight (8) hours per day (exclusive of an unpaid lunch period of thirty (30) minutes) Saturday and Sunday being considered work days, in accordance with the assigned schedules determined by the NHA.

The following shifts will be maintained for the term of this Agreement and include a thirty (30) minute) unpaid lunch period as follows:

- 1. The first shift shall commence at 8:00 a.m. through 4:30 p.m.
- 2. The second shift shall commence at 4:00 p.m. through 12:30 a.m.
- 3. The third shift shall commence at 12 midnight through 8:30 a.m.

Upon institution of the aforementioned shift schedules the base salary for security guards will be increased by one thousand (\$1,000.00) dollars.

- b. Until such implementation the shifts will be as follows:
  - 1. The first shift shall commence at 8:00 a.m. through 4:00 p.m.
  - 2. The second shift shall commence at 4:00 p.m. through 12:00 a.m.
  - 3. The third shift shall commence at 12:00 midnight through 8:00 a.m.
- c. All security employees are required to work a maximum of forty (40) hours per week, based upon eight (8) hours per day, Saturday and Sunday being considered work days, in schedules as

shall be adopted by NHA.

d. The NHA will pay all security employees for an eight (8) hour day exclusive of an unpaid half hour lunch designated as a lunch period.

# Section 5 - Differential Pay

- a. Maintenance employees covered by this Agreement working on any shift other than the first shift or on any shift on Saturday or Sunday shall receive a premium rate of fifty cents (\$.50) per hour for those hours at the normal base pay. Effective April 1, 2005 the premium rate shall be increased to seventy-five cents (\$.75) per hour.
- b. Security Guards effective April 1, 2005 working on any shift other than the first shift shall receive a premium rate as follows:

Second shift (4:00 p.m. through 12:30 a.m.) - fifty cents (\$.50) per hour

Third shift (12:00 midnight through 8:30 a.m.) - seventy-five cents (\$.75) per hour

# Section 6 - Night Shift

The NHA and SEIU Local 617 hereby agree to amend the current collective negotiations Agreement as follows:

- a. Building maintenance workers and repairers will, under the circumstances noted below, be permitted to work the night shift (3:00 p.m. to 11:00 p.m.)
- b. All open positions must be posted and bid for, with selections based on seniority and current employees given preference.
- c. Building maintenance workers and repairers who work the night shift are to continue to work only under the terms of their current job descriptions.

- d. No clerical workers are to be included under the terms of this amendment, and they are not eligible to bid for any night shift positions.
- e. If there is any violation of this agreement by management, the night shift positions shall be immediately terminated.

# ARTICLE X

# SUSPENSIONS AND DISCIPLINARY ACTION

# Section 1

- a. Disciplinary action may be imposed upon an employee only for a just cause. Any disciplinary action or intent to invoke disciplinary action upon said employee may be processed by that employee as a grievance.
- b. In the administration of this article, a basic principle shall be that discipline should be corrective in nature, rather than punitive. In all matters where disciplinary action is contemplated, the NHA shall supply the employee and the Union office with the charge and any written documentation submitted from which charges are drawn. This information shall be submitted no less than five (5) calendar days prior to the scheduling of any disciplinary hearing.
- c. If the employee disagrees with the disciplinary action, the employee and the Union shall be entitled to a hearing prior to suspension, except in the case of an act of violence, criminal intent or bodily harm.
  - d. Progressive discipline includes the following:
    - (1) verbal (oral) warning.
    - (2) written warning with a copy being furnished to the Union.
    - (3) suspension recommendation.

e. Disciplinary action will be progressive in nature, except as noted below. Exceptions to progressive discipline include violence, malicious destruction of property, criminal intent, theft, or use of illegal drugs on NHA premises or property, reporting for work under the influence of illegal drugs and conduct unbecoming an NHA employee. Any of the foregoing exceptions to progressive discipline may at the discretion of the NHA subject the employee to termination.

# Section 2

- a. If the NHA or any authorized agent of the NHA has just cause or reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public. A member of the unit who receives a verbal or written administrative order to report to the Personnel Department, a supervisor, or other administrative officer on a matter involving discipline, may be accompanied by a representative of the Union at the employee's request.
- b. If during the course of a discussion between an employee and a representative of the employer, a matter may arise which would lead to a question of discipline, suspension, or discharge, the employee may, at that time, request such Union representation.

#### Section 3

The NHA and the Union agree that there will be no harassment of either party on a pending grievance, disciplinary action or arbitration while said action is in progress.

## Section 4

If any employee has a disciplinary action hearing, the decision of the Hearing Officer shall be rendered within thirty (30) calendar days.

#### Section 5

In the event an employee is given an immediate suspension for an overt act, he/she must have a hearing within ten (10) calendar days of his/her suspension.

If an employee is terminated as a result of a disciplinary hearing, excluding an act of violence, criminal intent or bodily harm, said employee must be given five (5) calendar days written notice.

#### Section 7

- a. Any and all written reprimands concerning disciplinary actions shall be removed from the employee's personnel file three (3) years after the date of reprimand, at the request of the employee. Any memorandum, notation or disciplinary action removed from the employee's file shall not be used in any future disciplinary section.
- b. Any act of violence, criminal intent or bodily harm will only be removed after five (5) years at the request of the employee.

#### ARTICLE XI

#### HEALTH AND SAFETY

#### Section 1 - Committee

The Newark Housing Authority agrees to maintain a safety committee to review and make recommendations concerning safety and sanitary conditions at work locations.

# Section 2

All employees shall receive two (2) fifteen (15) minute rest periods per shift.

#### Section 3

The NHA agrees to provide employees with locker and shower facilities, where available.

## Section 4 - Employees Assistance Program

The Authority will establish an EAP for bargaining unit members.

#### ARTICLE XII

#### MANAGEMENT RIGHTS CLAUSE

#### Section 1

The Authority hereby retains unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

- a. The executive management and administrative control of the Authority and its properties and facilities and activities of its employees by utilizing personnel, methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Authority.
- b. To make rules of procedure and conduct, to introduce and use new and improved methods and equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required and to determine when overtime should be worked. All employees may be required to work a reasonable amount of overtime.
- c. The right to make, maintain and amend such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the Authority after advance notice thereof to the employees and to the Union and to require compliance by the employees.
- d. To hire all employees, and subject to the provisions of law, to determine their qualifications and conditions of continued employment, or assignment, and to promote and transfer employees.

- e. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for just cause according to law.
- f. To layoff employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive or for other legitimate reason.
- g. To make such changes as it deems desirable and necessary for the efficiency and effective operation of the Authority.
- h. The right to establish the table of organization and the Authority's departments, divisions, and other organizational units, including, but not limited to the right to organize and reorganize the Authority; to determine the size of departments, divisions, and other organizational units; to determine the classifications assigned to the departments, divisions, and other organizational units; to transfer work to and from and within and without the departments, divisions, and other organizational units; and to determine the purpose of each department, division, and other organizational unit.

The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Authority, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement provided such terms are in conformance with the Constitution and laws of New Jersey and of the United States.

#### Section 3

Nothing contained herein shall impair the rights of the United States, HUD, and the Authority pursuant to the Annual Contributions Contract with the Authority.

## Section 4

The Union shall be notified within seventy-two (72) hours prior to the implementation of any rules or regulations affecting any

permanent change in hours, wages, or working conditions of employees in this unit by the NHA or any of its authorized administrators.

# ARTICLE XIII

#### UNIFORMS

# Section 1

It is agreed that the Newark Housing Authority will provide uniforms for all maintenance employees covered under this bargaining unit.

- a. The Authority will provide ten (10) shirts, ten (10) pants, one (1) lightweight jacket and one (1) heavy parka.
- b. Said uniforms are to be maintained by the employee. A uniform allowance of \$100.00 will be given each year, at six (6) month intervals, in increments of \$50.00 per employee. The allowance will be paid not later than June 15<sup>th</sup> and December 15<sup>th</sup> of each year.
- (1) Effective April 1, 2005 subsection b. is amended to provide for a uniform allowance of one hundred and fifty (\$150.00) dollars per year with increments of seventy-five (\$75.00) dollars per employee at six month intervals.
- (2) At the discretion of the Authority, the uniform allowance may be abolished as long as the Authority provides for the furnishing and cleaning of uniforms.
  - c. The Authority will replace worn uniforms.
- d. Uniforms are the property of the NHA and are worn only while performing services for the NHA. Uniforms must be returned upon separation from employment with NHA.

#### Section 2

Employees who have been issued a regulation uniform shall wear said

uniform in its entirety while on duty. The wearing of a clean regulation uniform will be strictly enforced by the Authority. Any employee who fails to comply with the wearing of such uniforms will be subject to disciplinary action.

# ARTICLE XIIIA

# UNIFORMS/SECURITY GUARDS

# Section 1

- a. It is agreed that the Newark Housing Authority will continue to provide uniforms and protective clothing for all employees covered under this Agreement.
- b. It is also agreed that the Newark Housing Authority will provide uniforms and protective clothing consisting of seven (7) uniform pants, seven (7) uniform shirts, a winter jacket, badge and name tag for all employees covered under this bargaining agreement.
- c. Said uniforms are to be maintained by the employee. A \$100.00 uniform allowance will be given each year, at six (6) month intervals, in increments of \$50.00 per employee. The allowance will be paid no later than June 15<sup>th</sup> and no later than December 15<sup>th</sup> of each year.
- 1. Effective April 1, 2005 subsection c. is amended to provide for a uniform allowance of one hundred and fifty (\$150.00) dollars per year with increments of seventy-five (\$75.00) dollars per employee at six month intervals.
- 2. At the discretion of the Authority, the uniform allowance may be abolished as long as the Authority provides for the furnishing and cleaning of uniforms.

#### Section 2

In order to exchange said uniforms, employees must return old uniforms for replacement.

Employees who have been issued a uniform shall wear the regulations uniforms in its entirety while on duty.

#### Section 4

Uniforms are the property of the NHA and are to be worn only while performing services for the NHA. Uniforms must be returned upon separation from employment with the NHA.

#### ARTICLE XIV

# TRANSFERS

#### Section 1

The parties agree that there shall be no mass transfers of staff without just cause. However, it is understood that notwith-standing the foregoing, management may transfer employees as required in its determination to conduct the day to day operations of the NHA.

#### Section 2

Employees of this unit who wish to make application for transfer or assignment to any existing vacancies, shall submit such application in writing to the Personnel Director, or his designee, and such application shall include in order of preference; the location wherein the employee wishes to be transferred. Any selection to fill any existing vacancy by those employees requesting transfer shall be based on consideration of seniority, management staffing needs, qualifications, assignment compatibility and personal preference.

#### Section 3

Except in emergencies, while serving in the capacity of steward or officer, an employee will not be transferred to another location without ten (10) working days notice to the Union and employee.

Any employee who has been involuntarily transferred because of budget cuts from any location in the bargaining unit shall be given first consideration to be assigned to that location in the event the position of that location is restored, providing the employee requests the transfer.

#### ARTICLE XV

#### PROMOTIONS AND NEW POSITIONS

#### Section 1

In the event any new positions in the field covered by bargaining unit employees are opened up, whether promotional or otherwise, the following steps shall be taken in affording all presently employed the opportunity of competing for such positions.

- a. Notice of all openings shall be posted in all locations and places of employment for a minimum of five (5) working days. All vacancy announcements new positions or promotional positions shall be sent to the Union simultaneously with a posting of such position.
- b. In posting such notices, complete details with respect to all qualifications, job specifications and salary shall be included.
- c. All employees in the unit shall have full and equal opportunity to compete for such position based on seniority and their ability to meet the required qualifications.
- d. Promotional rights shall be on the seniority basis, with first preference given to employees in their respective unit.
- e. The NHA shall post the said position, which initially shall be open to Newark Housing Authority employees only. Where no applicants have been selected from NHA employees, the NHA reserves the right to open said position to outside recruitment.

Any evidence that qualifications have been so prepared as to seek to deliberately eliminate from competition presently employed members of the unit, shall be the basis of a grievance by the Union.

#### Section 3

Where a permanent employee is promoted but does not successfully complete the probationary period, the employee shall be returned to his/her previous job classification in the employee's most recent location without loss of seniority.

#### Section 4

Whenever any decision or recommendation is made by either the NHA or the New Jersey Department of Personnel that changes the title of any employee within the bargaining unit, having any impact on their terms and conditions of employment, same shall be brought to the attention of the Union within ten (10) calendar days, mailing a copy of the New Jersey Department of Personnel documents of NHA resolution to Local 617. A meeting shall be called to negotiate salary and conditions of said employee or employees. The Union shall request such negotiations within ten (10) calendar days of their receipt of the New Jersey Department of Personnel document.

# Section 5

When an employee's title changes as a result of a New Jersey Department of Personnel lateral action, the employee shall be placed on the same step for the salary range as the employee was on prior to the lateral title change.

# Section 6

When a vacancy exists in a title that residential employees are currently employed in, the Newark Housing Authority shall give first preference to the current employees to fill said vacancy on a seniority basis.

#### ARTICLE XVI

# MISCELLANEOUS

#### Section 1

A Labor/Management Committee consisting of representatives of the NHA and the Union shall be set-up for the purpose of reviewing issues of common interest. Such committee shall meet not less than two (2) times a year.

#### Section 2

- a. The Newark Housing Authority shall provide an orientation for all new employees on the date of hire. The Union will be invited to the orientation programs for such employee(s).
- b. The Newark Housing Authority shall have an annual orientation in June of each year, for all employees who are a part of the bargaining unit. Local 617 shall be a participant in this orientation program.
- c. Additionally, the Newark Housing Authority will continue to provide training to members of the bargaining unit. Notification of employees in the bargaining unit, participating in such training, will be provided to the Union representatives.

# Section 3 - Personal Vehicles

The NHA will take appropriate steps so that a person using their car on NHA business must first be authorized to do so, and will not be so authorized unless he or she has submitted evidence of public liability insurance and property damage insurance coverage. The NHA will have secondary liability insurance on such cars. Employees using their cars are entitled to the prevailing IRS rate per mile. Department heads are to advise all personnel of these regulations. However, no employee will be penalized for not wishing to use his or her own automobile for NHA business unless initially agreed to in writing by the employee and management in terms of specific conditions of employment for the position sought by said employee.

### Section 4

The NHA shall issue to all its employees an NHA identification card, which must be worn during working hours for security purposes, or be subject to disciplinary actions. The NHA will pay for renewal of badges either in form or in content, will rest with the Authority and employees covered by this agreement will be advised of any change in the badges by memorandum from the appropriate authority personnel. The Authority will pay for all badge renewals, except where the employee has previously lost his badge or deliberately destroyed his badge prior to any renewal. In these cases, the employee will be required to pay for any renewed badge.

### Section 5 - Working in Higher Position Title

Any employee authorized in writing, from the appropriate director/supervisor, to work in a classification over and above his/her normal job description shall be paid at the appropriate rate of base pay for that job. Qualifications for this pay shall be based on filling the vacancy for five (5) calendar days.

### Section 6

The NHA shall recognize the faithful and dedicated service of its employees. The Authority shall present the following service awards/pins in recognition of years of service.

10	years	-	Ruby
15	years	_	Emerald
20	years		Sapphire
25	years		Diamond

### Section 7

All maintenance employees will be provided with the necessary tools and supplies by the NHA in order to perform various job functions. Maintenance employees shall be responsible for securing and maintaining tools and supplies in their possessions. Improperly cared for or lost tools and supplies will be repaired or replaced at the expense of the responsible employees. If the responsible employee fails or refuses to reimburse the Authority, appropriate disciplinary action may follow, in addition to his/her paycheck

being docked for the value of the loss or repair incurred.

### Section 8

Should it become necessary to displace any employee due to introduction of any new automated equipment, NHA will do one of the following:

- a. Reassign employees to other comparable vacancies
- b. Train displaced employees to operate new equipment as far as is feasible.

### Section 9

The Authority agrees to continue training programs for supervisors in the completion of employee evaluation forms. The full time representative shall be invited to participate in all such training programs.

### Section 10

Upon completion of the proof reading of the Contract, the Newark Housing Authority will pay for the printing of one thousand (1,000) copies and distribute same to staff.

### ARTICLE XVI(A)

### SENIORITY

### Section 1

- a. Seniority is defined as employment based on the length of continuous service with the NHA within title, department and division, from the date of hire and rank.
- b. An employee shall on the day worked immediately following the successful completion of the probationary period be considered to have seniority as of the date of hire.

c. A seniority list shall be made available to the Union twice a year - January 1<sup>st</sup> and July 1<sup>st</sup>, showing the date of hire and rank or last date of rehire of all employees in the bargaining unit. Seniority shall prevail in all matters where a preference may be established as provided by the New Jersey Department of Personnel Rules and Regulations.

### ARTICLE XVII

### SICK, PERSONAL AND VACATION LEAVE

### Section 1 - Vacation

- a. The NHA agrees that for the duration of this Agreement, the vacation policy relating to vacation pay for bargaining unit employees covered by this unit shall be in accordance with the schedule noted below.
  - b. Vacation Leave shall be as follows:

Up to one (1) year of service - one (1) vacation day for each month up to a maximum of twelve (12) vacation days.

- One (1) through five (5) years of service twelve (12) vacation days per year.
- Six (6) through ten (10) years of service fourteen (14) vacation days per year.
- Eleven (11) through twenty (20) years of service twenty (20) vacation days per year.

Twenty-one (21) years of service or more - Twenty-five (25) vacation days per year.

c. Accrued vacation may be accumulated up to, but not to exceed, the number of days earned for one (1) consecutive year. Employees must not carry over more than a year's earned vacation into coming year. Vacations may be taken any time between January 1<sup>st</sup> and December 31<sup>st</sup>.

- d. Except in the case of extenuating circumstances, i.e., liness or extreme declared emergencies; an excess of vacation ime shall be forfeited.
- e. In the case of severance from the job for any reason, including retirement, any accrued vacation shall be paid in a lump sum on the effective date of severance or retirement, and shall be scheduled in order to afford the employee time in which avail himself/herself of such accumulated time. The details of payment must be in accordance with time limits and laws.

### Section 2

Sick leave is herein defined as an employee's absence from duty because of illness, accident, exposure to a contagious disease, attendance upon a member of the employee's immediate family who is seriously ill and requires the care or attendance of such an employee. Where the absence is for more than three (3) working calendar days or where the situation so warrants, a certificate from a reputable physician in attendance shall be required. Excessive use or abuse of this privilege may result in appropriate disciplinary action.

### Section 3 - Sick Leave

All full time employees of the bargaining unit are entitled to abnual paid sick leave of one (1) working day for each month of service during the first calendar year of employment. Fifteen (25) working days for every year thereafter.

### Section 4 - Sick Leave at Retirement

Upon normal retirement, an employee shall receive a payment equivalent to a maximum of one-half (½) of his/her accumulated sick time; the sum of which shall not exceed fifteen thousand dollars (\$15,000.00). Effective April 1, 2005, the maximum shall be increased to twenty thousand (\$20,000.00) dollars.

### Section 5 - Personal Leave

Each employee of the bargaining unit shall be entitled to three (3) personal days yearly. In order to be eligible to use available personal leave time, an employee shall provide his or her supervisor notice which shall not be less than two (2) work

days prior to the requested leave day, except in the case of a documented emergency.

### Section 6 - Bereavement

All employees covered by this Agreement shall be granted a period of up to five (5) calendar days, with full pay, in case of death in the immediate family. Such absence shall be treated as administrative leave and not charged against the employee's leave record.

Immediate family is defined as husband or wife, child, parent, sister, brother, grandparents, grandchildren, step-parents, step-children, or anyone else who has played a parental role.

It is understood that inasmuch as documentation of a parental role is difficult to prove, the Executive Director or his designee, has discretion to grant leave time in this instance.

Employees who avail themselves of the above privilege shall, upon their return to work, furnish documents substantiating their leave. These documents shall be forwarded to the Personnel Department and attached to the employee's file.

### ARTICLE XVIII

### OVERTIME

### Section 1

Employees who work more than forty (40) hours in a seven (7) day work period shall be entitled to cash overtime at the rate of one and one-half times the employee's regular rate of pay. In calculating an employee's eligibility for overtime, paid leave time shall be considered work hours. In addition, employees shall be entitled to premium pay at the rate of one and one-half times the employee's regular rate of pay for work performed on designated holidays, Saturdays, and Sundays unless the holiday, Saturday or Sunday is the employee's regular work day.

purposes of calculating such overtime, time reports shall the amount of time worked to the nearest quarter of an

### section 3

- All overtime payments shall be made no later than the ocond payroll following the period in which overtime is worked.
- Non-supervisory administrative and clerical employees, are not necessarily covered by Section 1 above of this writcle, shall be entitled to paid overtime in accordance with the Fair Labor Standards Act, where such time is authorized. Approval of overtime for those in the excepted categories as taked above, shall only be at the discretion of the Assistant executive Director(s) of the Authority.
- All overtime must be recommended by the Department Head approved by the appropriate Assistant Executive Director(s).
- Mhen an employee is scheduled to work additional hours, that employee is entitled to overtime pay.
- When an individual is requested to work on an irregular of other schedule for one (1) special day, overtime provisions shall apply for the irregular hours.
- For night shift employees working on a Monday through residay work schedules, the period beginning on Friday and overlapping into Saturday morning shall be considered as part of the regular work week, up to eight (8) hours of work.
- The selection process of seniority shall begin with the employee having the most seniority. Employees shall be scheduled for overtime on a rotating basis, by seniority. No employee shall be required to accept overtime, but every effort shall be made to cooperate in cases of emergency.
- h. When an employee is assigned to a first shift, and has been rescheduled to work on any other shift temporarily, he shall be entitled to premium pay for that shift. When an employee is permanently assigned to the premium pay rate shift, and is assigned

temporarily to the first shift, he shall continue to be paid the premium pay rate.

### ARTICLE XIX

### HOLIDAY SCHEDULE

### Section 1

It is mutually agreed by the Newark Housing Authority and Local 617 that the number of holidays shall be fourteen (14) calendar days during the length of this contract. The following are the holidays to be listed in this Agreement as part of the fourteen (14) paid holidays:

NEW YEAR'S DAY

MARTIN LUTHER KING'S

BIRTHDAY

LINCOLN'S BIRTHDAY

PRESIDENT'S DAYS

GOOD FRIDAY

MEMORIAL DAY

INDEPENDENCE DAY

LABOR DAY

COLUMBUS DAY

ELECTION DAY (NATIONAL/STATE)

VETERAN'S DAY

THANKSGIVING DAY

DAY AFTER THANKSGIVING DAY

CHRISTMAS DAY

Section 2 - Work Schedule

A. Five (5) days on and two (2) days off schedule

In the event an employee's scheduled work day falls on a holiday, the employee shall receive time and one half (1 ½) the hourly rate for work performed on a holiday and a day's pay at straight time for the holiday as such.

B. Four (4) days on and two (2) days off schedule

In the event an employee's scheduled work day falls on a holiday, the employee shall receive time and one half  $(1 \frac{1}{2})$  the

hourly rate for work performed on the holiday.

### C. Security Guards

Any Security Guard who requests a holiday off must make such request to the Chief of Security in writing not less than seven (7) calendar days prior to the holiday. All such requests are subject to approval by the Department Head.

### ARTICLE XX

### WAGES

### Section 1 - Wage

a. Effective on the dates noted below, all bargaining unit members shall receive the following:

Effective April 1, 2004, all employees shall receive a 3.50% increase to their base salary

Effective April 1, 2005, all employees shall receive a 3.50% increase to their base salary

Effective April 1, 2006, all employees shall receive a 3.50% increase to their base salary"

b. Upon establishment of the shift schedule noted in Article IX, Section 4a, the base salary rate of Security Guards will be increased by one thousand (\$1,000.00) dollars.

### Section 2 - Longevity

Employees who are actively employed shall be entitled to longevity pay based upon continuous years of service as follows:

After	5	Years	of	Service	_	2%
After	10	Years	of	Service		4%
After	15	Years	of	Service	-	6%
After	20	Years	of	Service	-	8%
After	25	Years	of	Service	-	10%
After	30	Years	of	Service	- '	12%

### Section 3

Local 617 will negotiate with NHA in the establishing of salary scales for all new positions in the bargaining unit.

### ARTICLE XXI

### BULLETIN BOARDS

All notices and announcements for Union meetings, appointments and activities of a recreational or social nature appearing on bulletin boards should appear with the letterhead of SEIU Local 617 and/or should be signed by the President or a designated Representative of Local 617 to indicate that the notices and announcements are, in fact, Local 617 business.

### ARTICLE XXII

### NO STRIKE - NO LOCKOUT (MAINTENANCE OF OPERATIONS)

### Section 1

It is recognized that the need for continued and uninterrupted operation of the Authority's departments and facilities is of paramount importance to the citizens of the community and that there shall be no interference with such operations.

### Section 2

The Union covenants and agrees that neither the Union nor any person acting in its behalf, will cause, authorize or take part in, any strike (i.e., the concerted failure to report for duty, or willful absence of an employee from his/her position, or stoppage of work or abstinence in whole or in part, duties of employment), work stoppage, slowdown or walkout against the Authority. The Union agrees that such action would constitute a material breach of this Agreement.

### Section 3

The Union agrees that it will do everything in its power to prevent its members from participating in any strike, work stoppage, slowdown or other activities aforementioned in Section 2, or support any such action by any other employee or group of employees of the Authority, and that the Union will publicly disavow such action and order all such members that participate in such activities to cease and desist from same immediately and to return to work, and take such other steps as may be necessary under the circumstances to bring about compliance with the Union's order.

### Section 4

In the event of a strike, slowdown, work stoppage, or other activity aforementioned, it is covenanted and agreed that participation in any such activity by any employee covered under this Agreement shall entitle the Authority to take any disciplinary action up to and including termination of the employment of such employee or employees.

### Section 5

Nothing contained in this Agreement shall be construed to limit or restrict the Authority in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the Union or its members.

### Section 6

The Authority agrees not to institute a lock out of employees in this unit during the term of this Agreement.

### ARTICLE XXIII

### CONFORMITY TO LAW AND SAVING CLAUSE

If any provision of this Agreement is, or shall at any time, be determined to be contrary to law by a court of competent jurisdiction, then such provision shall be invalidated and not

performed or enforced. In the event any provisions of this Agreement are, or shall at any time be found to be contrary to law by a court of competent jurisdiction, only such provision shall be invalidated and all other provisions shall continue to remain in effect.

### ARTICLE XXIV

### FULLY BARGAINED PROVISION

### Section 1

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. However, by mutual consent in writing, the parties may agree during the term of this Agreement to negotiate on any matter.

### Section 2

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.

### ARTICLE XXV

### DURATION OF AGREEMENT

This Agreement and each of its provisions, unless otherwise specifically dated, shall be binding upon the parties as of April 1, 2004 and shall continue to remain in full force and effect through March 31, 2007.

IN WITNESS THEREOF, the parties have caused this Contract to be executed on the day and year first above written.

ATTEST:

HOUSING AUTHORITY OF THE CITY OF NEWARK

ATTEST:

Lucas, Executive Director

SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 617

Rahman Muhammad, President

Local 617

Reviewed and approved as to legality

Samuel Manigault, Esq.

## HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

**APRIL 1, 2004 THROUGH MARCH 31, 2007** 

					•	, , , ,								
TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM MAXIMUM	MAXIMUM
			-1-			-4-	-5-	-9-	-7-	₽-		-10-		
MAIL CLERK	2004-05	10	\$24,430			\$25,460	\$25,815	\$26,160	\$26,500	\$26,850	\$27,195	27,535	\$24,430	\$27,535
	2005-06		\$25,285		\$25,995	\$26,350	\$26,720	\$27,075	\$27,425	\$27,790	\$28,145	28,500	\$25,285	\$28,500
	2006-07	$\prod$	\$26,170	\$26,535	\$26,905	\$27,270	\$27,655	\$28,025	\$28,385	\$28,765	\$29,130	29,495	\$26,170	\$29,495
	2004.005	5	£20 200	£20 740	630 200	C30 GEE	£34 10E	£24 EEE	£22 02E	622 480	£22 02E	20 400	000	613 400
A LINA	2005-05	3	\$30.315		\$30,200 \$31,255	\$31,730	\$32 105	\$32,670	£32,023	\$32,400	634 000	34,400	316 063	333,400
	2006-07		\$31,375		\$32,350	\$32,840	\$33,320	\$33.815	\$34,305	\$34,790	\$35,285	35,780	\$31,175	\$34,370
											201			20116
TELEPHONE SYSTEMS TECHNICIAN	2004-05	02	\$29,290		\$30,200	\$30,655	\$31,105	\$31,565	\$32,025	\$32,480	\$32,935	33,400	\$29,290	\$33,400
	2005-06		\$30,315		\$31,255		\$32,195	\$32,670	\$33,145	\$33,615	\$34,090	34,570	\$30,315	\$34,570
	2006-07		\$31,375	\$31,855	\$32,350	\$32,840	\$33,320	\$33,815	\$34,305	\$34,790	\$35,285	35,780	\$31,375	\$35,780
K LERK TYPIST	2004-05	8	\$31,085	\$31,535	- 1	\$32,460	\$32,915	\$33,370	\$33,815	\$34,275	\$34,735	35,190	\$31,085	\$35,190
	2005-06		\$32,175	\$32,640		\$33,595	\$34,065	\$34,540	\$35,000	\$35,475	\$35,950	36,420	\$32,175	\$36,420
	2006-07		\$33,300	\$33,780	\$34,275	\$34,770	\$35,255	\$35,750	\$36,225	\$36,715	\$37,210	37,695	\$33,300	\$37,695
					1									
CLERK TYPIST BIL SPANISH & ENGLISH	2004-05	03	\$31,085	\$31,535	\$31,995	\$32,460	\$32,915	\$33,370	\$33,815	\$34 275	\$34 735	35 100	531 085	636 100
	2005-06		\$32,175		\$33,115	-	\$34,065	\$34,540	\$35,000	\$35.475	\$35,950	36 420	521 623	021,120
	2006-07		\$33,300	\$33,780	\$34,275		\$35,255	\$35,750	\$36,225	\$36,715	\$37.210	37.695	\$33,300	\$37,695
								-						
TELEPHONE OPERATOR	2004-05	8	\$31,085		\$31,995		\$32,915	\$33,370	\$33,815	\$34,275	\$34,735	35,190	\$31,085	\$35.190
	2005-06		\$32,175		\$33,115	\$33,595	\$34,065	\$34,540	\$35,000	\$35,475	\$35,950	36,420	\$32,175	\$36,420
	2006-07	1	\$33,300	\$33,780	\$34,275		\$35,255	\$35,750	\$36,225	\$36,715	\$37,210	37,695	\$33,300	\$37,695
ACCOUNT CLERK	2004.05	20	\$34 OKO		632 000									
	2005 005	5	020,150	932,410	332,000	1.	\$33,775	- 1		\$35,140	\$35,600	36,055	\$31,950	\$36,055
	2005-00	T	624 225	23,340	934,010		\$34,955	\$35,435	- 1	\$36,370	\$36,845	37,315	\$33,070	\$37,315
	70007	T	677'464		007'000	\$30,056	\$36,180	- 1	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
ACCOUNT CLERK TYPING	2004-05	2	\$34 050	622 440	632 960	200 000	777 004						·	
	2005-06	+-	\$33.070	\$33 545	634 010		023,173		- 1	\$35,140	\$35,600	36,055	\$31,950	\$36,055
	2006-07	T	\$34,225	\$34,720	\$35,200		636 180	933,435		\$36,370	\$36,845	37,315	\$33,070	\$37,315
		T				_1_	301.00		337,100	040'/24	\$38,135	38,620	\$34,225	\$38,620
DATA CONTROL CLERK	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33.775	\$34.235	£34 600	C3E 440	625 600			
	2005-06		\$33,070	\$33,545	\$34,010		1			626 270	333,000	30,000	\$31,950	\$36,055
	2006-07	1	\$34,225	\$34,720	\$35,200	<u>L.</u>	L	\$36,675		\$30,370 \$37,645	\$30,043	37,513	\$33,070	\$37,315
GWBI OVER PENETERS OF THE		-					丄	1		2	600,100	30,020	\$34,225	\$38,620
EMPLOTEE BENEFILS CLERK	2004-05	2	\$31,950		\$32,860	\$33,315	\$33,775	\$34,235	£34 6an	635 140	C3E 600	2000	0.00	
	2005-06			\$33,545	\$34,010	\$34,480		1		626 270	000,000	ccn'os	331,950	\$36,055
	2006-07	$\dashv$	_		\$35,200	1	\$36,180	1		\$30,370 €37 646	\$30,040	37,315	\$33,070	\$37,315
	$\dashv$		_			-		丄		050,1040	\$38,135	38,620	\$34,225	\$38,620
HOUSING ASSISTANCE TECHNICIAN	十	8	\$31,950		Ц	-	\$33,775	\$34,235	\$34,690	\$35,140	£35 600	36 055	02010	
	2002-00	$\dagger$			\$34,010	_	34,955	1		\$36.370	\$36.84E	27 245	000,100	\$36,055
	7006-07	$\dagger$	_	\$34,720	\$35,200	\$35,685	\$36,180		\$37,160	\$37,645	\$38 135	38,620	333,070	\$37,315
		$\dashv$		1							1000	30,050	\$34,225	\$38,620
							1	1	1	1				-

		ξ		1	- +004		<u>•</u>  [							
	YEAR	GR	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MINIMUM MAXIMUM
			+	.2.	ę.	4	τĻ	ф	-7-	\$	-6-	-10-		
OFFECT MACHINE OPERATOR	2004-05	8	\$31,950	\$3	\$32,860	\$33,315	\$33,775	\$34,235			\$35,600	36,055	\$31,950	\$36,055
OFFISE MACHINE OF EXCESS	2005-06		\$33,070		\$34,010	\$34,480	\$34,955	\$35,435		- 1	\$36,845	37,315	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
		;	. 0.0		622 000	£22 24E	£33 77E	£24 235	\$34 BOO	\$35 140	£35 600	36 055	631.950	\$36.055
PAYROLI. CLERK	2004-05	2	331,930	332,410 633 EAE	32,000	037 780	\$33,775 \$34 055	\$35 A35	1	.1	1	37,315	\$13.070	\$37,315
	2005-06	I	\$33,070	i_	35,010	\$34,400	636 180	\$36,435	1		1	38,620	\$34.225	\$38,620
	70-9007		027,466		23,600	200,000	20, 100	20,000	2	21				
BEDSONNET CLEDK	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690		\$35,600	36,055	\$31,950	\$36,055
ERSONNEL CERTS	2005-06		\$33,070		\$34,010	\$34,480	\$34,955	\$35,435	\$35,905		\$36,845	37,315	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
							1	100	000 , 00		000	2000	0.0	637.025
SENIOR CLERK	2004-05	8	\$31,950	•	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690		009'cs¢	36,055	351,950	\$36,055
	2005-06	I	\$33,070	\$33,545	\$34,010	\$34.46U	\$36 180	\$36,67E	\$37,160	\$37,645	\$38 135	38.620	\$14.275	\$38,620
	70-0007		0371		200	200	201	2 2	2					
SENIOR CLERK BIL. SPANISH & ENGLISH	2004-05	\$	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	36,055	\$31,950	\$36,055
	2005-06		\$33,070		\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	37,315	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
SENIOR CLERK TYPIST	2004-05	9	\$31,950		\$32,860	\$33,315	\$33,775	\$34,235	\$34,690		\$35,600	36,055	\$31,950	\$36,055
	2005-06		\$33,070		\$34,010	\$34,480	\$34,955	\$35,435	\$35,905		\$36,845	37,315	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
		1												
SENIOR CLERK TYPIST BILINGUAL SPANISH & ENGLISH	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34.235	\$34.690	\$35.140	\$35,600	36 055	\$31.950	. 530.953
	2005-06		\$33,070		\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	37,315	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200		\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
SENIOD CONTEST AGE TO TOBLING	30 7001	3	634 050	622 440	000 000	2000	111	200	000					
SENIOR CONTROC CEERN I I I INO	2004-03	3	623 070		932,000		077,000	334,233	334,090	\$35,140	\$35,600	36,055	\$31,950	\$36,055
	2006-07		\$34,225		\$35,200	\$35,685	\$36 180	\$36,435	\$37,160	\$30,370	\$30,040	3, 315 003 85	\$33,070	\$37,315
										2, 12	20,100	00,020	77,450	070,000
THE COURT IS SOUTHING														
SENIOR IELEPHONE OPERATOR	2004-05	2	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	36,055	\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	534,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	37,315	\$33,070	\$37,315
	70-9007	I	\$34,225	\$34,720	335,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
TENANT INTERVIEWER/INVESTIGATOR 2004-05	7004-05	8	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	36,055	\$31,950	\$36,055
	2005-00	İ	\$23,070	533,343	25,010	224,460	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	37,315	\$33,070	\$37,315
	10-0007	1	404,460		900,200	C90'C5*	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
							1				1	1	1	

LOCAL 617 SALARY SCALE APRIL 1, 2004 THROUGH MARCH 31, 2007

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i 1414	VEAR	a.c.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM MAXIMUM	MAXIMUM
11.15	Š	5	1	-2-	-6-	4	4	-9-	-7-	-8-	6-	-10-		
TENANT INTERVIEWER/INVESTIGATOR	30000	2	£31 950	\$32,410	\$32.860	315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	36,055	\$31,950	\$36,055
BILINGUAL SPANISH & ENGLISH	2005-06	5	\$33.070	\$33,545	\$34,010		\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	37,315	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
			007	. 22 646	623 400	¢22.750	\$34 300	C34 RED	£35 405	\$35 950	\$36.505	37.060	\$32,100	\$37,060
STOCK HANDLER	2004-05	S	\$32,100	\$32,040	634 350	634 930	\$35,500	\$36,080	\$36.645	\$37.210	\$37.785	38,355	\$33,225	\$38,355
	2005-06		\$33,220	\$33,730 634 075	635 550	434,330 436,155	\$36,745	\$37,345	\$37,930	\$38.510	\$39,105	39,695	\$34,390	\$39,695
	7000-07		934,390	934,313	000,000	20.1	2							
o Partition of the Part	2004-05	Š	\$32,100	\$32.645	\$33,190	\$33,750	\$34,300	\$34,860	\$35,405	\$35,950	\$36,505	37,060	\$32,100	\$37,060
IINIEKEEFEK	2005-06		\$33 225	\$33,790	\$34,350		\$35,500	\$36,080	\$36,645	\$37,210	\$37,785	38,355	\$33,225	\$38,355
	2006-07		\$34,390	\$34,975	\$35,550		\$36,745	\$37,345	\$37,930	\$38,510	\$39,105	39,695	\$34,390	\$39,695
												1		
PURCHASING ASSISTANT	2004-05	90	\$32,230	\$32,680	\$33,135	\$33,595	\$34,045	\$34,500	\$34,955	\$35,420	\$35,870	36,330	\$32,230	\$36,330
	2005-06		\$33,360	\$33,825	\$34,295		\$35,235	\$35,710	\$36,180	\$36,660	\$37,125	37,600	\$33,360	\$37,600
	2006-07		\$34,530	\$35,010	\$35,495	\$35,985	\$36,470	\$36,960	\$37,445	\$37,945	\$38,425	38,915	\$34,530	\$38,915
		[	002	00000	223 666	\$24.075	003 763	625.420	625 GAE	C3E 17E	<b>C</b> 36 700	37 230	\$37.500	017 713
LEGAL STENOGRAPHER	2004-05	à	332,300	333,030	200,000	070,450	404,000 404		200,040	\$27,440	\$37.08E	38 535	\$32,200	\$18 535
	2005-06	I	\$33,040	\$34,100	\$34,730	\$35,27U	\$32,01U		430,093	\$38.750	\$30,300	30 885	514 815	\$30,23
	70007		010,400	933,300	0,000	200,000	200,100	500'	200, 100	200	2122	3	61011	2017.0
ASSISTANT PURCHASING AGENT	2004-05	80	\$32,535	\$32,990	\$33,445	\$33,905	\$34,360	\$34,815	\$35,270	\$35,730	\$36,180	36,630	\$32,535	\$36,630
	2005-06		\$33,675	\$34,145	\$34,615	\$35,090	\$35,565	\$36,035	\$36,505	\$36,980	\$37,445	37,910	\$33,675	\$37,910
	2006-07		\$34,855	\$35,340	\$35,825	\$36,320	\$36,810	\$37,295	\$37,785	\$38,275	\$38,755	39,235	\$34,855	\$39,235
RECREATION LEADER	2004-05	60	\$33,060	\$33,515	\$33,970		\$34,880	\$35,335		\$36,250	\$36,705	37,170	\$33,060	\$37,170
	2005-06		\$34,215	\$34,690	\$35,160		\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	38,470	\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850		\$38,835	\$39,320	39,815	\$35,415	\$39,815
The state of the s	30 .002	3	000	200	020	100	000	100						
RELOCATION ASSISTANT	2004-05	3	\$33,050	\$33,515	333,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	37,170	\$33,060	\$37,170
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	<b>\$</b> 36,100	\$36,570	\$37,045	\$37,520	\$37,990	38,470	\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	39,815	\$35,415	\$39,815
RELOCATION ASSISTANT BILINGUAL										1		1		
SPANISH & ENGLISH	2004-05	60	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	37,170	\$33,060	\$37.170
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	38,470	\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	39,815	\$35,415	\$39,815
SENIOR COMMUNITY SERVICE AIDE	2004-05	8	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	37,170	\$33,060	\$37,170
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	38,470	\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390		\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	39,815	\$35,415	\$39,815
SENIOR DATA CONTROL CLERK	200.1.05	9	\$33,060	£33 545	633 070	207 705	000,700	100						
	2005-06		\$34.245	C34 600	435,370	624,423	934,000	\$35,335	935,790	\$36,250	\$36,705	37,170	\$33,060	\$37,170
	2002.00	I	\$35.44E	434,030	836, 100	923,030	330, 100	330,570	\$37,045	\$37,520	\$37,990	38,470	\$34,215	\$38,470
	20-0002		4004101	\$33°anal	1080,006	930,0731	1005,158	1008,158	\$38,340	\$38,835	\$39,320	39,815	\$35,415	\$39,815

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TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM
			-1-	-2-	-3-	-4-	rγ̈́	φ	-7-	8-	6-	-10-		
GENIOR EMPLOYEE BENEFITS CLERK	2004-05	8	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	37.170	\$33,060	\$37,170
	2005-06	T	\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	38,470	\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	39,815	\$35,415	\$39,815
		1	000	272 674	020 020	201 100	000 704	40E 22E	6.06.700	6.36.350	£36 70E	37 470	611 060	637 170
SENIOR PERSONNEL CLERK	2004-05	3	333,000	333,010	933,970	254,442	934,000	200,000	627.045	\$30,230 \$37,530	637,000	30,170	21000	638 470
	2005-06	T	\$34,215 635,445	\$34,09U	35, 100	\$35,030	\$37.365	\$37.850	\$38.340	\$38 835	\$39,320	39,47,0	\$14,418	\$39,815
	/0-0007	T	C1 t'CC6	200,000	200	2 10 10 10 10 10 10 10 10 10 10 10 10 10	201	2001	2,000		220122	2		
SENIOR TENANT	2004-05	8	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	37,170	\$33,060	\$37,170
	2005-06	T	\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	38,470	\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	39,815	\$35,415	\$39,815
		П												
SENIOR OFFSET MACHINE OPERATOR	2004-05	0	\$33,120	\$33,675	\$34,235	\$34,780	\$35,335	\$35,895	\$36,430	\$37,000	\$37,540	38,105	\$33,120	\$38,105
	2005-06		\$34,280	\$34,855	\$35,435	\$35,995	\$36,570	\$37,150	\$37,705	\$38,295	\$38,855	39,440	\$34,280	\$39,440
	2006-07	Ħ	\$35,480	\$36,075	\$36,675	\$37,255	\$37,850	\$38,450	\$39,025	\$39,635	\$40,215	40,820	\$35,480	\$40,820
CALEBOOK CERTIFICATION OF THE PROPERTY OF THE	30,000	1	11.000	000 000	10000	302.704	1	1						
( LEKK STENOOKAPITEK	2004-05	╡	\$33,133	933,080	\$34,210	\$34,735	\$35,255	\$35,785	\$36,305	\$36,835	\$37,355	37,885	\$33,155	\$37,885
	2005-06	†	\$34,315	\$34,860	\$35,415	\$35,950	536,490	\$37,035	\$37,575	\$38,125	\$38,660	39,210	\$34,315	\$39,210
	/0-9007	T	\$35,515	330,080	ငင္သင့္ခ်င္ေ	017,756	\$3/,765	\$38,330	\$38,890	\$39,460	\$40,015	40,580	\$35,515	\$40,580
CLERK STENOGRAPHER BILINGUAL	2004-05	<u> </u>	£33 155	£33 680	£34 24E	£34 73E	636 2EE	6.2E 7.0E	6.06.00E	000	100	100		
	2005-06	+	315		\$35,415	\$35,950	\$35,490	\$37,703	\$37.575	\$30,035 \$38 125	\$38 BED	30,740	\$33,133	337,885
	2006-07	T		\$36,080	\$36,655	\$37,210	\$37,765	\$38,330	\$38,890	\$39,460	\$40,015	40.580	\$35,515	\$40.580
		П												2004
BOOKKEEPING MACHINE OPERATOR	2004-05	2	\$33,315	\$33,775	\$34,235		\$35,140	\$35,600	\$36,055	\$36,505	\$36,960	37,425	\$33,315	\$37,425
	2005-06	1	\$34,480	\$34,955	\$35,435		\$36,370	\$36,845	\$37,315	\$37,785	\$38,255	38,735	\$34,480	\$38,735
	2006-07	1	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$39,105	\$39,595	40,090	\$35,685	\$40,090
CASHIER	2004-05	4	199	\$34 220	\$34,680	\$35 130	\$35 585	\$36.04E	636 400	626.040	207 700	200	0,0	
	2005-06	T		\$35,420	\$35,895	.1	\$36,830	\$37,305		\$38 235	\$38 740	30,000	007,000	357,863
	2006-07		165		\$37,150	\$37,635	\$38,120	\$38,610	\$39,085	\$39,575	\$40,065	40,560	\$36.165	\$40.560
CASHIER TYPING BILINGHAL SPANISH		十	1											
& ENGLISH		14	9	\$34,220	\$34,680	\$35,130	\$35,585	\$36.045	\$36.490	\$36 940	\$37.400	37 965	072 200	933.07.6
	2005-06	Н	\$34,940	I	\$35,895		\$36,830	\$37,305	\$37,765	\$38 235	\$38 710	30,000	323,700	357,865
	2006-07		65		\$37,150	\$37,635	\$38,120	\$38,610	\$39,085	\$39,575	\$40.065	40.560	391 923	240 560
OCCUBANCY TECHNICIAN 1	30 7000	-											6	2000
	2004-05	4			\$34,680		\$35,585		\$36,490	\$36,940	\$37,400	37,865	\$33,760	\$37,865
	2002-00	$\dagger$	\$34,940 \$36,165	\$35,420	\$35,895	\$36,360	\$36,830		\$37,765	\$38,235	\$38,710	39,190	\$34,940	\$39,190
	1	1		_	1001,100		\$38,120	\$38,610	\$39,085	\$39,575	\$40,065	40,560	\$36,165	\$40,560

## HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

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3 ITIT	YEAR	GR	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MINIMUM MAXIMUM
	Т		+	-2-	έ	-4-	-5-	ģ	-7-	φ	-6-	-10-		
CHAPTER OF TRUE CTENIOCD A BLIED	2004-05	1	\$33 850	\$34,380	\$34,895	\$35,425	\$35,940	\$36,470	\$37,005	\$37,520	\$38,040	38,575	\$33,850	\$38,575
SENIOR CLERKS STENOORS THEN	2005-06	1	\$35,035	\$35,585	\$36,115	\$36,665	\$37,200	\$37,745	\$38,300	\$38,835	\$39,370	39,925	\$35,035	\$39,925
	2006-07	$\Pi$	\$36,260	\$36,830	\$37,380	\$37,950	\$38,500	\$39,065	\$39,640	\$40,195	\$40,750	41,320	\$36,260	\$41,320
SENIOR CLERK STENOGRAPHER		1:	0000	000 703	£34 80£	€25 425	<b>635 040</b>	636.470	\$37,005	\$37,520	\$38.040	38.575	\$33,850	\$38,575
BILINGUAL SPANISH & ENGLISH	2004-05	2	635,030	\$35,585	\$36.115	\$36,665	\$37,200	\$37,745	\$38,300	\$38,835	\$39,370	39,925	\$35,035	\$39,925
	2005-00	T	\$36,260	\$36,830	\$37,380	\$37,950	\$38,500	\$39,065	\$39,640	\$40,195	\$40,750	41,320	\$36,260	\$41,320
		T												
ASSISTANT HOUSING MANAGER	2004-05	16	\$33,955	\$34,415	\$34,870	\$35,320	\$35,775	\$36,235	\$36,685	\$37,135	\$37,585	38,045	\$33,955	\$38,045
	2005-06		\$35,145	\$35,620	\$36,090	\$36,555	\$37,025	\$37,505	\$37,970	\$38,435	\$38,900	39,375	\$35,145	\$39,375
	2006-07	H	\$36,375	\$36,865	\$37,355	\$37,835	\$38,320	\$38,820	\$39,300	\$39,780	\$40,260	40,755	\$36,375	\$40,755
		1							300		100	1,000	30.00	3000
RECYCLING OPERATOR	2004-05	9	\$33,955	\$34,415	\$34,870	\$35,320	\$35,775	\$36,235	\$36,685	\$37,135	\$37,585	38,045	\$55,955	\$38,045
	2005-06		\$35,145	\$35,620	\$36,090	\$36,555	\$37,025	\$37,505	\$37,970	\$38,435	\$38,900	39,375	\$35,145	\$39,375
	2006-07	H	\$36,375	\$36,865	\$37,355	\$37,835	\$38,320	\$38,820	\$39,300	\$39,780	\$40,260	40,755	\$36,375	\$40,755
	30.00	1	220 000	271 175	000	000	900 000	606 676	\$27 DOE	C27 C2E	620 450	39 675	\$11.055	£38 675
COMMUNITY SERVICE WORKER	2004-05	\$	\$55,955	074,470	000,000	933,320	\$30,033	\$30,37.5	200, 100	000,750	430,130	00,00	377.30	020.029
	2005-06	$\dagger$	\$35,145	333,080	\$30,220	\$30,050	\$36,510	\$37,000	\$30,390	330,930	939,400	40,030	325,143	\$40,030
	70-9007	†	\$20,575	920,930	C6#, 150	000'00	020,000	453, 100	929,140	0,010	000,044	000	C1C,0C6	0001111
HEALTHING BANCE RENEFITS CLERK 2004-05	2004-05	1	\$33 955	\$34.475	\$35,000	\$35.520	\$36.055	\$36.575	\$37.095	\$37,635	\$38.150	38.675	\$33.955	\$38.675
	2005-06	T	\$35,145	\$35,680	\$36,225	\$36,765	\$37,315	\$37,855	\$38,395	\$38,950	\$39,485	40,030	\$35,145	\$40,030
	2006-07	П	\$36,375	\$36,930	\$37,495	\$38,050	\$38,620	\$39,180	\$39,740	\$40,315	\$40,865	41,430	\$36,375	\$41,430
CITATION TO STORT TO THE STORY		1	1000	32.1.00	000	000	220	2000	200	100		1000	22000	
PERSONNEL CLERK TYPING	2004-05	丰	\$33,935	\$34,475	000,000	025,520	\$30,055	\$30,5/5	337,095	\$37,035	\$38,150	38,6/5	\$33,955	\$38,675
	2005-06	1	\$35,145	\$35,680	\$36,225	\$36,765	\$37,315	\$37,855	\$38,395	\$38,950	\$39,485	40,030	\$35,145	\$40,030
	2006-07	1	\$36,375	\$36,930	\$37,495	\$38,050	\$38,620	\$39,180	\$39,740	\$40,315	\$40,865	41,430	\$36,375	\$41,430
PRINCIPAL ACCOUNT OF ERK	2004-05	1=	£33 055	£34 475	435 000	C35 520	<b>C</b> 36 055	€36 57E	£37 00E	637 635	630 450	30 675	623 066	\$70 678
	2005-06	†	\$35 145	\$35,680	\$36 225	\$36 765	\$37.315	\$37.855	438,305	\$38 Q50	\$30,130	20,00	\$25,733	\$30,073
	2006-07		\$36,375	\$36,930	\$37,495	\$38,050	\$38,620	\$39,180	\$39,740	\$40,315	\$40,865	41,430	\$36,375	\$41,430
PRINCIPAL TENANT INTERVIEWER &														
INVESTIGATOR	2004-05	-	\$33,955		\$35,000	\$35,520	\$36,055	\$36,575	\$37,095	\$37,635	\$38,150	38,675	\$33,955	\$38,675
	2005-06		\$35,145		\$36,225	\$36,765	\$37,315	\$37,855	\$38,395	\$38,950	\$39,485	40,030	\$35,145	\$40,030
	2006-07	1	\$36,375	\$36,930	\$37,495	\$38,050	\$38,620	\$39,180	\$39,740	\$40,315	\$40,865	41,430	\$36,375	\$41,430
A SCIETA NIT DI VICED	30 4006	-	404 406	000	100	0.1								
ASSISTANT BUTER	2004-03	=	\$34,100	934,090	\$35.203	335,740	\$36,255	\$36,785	\$37,310	\$37,825	\$38,360	38,875	\$34,165	\$38,875
	2005-06	1	\$35,360	\$35,905	\$36,435	\$36,990	\$37,525	\$38,070	\$38,615	\$39,150	\$39,705	40,235	\$35,360	\$40,235
	2006-07	$\dagger$	\$36,600	\$37,160	\$37,710	\$38,285	\$38,840	\$39,400	\$39,965	\$40,520	\$41,095	41,645	\$36,600	\$41,645
K.OMPLITER OPERATOR	2004-05	×	£34 165	634 600	£35 205	635 740	230 366	400 400	0,0	100				
	3005-06	†	635, 360	625 005	C36 425	636 boo	\$30,233 \$37 ESE	\$20,703	015,750		\$38,360	38,875	\$34,165	\$38,875
	2002-002	$\dagger$		437 160	637 740	300,000	070'/00	070,000	230,013		\$39,705	40,235	\$35,360	\$40,235
	150m20	1		\$31,100	01 / / / / / / / / / / / / / / / / / / /	200,000	\$30,04U	\$39,400	\$39,965	\$40,520	\$41,095	41,645	\$36,600	\$41,645

## HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

**APRIL 1, 2004 THROUGH MARCH 31, 2007** 

													,	
TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MINIMUM MAXIMUM
			-1-	-2-	÷.	-4-	ή	ф	-7-	-8-	-6-	-10-		
DATA ENTRY MACIIINE OPERATOR KEYPUNCII	2004-05	∞_	\$34,165		\$35,205	\$35,740	\$36,255	\$36,785	\$37,310			38.875	\$34,165	\$38.875
	2005-06		\$35,360		\$36,435	\$36,990	\$37,525	\$38,070	\$38,615	1	١.	1	\$35,360	\$40.235
	2006-07		\$36,600	\$37,160	\$37,710	\$38,285	\$38,840	\$39,400	\$39,965	\$40,520	1		\$36,600	\$41,645
Galler Googles Trout Golland		j												
SENIOR LEGAL STENOGRAPHER	2004-05	∞ 	534,165	\$34,690			\$36,255	\$36,785	\$37,310		\$38,360	38,875	\$34,165	\$38,875
	2005-06		\$35,360	\$35,905	- 1		\$37,525	\$38,070	\$38,615	\$39,150	\$39,705	40,235	\$35,360	\$40,235
	2006-07		\$36,600	\$37,160	\$37,710	\$38,285	\$38,840	\$39,400	\$39,965	\$40,520	\$41,095	41,645	\$36,600	\$41,645
SKINIOB CASHIII O TYBING	30 7000	9	624 220	624 700		300 300	0,,00	200	100	1				
achiga Chamien i fring	2004-03	^	022,456	\$34,700 635,045	933, 103		330,140	\$36,625	\$37,105	\$37,585	\$38,085	38,565	\$34,220	\$38,565
	00-0007		\$33,420	355,915		_1	\$37,405	\$37,905	\$38,405	\$38,900	\$39,420	39,915	\$35,420	\$39,915
	2006-07	T	\$36,660	\$37,170	\$37,690	\$38,205	\$38,715	\$39,230	\$39,750	\$40,260	\$40,800	41,310	\$36,660	\$41,310
INVENTORY CONTROL OF FRK	2004-05	Š	£34 410	\$34 015	625 440	ㅗ	027 004	000 100	200	1,000				·
	2005-05	3	\$35,510		435,440	┸	320,4/0	\$37,000	010,750	\$38,015	\$38,550	39,060	\$34,410	\$39,060
	2005.00		000000		930,000		337,745	\$38,295	\$38,825	\$39,345	\$39,900	40,425	\$35,615	\$40,425
	/0-0007	$\top$	230,800		\$3,,965	\$38,510	\$39,065	\$39,635	\$40,185	\$40,720	\$41,295	41,840	\$36,860	\$41,840
		T		1	$\dagger$		1							
ASSISTANT PERSONNEL TECHNICIAN	2004-05	71	\$34,780		\$35,825	1	\$36,875	\$37,405	\$37,930	\$38,450	\$38.985	39.500	634 780	005 023
	2005-06	7	\$35,995		\$37,080	\$37,640	\$38,165	\$38,715	\$39,260	\$39,795	\$40,350	40.885	\$35,005	\$40 885
	2006-07	1	\$37,255	\$37,820	\$38,380		\$39,500	\$40,070	\$40,635	\$41,190	\$41.760	42,315	\$37.753	\$40,000
		1										1	CC461C0	016,210
DEFINIOR BOOKKEEPING MACHINE								<del> </del>				1	1	
OPERATOR	2004-05	77	1			\$36,245	\$36,725	\$37,215		\$38,175	\$38,655	39.145	\$34.790	\$10 145
	2002-06	+	\$36,010				\$38,010	\$38,520		\$39,510	\$40.010	40.515	010 983	640 616
	2006-07	$\dagger$		\$37,800	\$38,305	\$38,830	\$39,340	\$39,870	\$40,380	\$40,895	\$41,410	41.935	\$37,270	\$41 035
ACCOUNTING ASSISTANT	$\dagger$	7			ı									2074
	2004-05	73	\$34,860		$\perp$	\$36,295	\$36,785	\$37,260		\$38,230	\$38,710	39,195	\$34.860	\$10 105
	2005.02	$\dagger$		_	_					\$39,570	\$40,065	40.565	\$36.080	\$40.565
	70-0007	$\dagger$		000,756	\$38,360	\$38,880	\$39,400		\$40,430	\$40,955	\$41,465	41,985	\$37,345	\$41,985
ACCOUNTING ASSISTANT TYPING	2004-05	23	•	£35 335 6	\$35 B40	6 3 0 0 0 C		- 1						
	T	1	\$36,080		1	┸	$\perp$	\$37.260		\$38,230	\$38,710	•	\$34,860	\$39,195
	2006-07	╁	\$37.345	\$37.850	1	_1_	- 1	- 1		\$39,570	\$40,065		\$36,080	\$40,565
		$\dagger$			1		\$38,400	- 1	\$40,430	\$40,955	\$41,465	41,985	\$37,345	\$41,985
PRINCIPAL CLERK BOOKKEEPER	$\vdash$	23	\$34,860	\$35,335	\$35.810	\$36 20K	C26 70E		1					
		┺			L		1			_	\$38,710		\$34,860	\$39,195
	2006-07	H	\$37.345	\$37.850	1	6 COC, 100	$\perp$		i		\$40,065	Ι.	\$36,080	\$40,565
		H			丄		\$39,400	\$39,915	\$40,430	\$40,955	\$41,465	1.	\$37,345	\$41.985
SENIOR ACCOUNT CLERK TYPING	Н	23		35.335	1	\$36 205	\$36 78E	- 1				1 1		
		-			\$37,065		1	337,250 C38 565	- 1	_	\$38,710		\$34,860	\$39,195
	2006-07			\$37,850 \$		1	丄	- 1		- 1	\$40,065		\$36,080	\$40,565
	H	Ш	•	-	1		$\perp$		\$40,430	\$40,955	\$41,465	41,985	\$37,345	\$41,985
PURCHASING EXPEDITOR	2004-05	24			\$36,110	\$36.625	\$37 150	£37 69E						T
	2005-06	H			1_	137.905	-		\$38,200	$\perp$		IJ	\$35,055	\$39,775
	2006-07	$\dashv$	\$37,550 \$	1		\$39,230	\$39 795	200,000				41,165	\$36,280	\$41.165
				1	1		- 1			\$41.490	542 055	ı		I

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### HOUSING AUTHURIT OF THE OF THE VETTER LOCAL 617 SALARY SCALE APRIL 1, 2004 THROUGH MARCH 31, 2007

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TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MINIMUM MAXIMUM
			÷	-5-	မှ	4	-5-	-9-						
ASSISTANT BUDGET EXAMINER	2004-05	97	\$35,895	\$36,430	\$37,000	\$37,540	\$38,105	\$38,645	ı	1 1	1	40,850	\$35,895	\$40,850
	2005-06		\$37,150	\$37,705	\$38,295	\$38,855	\$39,440	\$40,000			1	42,280		\$42,280
	2006-07		\$38,450	\$39,025	\$39,635	\$40,215	\$40,820	\$41,400	\$41,985	\$42,580	\$43,170	43,760	\$38,450	\$43,760
NA FILING TECHNICIAN	2004-05	2	35	\$36,430			\$38,105	\$38,645	- 1		\$40,300	40,850	\$35,895	\$40,850
	2005-06		\$37,150	\$37,705	\$38,295	1	\$39,440	\$40,000			1	42,280	\$37,150	\$42,280
	2006-07		ह्य	\$39,025		1 1	\$40,820	\$41,400	\$41,985	\$42,580	\$43,170	43,760	\$38,450	\$43,760
OCCUPANCY TECHNICIAN 2	2004-05	79	\$35,895	\$36,430	\$37,000	\$37,540	\$38,105	\$38,645	\$39,195	\$39,750	\$40,300	40,850	\$35,895	\$40,850
	2005-06	I	\$37,150	\$37,705	\$38,295	\$38,855	\$39,440	\$40,000	\$40,565	\$41,140	1	42,280	\$37,150	\$42,280
	2006-07		\$38,450	\$39,025	\$39,635	\$40,215	\$40,820	\$41,400	\$41,985	\$42,580	\$43,170	43,760	\$38,450	\$43,760
TM & T3133 & 13MMC3434	300000	×	£35 805	£36 430	\$37,000	\$37 540	£38 105	£38 645	\$30 105	\$30.750	\$40 300	A0 850	\$14 804	038 073
LERSKINGEL ASSISTANT	20 2005	1	637 450	\$27.705	C38 205	£38 855	630, 740	000	640 FEF	644 440	644 740	20,000	437 160	2000
	2006-07		\$38,450	\$39,025	\$39,635	\$40,215	\$40,820	\$41,000	\$41,985	\$42,580	\$43,170	43,760	\$38,450	\$43,760
PERSONNEL TECHNICIAN	2004-05	97	\$35,895	\$36,430	\$37,000	\$37,540	\$38,105	\$38,645	\$39,195	\$39,750	\$40,300	40,850	\$35,895	\$40,850
	2005-06		\$37,150	\$37,705	\$38,295	\$38,855	\$39,440	\$40,000	\$40,565	\$41,140	\$41,710	42,280	\$37,150	\$42,280
	2006-07		\$38,450	\$39,025	\$39,635	\$40,215	\$40,820	\$41,400	\$41,985	\$42,580	\$43,170	43,760	\$38,450	\$43,760
PRINCIPAL CLERK STENOGRAPHER	2004-05	3,6	\$35 895	\$36 430	\$37,000	\$37.540	\$38 105	\$38 645	\$30 105	630 750	640 300	40 850	\$36 905	£40.0£0
	2005-06		ĺ	\$37,705	\$38,295		\$39,440	\$40,000	\$40,565	\$41.140	\$41,710	42 280	\$17.150	\$47.280
	2006-07			\$39,025	\$39,635	\$40,215	\$40,820	\$41,400	\$41,985	\$42,580	\$43,170	43,760	\$38,450	\$43.760
PRINCIPAL EMPLOYEE BENEFITS CLERK	2004-05	26	\$35,895	\$36,430	\$37.000	\$37.540	\$38.105	\$38 645	£39 105	639 750	\$40 300	40.850	\$00 363	040 040
	2005-06		\$37,150	\$37,705	\$38,295	\$38,855	\$39,440	\$40,000	\$40,565	4	\$41,710	42.280	\$37.150	\$40,030
	2006-07		\$38,450	\$39,025	\$39,635	\$40,215	\$40,820	\$41,400	\$41,985		\$43,170	43,760	\$38,450	\$43,760
PRINCIPAL LEGAL STENIOGBABLIER	3004.05	7	\$ 2E 00E	007 000	000									
THE WINDS STEEL STEEL	2005-05	3	\$37.450	\$30,430	200,000	000,750	338,105	338,645	\$39,195	\$39,750	\$40,300	40,850	\$35,895	\$40,850
	20.002	$\dagger$		\$30 02E	£30,635	640 245	000,440	000,046	340,363	341,140	\$41,710	42,280	\$37,150	\$42,280
	2001	t		20,000	200,500	040,413	070,040	341,400	\$41,985	\$42,580	\$43,170	43,760	\$38,450	\$43,760
RECREATION PROGRAM SPECIALIST	2004-05	97	\$35,895		\$37,000	\$37,540	\$38,105	\$38.645	\$39.195	\$39.750	\$40.300	40 850	636 806	640.050
	2005-06	1	\$37,150	\$37,705	\$38,295	\$38,855	\$39,440	\$40,000	\$40,565	\$41,140	\$41,710	42,280	\$37.150	\$47.280
	2006-07	1	\$38,450	\$39,025	\$39,635	\$40,215	\$40,820	\$41,400	\$41,985	\$42,580	\$43,170	43,760	\$38,450	\$43,760
SENIOR CLAIMS EXAMINER	2004-05	792		536 430	\$37,000	637 640	£30 40E	2,000	20, 004					
	2005-06	+	\$37,150	_	\$38 205		630,100	930,040	339,195	\$39,750	\$40,300	40,850	\$35,895	\$40,850
	2006-07	T		_1	\$39,635		\$40 R20	241,000	340,303	341,140	01,710	42,280	\$37,150	\$42,280
		T					70,020	001.		342,580	\$43,170	43,760	\$38,450	\$43,760
SENIOR COMPUTER OPERATOR	2004-05	56	\$35,895	\$36,430	\$37,000	\$37,540	\$38,105	\$38,645	\$39,195	\$39.750	\$40.300	40 850	\$15 005	0.40 050
	2005-06	$\dagger$		\$37,705	\$38,295		\$39,440	\$40,000	\$40,565	\$41.140	\$41 710	42 280	637.150	340,030
	2006-07	$\dagger$		\$39,025	\$39,635		\$40,820	\$41,400	\$41,985	\$42,580	\$43.170	43.760	\$37,130	\$42,280
		1								Ī			77.00.	940,100

										, 400	-			
TITLE	YEAR	GR	S. STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM
		-	+	1		4		ф	-7-	\$	6,	-10-		
PRINCIPAL CASHIER TYPING	2004-05	27	\$36,0	1				8		\$3	13	L	010 983	CAO 720
	2005-06	$\downarrow$	\$37,270	1	-	$\perp$	\$39,455		\$40,525					L
	70-9007	+	\$38,5/5	339,150	\$39,682	\$40,250	\$40,835	\$41,380	- 1	\$42,515	Ц	Ш	H	\$43,620
PRINCIPAL CLERK	2004-05	1,0	\$36.010	C36 545	627 000	637 676	400	000	- 1	_				
	2005-06	4	4	,	┸	676,756	338,120	\$38,630	- 1	_	$\perp$		\$36,010	\$40,720
	2006-07	1	\$38.575		_	\$20,030	\$39,433 \$40,835				$\perp$	42,145		\$42,145
		L			1_	20,230	000,040	941,300	341,943	\$42,515	\$43,065	43,620	\$38,575	\$43,620
PRINCIPAL CLERK TYPIST	2004-05	27	+	\$36,545	\$37.060	\$37.575	£38 120	C28 620	£20 4EE					
	2005-06	_	╀		_		£30 455		\$39, 133 640 FOE	_	⊥		\$36,010	\$40,720
	2006-07	Ц	\$38,575				\$40,835	1	\$40,323	\$41,0/5 \$42,545	\$41,610	- 1	\$37,270	\$42,145
		Ц						000,110	C+0' - ++		\$43,000	43,620	\$38,575	\$43,620
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	2004.05	9,												Ī
	2005-06	3	-	\$30,780	337,320	\$37,850	\$38,375	\$38,895	\$39,415	\$39,945		40,995	\$36.265	\$40.00\$
	2006-07		\$38 850		220,000		\$39,720	\$40,255	\$40,795	\$41,345		42,430	\$37,535	\$42.430
	10.00		000,000		C/A'AC®		\$41,110	\$41,665	, \$42,225	\$42,790	\$43,350	43,915	\$38.850	\$43.915
CONSTRUCTION INSPECTOR	2004-05	29	\$36,505	\$37.060	£37 60E	£30 46E	000			·				
	2005-06		\$37,785		\$38 920	\$30,100 \$30,500	930,710	\$39,275	\$39,815	\$40,375	\$40,925	41,470	\$36.505	\$41,470
	2006-07		\$39,105				\$40,000 644,46E	\$40,000 0000	\$41,210	\$41,790	\$42,355	42,920	\$37,785	\$42,920
							CO+'-+	342,075	\$42,650	\$43,255	\$43,835	44,420	\$39,105	\$44.420
FAMILY SELF SUFF. COUNSELOR	2004-05	29	\$36,505	\$37,060	\$37,605	£38 16E	C20 740	2000						
	2005-06		\$37,785	\$38,355	1		200,710	\$39,275	\$39,815	\$40,375	\$40,925	41,470	\$36,505	\$41.470
	2006-07		\$39,105	\$39,695			Can, 0+6	\$40,650	\$41,210	\$41,790	\$42,355	42,920	\$37,785	\$42.920
							2021	342,073	\$42,650	\$43,255	\$43,835	44,420	\$39,105	\$44 420
GRAPHIC ARTIST	2004-05	29	\$36,505	\$37,060	\$37.605	\$38.165	£38 740	\$30.075						
	2005-06		\$37,785		\$38,920	_1	\$40 0er	339,273		\$40,375	\$40,925	41,470	\$36,505	\$41.470
	2006-07		\$39,105	\$39,695	\$40.280		641 AGE	340,650		\$41,790	\$42,355	42,920	\$37,785	\$42,920
PUBLIC INEODMATION ASSIST							30,1		342,650	\$43,255	\$43,835	44,420	\$39,105	\$44,420
TOTAL IN OUNTY I ON ASSISTANT	2004-05	23	-	\$37,060	\$37,605		\$38 710	£30 27E						
	2005-06	1	\$37,785		<u> </u>		\$40.065	┸	644,013	340,373	\$40,925	41,470	\$36,505	\$41,470
	2006-07	7	\$39,105	\$39,695	\$40,280	\$40,885 \$	\$41,465			941,790	\$42,355	42,920	\$37,785	\$42,920
COMMUNITY RELATIONS AIDE	3000									042,630	343,835	44,420	\$39,105	\$44,420
	2004-03	3	33,500	\$38,120		\$39,330	\$39,950	\$40,560	\$41 175	C44 705	640			
	2005	†				\$40,705 \$	ı	•		090 573	342,410	- 1	\$37,500	\$43,020
	/0-0007	†	- 1	\$40,835	\$41,470	\$42,130 \$	\$42,795	\$43.450		243,200	343,895	44,525	\$38,815	\$44,525
COMMUNITY RELATIONS AIDF		+	1	1			1			0//14	345,430	46,085	\$40,175	\$46,085
	2004-05	30		\$38 120	£38 74E	00400		1		1				
	H	_	\$38,815		丄		ı	- 1		\$41,795	\$42,410	43 020	£27 £00	200
	2006-07	1			┸			- 1	\$42,615	ļ	\$43,895	1	230 015	343,020
		T		_	1		\$42,795	\$43,450		L	\$45 430		230,000	344,525
		+		+	$\frac{1}{1}$	+	+			1 1		丄	340,175	\$46,085
STEINGOAL STANISH & ENGLISH	2004-05	200	\$37,500			\$39.330		640 660					1	T
	90-5007	$\dashv$		\$39,455 \$			\$41.350		841,1/5	\$41,795		43,020	\$37,500	\$43.020
					ı		1		42,6151	\$43 260	\$43 BOE	ı		27060

## HOUSING AUTHORITY OF THE CITY OF NEWARK APRIL 1, 2004 THROUGH MARCH 34 2007

		,		-	1001	7	ロりつつとに	エンとなるこ		31. 2(	2002			
TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	<b>11</b>		:  -	;  -	$\parallel$		
	***************************************	-	+	-6-	,	-	╀	+	+	מונה	SIEP	STEP	MINIMUM	M MAXIMUM
	2006-07	+	\$40,175	\$4	22	\$42 130	-5-	-6-			- 1			
PROCE AM ANAL VET				1	ш	上		1	344,103	344,775	5 \$45,430	46,085	5 \$40,175	\$46,085
	2004-05	4	\$37					\$39,955	5 \$40.410	0 \$40 865	ı	-	_	$\bot$
	2005-00	+	\$38,855			$\perp$				_	1	1		$\perp$
	70-000-	+	\$40,215	\$40,855	\$41,340	\$41,830	0 \$42,315	5 \$42,800		_	5 \$44.270	43,243	358,855	$\perp$
PRINCIPAL MAII. CLERK	2004-05	32	+-	5 \$38 230		- 1			$\sqcup$		1		L	344,/00
	2005-06	1	+-		\$40 155	\$39,330 540,70E		$\perp$	- 1			5 42,645	\$37.685	\$42 645
	2006-07	igert	\$40,370			-	- 1				543,570	1		\$44.140
		ig			1	丄	342,730	\$43,325	\$43,915	5 \$44,505		1		\$45,685
PRINCIPAL OFFICE APPLIANCE	20.004	:										1 1		000,000
	2004-05	77	\$37,685	•		- 1		\$40,445	\$40.995	541 545	C42 00E			
	2006-07		\$39,005	\$39,570	\$40,155		_					42,045	\$37,685	\$42,645
			0.000	- 1	341,560	\$42,130	\$42,730	\$43,325		_	\$45,095	1		\$44,140
PRINCIPAL DATA PROCESSING												1	010,010	342,085
FRIXIKAMMER	2004-05	33	\$38,020	\$38,625	\$39,215	\$39.810	\$40.400	644						
	2005-06		\$39,350		\$40,590	\$41,205		\$41,000 \$42,42E		- 1	$\perp$	43,375	\$38,020	\$43,375
	70-9007		\$40,725	\$41,375	\$42,010	\$42,645	•	\$42,430	\$43,050		- 1		\$39,350	\$44.895
REDEVELOPMENT ASSISTANT	2004.00	F							344,555	\$45,190	\$45,825	46,465	\$40,725	\$46,465
	2005-06	3	\$38,020	538,625	\$39,215	\$39,810	\$40,400	1	\$41 595		- 1	- 1		
	2006-07		\$40 725	328,970	\$40,590	\$41,205			1	\$43 660	842,78U	43,375	\$38,020	\$43,375
		İ	27,122	0/0'-	342,010	\$42,645			1			- 1	\$39,350	\$44,895
		T		T	1					121		46,465	\$40,725	\$46,465
MILLEVELOPMENT ASSISTANT TYPING 2004-05	2004-05	2	\$38,020	\$38,625	\$39,215	\$39.810	640 400	3						
	2005-06	$\forall$	\$39,350	-	\$40,590		\$41.815	\$41,000	\$41,595		\$42,780	43,375	\$38.020	\$41.175
	/0-0007	†	\$40,725	\$41,375	\$42,010		\$43,280	\$43 920	\$43,050	\$43,660	\$44,275	44,895	\$39,350	\$44.895
ADMINISTRATIVE ASSISTANT	2004-05	12							666,449	345,190	\$45,825	46,465	\$40,725	\$46,465
	2005-06		\$30,030	- 1	539,330	\$39,955	\$40,575	\$41,195	\$41 820	CA2 440	1000			
	2006-07	$\dagger$	\$40 BOE		340,705		\$41,995	\$42,635	_	C42 00E	\$43,065	- 1	\$38,090	\$43,680
		$\dagger$	2001	241,400	\$42,130	\$42,800	\$43,465	\$44,125		\$45,460	\$44,570	45,210	\$39,425	\$45,210
SASTILLENSENIOR ACCOUNTS CLERK		72		\$38.710	£30 330					3	940,130	46,790	\$40,805	\$46,790
	2005-06	H	\$39,425		1	\$39,955 \$41 355	\$40,575	\$41,195	\$41,820	\$42,440	\$43.065	43 BBO	000	
	70-9007	+		•	1		CRE'1 40	342,635		\$43,925	\$44.570	1	000,000	\$43,680
OCCUPANCY TECHNICIAN 3	$\dagger$	-		•	1		C0+'C+		\$44,800	\$45,460	\$46.130	1	640 000	\$45,210
	+	44			\$39,330		CAO 575	- 1					240,805	\$46,790
	2005-00	7	\$39,425				- 1	- 1		\$42,440	\$43,065	43,680	£38 000	643 649
	10.000	7		\$41,465 \$	\$42,130	\$42,800	1	\$44,035	\$43,285		\$44,570		\$39,425	\$45,680
OCCUPANCY TECHNICIAN 3 BILING.	T	4		630 740	_		1	•		345,460	\$46,130	46,790 \$	\$40,805	\$46 700
11	2005-06		\$39,425		\$39,330	\$39,955				\$42 440	20000			2001
2	20-900	S	40,805	\$41.465 \$4	丄	5000	\$41,995	1		-	- 1		38,090	\$43,680
		Н			$\perp$	\$ 2.800	1 1	1 1	\$44,800	- 1	\$44,570	45,210 \$	Ц	\$45,210
	1	$\dashv$	$\vdash$	_	+	+	+		$\vdash$	1	- 1	- 1	\$40,805	\$46,790
						-		L	-		-	-		

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## HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

**APRIL 1, 2004 THROUGH MARCH 31, 2007** 

		1	ALKIL	7 .	4004					2	-			
TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM
			+	-2-	Ę.	-4-	-5-	9-	-2-	φ	ф	-10-		
BRINCIPAL DATA CONTROL CI ERK	2004-05	34	\$38,090	150	8	8	\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	43,680	\$38,090	\$43,680
	2005-06		\$39,425				\$41,995	\$42,635	\$43,285	\$43,925		45,210	\$39,425	\$45,210
	2006-07		\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125	\$44,800	\$45,460	\$46,130	46,790	\$40,805	\$46,790
		ŀ	000 000	620 740	630 330	\$30.05	£40 575	CA1 105	C41 820	542 440	\$43 065	43 680	\$18,090	\$43,680
REAL ESTATE & MARKETING SPECT	2004-05	45.	\$39,425	\$40.065	1	丄	\$41,995	\$42,635	\$43.285	\$43,925	\$44,570	45,210	\$39,425	\$45,210
	2006-07		\$40,805	\$41,465			\$43,465	\$44,125	\$44,800	\$45,460	\$46,130	46,790	\$40,805	\$46,790
REASONABLE ACCOMMODATION	2004-05	5.	\$38.090	\$38.710	\$39,330		\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	43,680	\$38,090	\$43,680
	2005-06		\$39,425	\$40,065		l		\$42,635	\$43,285	\$43,925	\$44,570	45,210	\$39,425	\$45,210.
	2006-07		\$40,805			\$42,800		\$44,125	\$44,800	\$45,460	\$46,130	46,790	\$40,805	\$46,790
									•					
SECRETARIAL ASSISTANT	2004-05	34	\$38,090	\$38,710			\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	43,680	\$38,090	\$43,680
	2005-06		\$39,425	\$40,065	\$40,705	\$41,355	\$41,995	\$42,635	\$43,285	\$43,925	\$44,570	45,210	\$39,425	\$45,210
	2006-07		\$40,805	\$41,465		1	\$43,465	\$44,125	\$44,800	\$45,460	\$46,130	46,790	\$40,805	\$46,790
SECRETARIAL ASSISTANT BILINGUAL		;	000		-	220 000	100		000	011		000	0	
SP. & ENG.	2004-05	*	\$30,090	330,710	\$39,330 €40,705	\$38,933 641 355	\$40,373	647,195	341,820	\$42,440	\$43,000	43,680	358,090	\$43,680
	2005-002		\$40 ROS		\$42 130	\$42 BOO	\$41,535 \$42,465	644 425	644 800	845,323	044,370	017'64	339,423	\$45,210
	70-0007		640,000	1,100	442,130	000,710	201,014	44,163	000'##	004,040	940,130	40,/30	340,802	340,790
SECRETARIAL ASSISTANT TYPING	2004-05	34	\$38,090	\$38,710	\$39,330	\$39.955	\$40.575	\$41 195	\$41.820	\$42 440	\$43 065	43 680	638 000	643 680
	2005-06		\$39,425		\$40,705	\$41,355	\$41 995	\$42,635	\$43.285	\$43 925	\$44.570	45,210	\$10.05	245,000
	2006-07		\$40,805		\$42,130	\$42,800	\$43,465	\$44,125	\$44.800	\$45,460	\$46,130	46.790	\$40.805	\$46.790
SENIOR CONSTRUCTION INSPECTOR	2004-05	34	\$38,090		\$39,330	\$39,955	\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	43,680	\$38.090	\$43.680
	2005-06		\$39,425		\$40,705	\$41,355	\$41,995	\$42,635		\$43,925	\$44,570	45,210	\$39,425	\$45,210
	2006-07		\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125	\$44,800	\$45,460	\$46,130	46,790	\$40,805	\$46,790
SENIOD ENGINEEDING AIDE	30,400	;	000	900 140	000000									
SENIOR ENGINEERING AIDE	2004-03	7	000,000	930,710	939,030		\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	43,680	\$38,090	\$43,680
	2003-00		\$39,423		640,700	2000	341,995	\$42,635	\$43,285	\$43,925	\$44,570	45,210	\$39,425	\$45,210
	2002		200,101		44.100	242,000	C0+'0+0	671,444	944,800	342,460	\$46,130	46,790	\$40,805	\$46,790
SENIOR PAYROLL CLERK	2004-05	34	\$38,090	\$38,710	\$39,330	\$39.955	\$40.575	\$41 105	£41 R20	542 440	\$43 DEF	42 600	000	000
	2005-06		\$39,425	\$40,065	\$40,705	\$41,355	\$41.995	\$42,635	\$43 285	\$43 025	\$44 570	45,000	\$20,070	945,080
	2006-07		\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125		<b>645</b> 460	\$46.130	46 700	300 013	343,210
											201.00	26,101	340,603	340,790
TRAINING AIDE	2004-05	34	\$38,090		\$39,330		\$40,575	\$41,195	\$41,820	\$42 440	\$43.085	43.680	\$30,000	641,000
	2005-06		\$39,425		\$40,705		\$41,995	\$42,635	\$43.285	\$43 925	\$44.570	45 240	\$20,070	343,080
	2006-07		\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125	\$44,800	\$45,460	\$46 130	46 700	\$39,423	343,210
										201.5	30,100	70,730	340,803	340,790
YOUTH OPPORTUNITY COORDINATOR	2004-05	34	\$38,090	\$38,710	\$39,330	\$39,955	\$40,575	\$41,195	\$41.820	\$42 440	\$43.065	43.680	000 019	00
	90-5002	1	\$39,425	\$40,065	\$40,705	\$41,355	\$41,995	\$42,635	\$43.285	\$43 925	\$44,570	45,080	338,090	\$43,680
	2006-07	٦	\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125	\$44 800	\$45,020	\$44,370	017,64	529,425	\$45,210
								1221	10001	440,4001	440,1301	46,7801	\$40,805	\$46.790

		[		1, 6	1007		5		2 5	, 400	1			
TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MINIMUM MAXIMUM
	`	·	+	-2-	-3-	4-	÷	φ	-7-	8	6-	-10-		
ELECTRICAL SIGNAL COORDINATOR	2004-05	35	\$38,795		\$39,890	\$40,445	\$40,995	\$41,545	\$42,095	\$42,645	\$43,200			\$43,755
	2005-06		\$40,155		\$41,285	\$41,860	\$42,430	\$43,000	\$43,570	\$44,140	\$44,710		li	\$45,285
	2006-07		\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	46,870	\$41,560	\$46,870
FILL D REPRESENTATIVE CONTRACT		}	1	0.00	000	277 076	• 00		200					
COMPLIANCE	50.5002	2	\$30,730	\$39,330	333,090 641 285	641 BEO	\$40,990	240,040	\$42,090	242,043	\$43,200	43,733	338,/95	\$43,733
	2006-07		\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	46,870	\$41,560	\$45,283
LAN TECHNICIAN	2004-05	35	\$38,795	\$39,330	\$39,890	\$40,445	\$40,995	\$41,545	\$42,095	\$42,645	\$43,200	43,755	\$38,795	\$43,755
	2005-06		\$40,155	\$40,705	\$41,285	\$41,860	\$42,430	\$43,000	\$43,570	\$44,140	\$44,710	45,285	\$40,155	\$45,285
	2006-07		\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	46,870	\$41,560	\$46,870
PAPALECAL SPECIALIST	30 7000	3,5	£30 70E	620 220	000	240 445	2000	177.0	100 07					ì
TANALESTAL STECIALIST	2004-03	cc	\$30,730 \$40.455	803,330	933,030 641 28E	340,440	340,995	341,343	\$42,095	342,645	\$43,200	43,755	\$38,795	\$43,755
	2006-07	I	\$41.560	\$42 130	\$42,730	\$43,325	\$42,430	\$43,000 644 505		344,14U	\$44,/10	45,285	\$40,155	\$45,285
	2000		2001	25,125	14.1 00	070,040	210,549	Ç000'++#	640,030	343,000	340,2/3	40,8/0	341.560	\$46,870
PRINCIPAL ENGINEERING AIDE	2004-05	36	915	\$39.475	\$40.030		\$41 135	<b>\$41</b> 680	\$40.045	\$42 700	642 225	43 005	230 013	543 006
	2005-06		\$40,275	\$40,855	\$41,430	\$41,995	\$42.575	\$43 140	\$43 725	\$44 200	\$44 BEO	45,030	\$18,915	343,895
	2006-07	П	385	\$42,285	\$42,880		\$44,065	\$44,650		\$45,840	\$46 420	47.020	\$40,27	247,430
				-									2001	070,1
AFFIRMATIVE ACTION SPECIALIST	2004-05	2	395	\$40,030	\$40,650		\$41,890	\$42,505		\$43,755	\$44,380	44,985	\$39,395	\$44.985
	2005-06	7		\$41,430	\$42,075		\$43,355	\$43,995		\$45,285	\$45,935	46,560	\$40.775	\$46.560
	2006-07	7	힑	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	1 1	\$46,870	\$47,545	48,190	\$42,200	\$48.190
		$\dagger$	1	1		1								·
COMMUNITY RELATIONS SPECIALIST	2004-05	37		\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43.135	\$43.755	\$44.380	44 085	£30 30¢	£44 00¢
	2005-06	1	775		\$42,075		L	1	1	\$45,285	\$45,935	46.560	\$27,022	546,760
	2006-07	$\dagger$	힑	\$42,880	\$43,550	\$44,210	\$44,870	1 1	\$46,210	\$46,870	\$47,545	48,190	\$42,200	\$48,190
COMMUNITY REL. SPECIALIST		$\dagger$		T	1	1	1	1						
ЗН	2004-05	37	395		\$40,650		\$41,890	\$42,505	\$43,135	\$43.755	\$44.380	44 085	£20 20¢	244 005
	2005-06	7			\$42,075	\$42,715	L	\$43,995		\$45.285	\$45 935	46 560	577.073	244,983
	20-9007	†	힑	\$42,880	\$43,550		\$44,870	\$45,535		\$46,870	\$47.545	48 190	\$42.200	000,000
DATA PROCESSING BROGBANANER MC	2000	_							I				207472	940,130
	2004-05	寸	\$39,395		\$40,650	1		\$42,505	\$43,135	\$43,755	\$44,380	44 985	\$01 013	240 005
	2002-00	$\dagger$	340,775	341,430	542,075	\$42,715			1	<u> </u>	\$45,935	46.560	\$40.775	246,560
	/0-0007	$\dagger$	344,200		\$43,550		\$44,870		1 1		\$47,545	48,190	\$42.200	\$48,190
DRUG AWARENESS AIDE	2004-05	⇟		\$40.030	640 650									2010
	2005-06		\$40,775		- 1		$\perp$	\$42,505	\$43,135	Ш	\$44,380	44,985	\$39,395	\$44.985
	2006-07	$\dagger$			342,073	- 1	_1			ı	\$45,935	46,560	\$40.775	\$46,560
		t			-1	344,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	48,190	\$42,200	\$48.190
EMPLOYMENT COUNSELOR	2004-05	33			\$40,650	\$41.270	\$41 890							2
	2005-06	Н	75		1		丄	\$42,505	\$43,135	- 1	\$44,380	44,985	\$39,395	\$44,985
				1			1		044,0451	\$45,285	\$45,935	46,560	\$40.775	\$46.560

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TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MINIMUM MAXIMUM
			-1-			-4-	-5-	-è	.7.	φ	တုံ	-10-		
	2006-07		\$42,200	\$42,880	3	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	48,190	\$42,200	\$48,190
FLEET INSPECTOR	2004-05	37	\$39,395			\$41,270	\$41,890	\$42,505	\$43,135	\$43,755		-	\$39,395	\$44,985
	2005-06		\$40,775			\$42,715	\$43,355	\$43,995	\$44,645		\$45,935	46,560		\$46,560
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	1 1	1 1	1 1	\$48,190
INSURANCE CASE WORKER	2004-05	3.	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42.505	\$43,135	\$43 755	\$44.380	44 985	\$10.105	\$44 085
	2005-06		\$40,775		1 1	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	46.560	\$40.775	\$46.560
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	48,190	\$42,200	\$48,190
+01111000000000000000000000000000000000		]		000										
OC CUPANCY SPECIALIST I	2004-05	2	\$39,395				\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	44,985	\$39,395	\$44,985
	2005-06		\$40,775		\$42,075	_	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	46,560	\$40,775	\$46,560
	2000-07	T	\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	48,190	\$42,200	\$48,190
OPERATOR ALITOMATED TYPEWRITER	2004-05	17	£30 305	\$40.030	640 650	044 070	000	10101						
	2005-06	丰	\$40,775		642 075	1	24 1,830	\$42,505		\$43,755	\$44,380	44,985	\$39,395	\$44,985
	3006-07	T	642,773		047'01'3		343,355	\$43,995		\$45,285	\$45,935	46,560	\$40,775	\$46,560
	10-1100	T	442,200		060,040	017'556	344,8/0	\$45,535	\$46,210	\$46,870	\$47,545	48,190	\$42,200	\$48,190
PRINCIPAL PAYROLL CLERK	2004-05	12	\$30,305	640 030	CAN GEN		000	10101						
	2005-06	十	\$40 775		\$42,030 \$42,075	CA2 74E	041,090		\$43,135	\$43,755	\$44,380	44,985	\$39,395	\$44,985
	2006-07	T	\$42,200		\$43.550	- 4	644 870	343,830	344,045	\$45,285	\$45,935	46,560	\$40,775	\$46,560
		T			200,000		0/0'*	丄	340,210	\$40,870	\$47,545	48,190	\$42,200	\$48,190
SELF SUFFICIENCY PROGRAMS		T					$\parallel$			1		+		
COUNSELOR	2004-05	75	\$39,395	\$40,030	\$40,650	1	\$41,890		\$43,135	\$43,755	\$44,380	44.985	\$39,395	\$44 985
	20.5007	$\dagger$	\$40.775	341,430	\$42,075		\$43,355	\$43,995	,	\$45,285	\$45,935	46.560	\$40 775	095 973
	70-9007	$\dagger$	\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	1 1		\$46,870	\$47,545	48,190	\$42,200	\$48,190
SENIOR COMMUNITY SERVICE		†	1		1							-		
		37	\$39,395		\$40,650			\$42,505	\$43.135	\$43.755	\$44 380	44 005	300	
	2005-06	$\dagger$		_	\$42,075		\$43,355	1	1	\$45,285	\$45 935	46 560	540,400	546,980
	70-0007	$\dagger$		\$42,880	\$43,550	\$44,210	l		L	\$46,870	\$47.545	48 190	\$40,000	240,300
SOCIAL WORKER	2004-05	15		640 030	$\perp$	- 1	_							213.130
	十	-	\$40 775	- 1	0000	341,270	- 1	- 1		\$43,755	\$44,380	44,985	\$39.395	\$44 985
	2006-07	$\dagger$	\$42,200	\$42 880	_		\$43,355	\$43,995		\$45,285	\$45,935	46,560	\$40,775	\$46.560
		t	,				- 1		\$46,210	\$46,870	\$47,545	ı	\$42,200	\$48.190
LENANT ADVISOR		37.	+	\$40,030	\$40.650	\$41 270 6	641 800							
	2005-06	Н					1	542,000 543,000		- 1	\$44,380		\$39,395	\$44,985
	2006-07	Н	-	\$42,880			\$44 870	- 1		- 1	\$45,935		\$40,775	\$46,560
COORDINATOR OF CONTR.		$\dashv$		1	L		1	-	340,210	346,870	\$47,545	48,190	\$42,200	\$48,190
		38	\$41,405	\$42.095	1	C43 480 6	1							
	2005-06	Н			\$44,280		\$44,170	- 1			\$46,920	47,615	\$41,405	\$47.615
	2006-07				1		$\perp$	640,423	347,145	_		L	\$42,855	\$49,280
		$\dashv$			1		丄			\$49,530		51,005	\$44,355	\$51,005
		$\dashv$	$\exists$			-	+	+	$\dagger$	+	+	1		
								$\frac{1}{ }$		-		_		T

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TITLE	YEAR		GR. STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STED	CTED		
dama voi dali di lovi						4	τڼ	ģ	.7.	α			+-	MINIMINION MAXIMOM
COURIEK/CASHIER TYPING	2004-05	7	38 \$41,405	5 \$42,095		543,480	22	Š	13	2	-8-	$\perp$	$\perp$	
	2005-06	+	\$42,855	5 \$43,570			ــــ	1		┸	上		$\bot$	\$47,615
	2006-07	+	\$44,355			\$46,575	1	\$48,050	1		550 260	49,280 54 00E		\$49,280
DRUG ABUSE COUNSELOR	2004-05	<u> </u> =		642 005	640 705	$\perp$			П		1		344,333	\$51,005
	2005-06	+	\$42,855			\$43,480 645,000	544,170	\$44,855			i I	47,615	\$41.405	\$47,615
	2006-07	-	\$44,35		\$45 830			346,425	- 1		Ц	49,280		\$49.280
		-				1		\$48,050	\$48,795	\$49,530	\$50,260			\$51,005
FAMILY SERVICE WORKER	2004-05	38	\$41,405	\$42,095	\$42,785	\$43.480	S44 170	CAA 055	9.40		- 1			
	2005-06	$\sqcup$	\$42,855		<u>.                                    </u>	1		344,000	345,550	- 1	\$46,920		\$41,405	\$47,615
	2006-07	+	\$44,355	\$45,095	\$45,830	\$46,575		\$48.050	\$47,140 \$48,705	\$47,855	\$48,560	- 1		\$49,280
FIELD REPRESENTATIVE HOUSING		+					1 1		20,100	1	920,200	51,005	\$44,355	\$51,005
REHABILITATION	2004-05	~~	\$41		\$42,785		\$44 170	244 065	7.4					
	2005-06	4	\$42,855		\$44,280	1		\$46 ADE	943,330		\$46,920	47,615	\$41,405	\$47,615
	2006-07	$\downarrow$	\$44,355	\$45,095	\$45,830	\$46,575		\$48.050	\$47.145	\$47,855	\$48,560	49,280		\$49,280
HOUSING QUALITY CONTROL		$\downarrow$							610,130	049,030	\$20,260	51,005	\$44,355	\$51,005
INSPECTOR	2004-05	~	C41 405	4000									1	
	2005-06	3	\$41,403 \$42,855	\$42,095	\$42,785	\$43,480	- 1	\$44,855	\$45,550	\$46,235	\$46 920	47 C1E		
	2006-07	$oxed{L}$	\$44 355		344,280	\$45,000		\$46,425		\$47.855	648 560	0,0,1	\$41,405	\$47,615
		L			000,030	340,5/5	\$47,315	\$48,050	1	\$49,530	\$50.260	51 00k	342,833	\$49,280
OCCUPANCY SPECIALIST 2	2004-05	38	\$41 405	\$42 005	207 705							CON'I	344,355	\$51,005
	2005-06			1	\$44,780 \$44.280	343,480	\$44,170	1 1		\$46,235	\$46.920	47 61E	641 406	
	2006-07		355		\$45,830	\$46,575	\$45,715	\$46,425		\$47,855	\$48,560	49.280	\$42,855	540,015
SENIOR COMMINITY RELATIONS						01000	010,140	\$48,050	\$48,795	\$49,530	\$50,260	51,005	\$44,355	251 005
SPECIALIST	2004.05	9					+	$\frac{1}{1}$		1				
	2005-06		\$47,405	\$42,095	\$42,785	\$43,480			\$45.550	\$46 235	646,000	1		
	2006-07				244,280			L		1	\$40,320 \$48 560	47,615	\$41,405	\$47,615
SENIOR OPERATOR ALITOMATER					20,000		\$47,315	1		\$49,530	\$50,260	51,005	\$42,855	\$49,280
	2004-05	30	644 405			1	-	$\frac{1}{1}$					CCC's Lan	COO,1C¢
	2005-06	-	\$42,855	\$42,095	- 1	\$43,480			\$45,550	\$46 235	446,000			
	2006-07	$\dagger$	\$44,355	45 005	CAE 820			1		\$47,855	440,320 CAR 560	47,615	\$41,405	\$47,615
		H			1		\$47,315			L	\$50.260	51,005	\$42,855	\$49,280
ASSISTANT ELEVATOR/ELECTRICAL							1	+				2001	344,333	\$51,005
	2004-05	39	\$42,615			\$44.255				•	<del></del>			
	2005-06	+	\$44,105 \$		1 1		\$46,395	\$45,365 \$	- 1		\$47,030	47,580	\$42,615	647 600
	10.000	+	\$ 000,000	\$46,240 \$	1 1			┸	\$47,540	- 1	\$48,675	_	丄	347,780
EMITLOYEE BENEFITS SPECIALIST	2004-05	39	\$42,615 \$		\$43 72E		11			349,785	\$50,380	50,970	\$45,650	\$50,970
	2005-06	H	\$44,105 \$	\$44,675		\$44,255 \$45,80E	\$44,825 \$	1 1		\$46.475		- 1		
	2006-07		\$45,650 \$			C00'C	- 1	\$46,955 \$		1	\$48 67E			\$47,580
	•				_		XAK NONI •			1		49,245	\$44,105	240 JAK

		1	コピレエ	1,4,1	1001									
# 1.00 m	QVU/	ď	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MINIMUM MAXIMUM
111	()			,	c.	-4-	τţ	-9-	-7-	φ	φ	-10-		
	30,000	Ş	642 G4E	12	\$43 725	\$44 255	\$44,825	\$45.365	\$45,930	\$46,475	\$47,030	47,580	\$42,615	\$47,580
OCCUPANCY SPECIALIST 3	2005 02	'n	644 105		\$45,255	\$45,805	\$46,395	\$46,955	\$47,540	\$48,100	\$48,675	49,245	\$44,105	\$49,245
	2002-00		\$44,100 \$45,650		\$46.840	\$47,410	\$48,020	\$48,600	\$49,205	\$49,785	\$50,380	50,970	\$45,650	\$50,970
	70-0007		200											
SOUND THE STATE OF THE INC.   ALL OF THE INC.	2004-05	2	\$42.615	\$43,165	\$43,725	\$44,255	\$44,825	\$45,365	\$45,930	\$46,475	\$47,030	47,580	\$42,615	\$47,580
OCCUPANCY SPECIALIST SIBILINGUAL	20.5005	1	\$44,105		\$45,255	\$45,805	\$46,395	\$46,955	\$47,540	\$48,100	\$48,675	49,245	\$44,105	\$49,245
	2006-07	I	\$45,650		\$46,840	\$47,410	\$48,020	\$48,600	\$49,205	\$49,785	\$50,380	50,970	\$45,650	\$50,970
												1		
GENERAL STATEMENT OF STATEMENT	2007-05	30	\$42,615	\$43,165	\$43,725	\$44,255	\$44,825	\$45,365	\$45,930	\$46,475	\$47,030	47,580	\$42.615	\$47,580
BUILDING MAIN LENANCE REPAIREN	2005-06	I	\$44,105		\$45,255	\$45,805	\$46,395	\$46,955	\$47,540	\$48,100	\$48,675	49,245	\$44,105	\$49,245
	2006-07		\$45,650		\$46,840	\$47,410	\$48,020	\$48,600	\$49,205	\$49,785	\$50,380	50,970	\$45,650	\$50,970
									•					
OCCUPANCY SPECIALIST	2004-05	04	\$42,640		\$44,030	\$44,710	\$45,405	\$46,095	\$46,780	\$47,480	\$48,170	48,855	\$42,640	\$48,855
	2005-06		\$44,130		\$45,570	\$46,275	\$46,995	\$47,710	\$48,415	\$49,140	\$49,855	50,565	\$44,130	\$50,565
	2006-07		\$45,675	\$46,420	\$47,165	\$47,895	\$48,640	\$49,380	\$50,110	\$50,860	\$51,600	52,335	\$45,675	\$52,335
SECRETARIAL ASSISTANT STENOGRAPHY	2004-05	40	\$42,640	\$43,335	\$44,030	\$44,710	\$45,405	\$46,095	\$46,780	\$47,480	\$48,170	48,855	\$42,640	\$48,855
	2005-06		\$44,130		\$45,570	\$46,275	\$46,995	\$47,710	\$48,415	\$49.140	\$49,855	50,565	\$44,130	\$50,565
	2006-07		\$45,675	\$46,420	\$47,165	\$47,895	\$48,640	\$49,380	\$50,110	\$50,860	\$51,600	52,335	\$45,675	\$52,335
SOCIAL WORK SPECIALIST	2004-05	40	\$42,640		\$44,030	\$44,710	\$45,405	\$46,095	\$46,780	\$47,480	\$48,170	48,855	\$42,640	\$48,855
	2005-06		\$44,130		\$45,570	\$46,275	\$46,995	\$47,710	\$48,415	\$49,140	\$49,855	50,565	\$44,130	\$50,565
	2006-07		\$45,675	\$46,420	\$47,165	\$47,895	\$48,640	\$49,380	\$50,110	\$50,860	\$51,600	52,335	\$45,675	\$52,335
					000	1,10,10			000	1,1	0.0	300		. 6
BUYER	2004-05	4	\$44,445		\$45,960	\$46,715	\$47,480	\$48,235	\$48,990	\$49,745	\$50,520	51,280	\$44,445	\$51,280
	2005-06		\$46,000	\$46,780	\$47,570	548,350	\$49,140	\$49,925	\$50,705	\$51,485	\$52,290	53,075	\$46,000	\$53,075
min and the second seco	2006-07		\$47,610	\$48,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	54,935	\$47,610	\$54,935
COST ESTIMATOR, PROPERTY IMPROVEMENT	2004-05	4	\$44,445	\$45,200	\$45.960	\$46,715	\$47.480	\$48 235	\$48 990	\$49.745	\$50.520	51 2BO	244 445	641 280
	2005-06		\$46,000		\$47,570	\$48,350	\$49,140	\$49,925	\$50,705	\$51,485	\$52,290	53.075	\$46,000	\$53.075
	2006-07		\$47,610	\$48,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	54,935	\$47,610	\$54,935
CINIDAL DATA PROCEEDING					1									
SENIOR DATA PROCESSINO PROGRAMMER/PC	2004-05	4	\$44,445	\$45,200	\$45,960	\$46,715	\$47,480	\$48,235	\$48,990	\$49,745	\$50.520	51.280	\$44.445	\$51.280
	2005-06		\$46,000		\$47,570	\$48,350	\$49,140	\$49,925	\$50,705	\$51,485	\$52,290	53.075	\$46,000	\$53.075
	2006-07		\$47,610	\$48,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	54,935	\$47,610	\$54,935
aOSIMBERINE ASTRON	30 4000	Ę	CAA AAE	645 200	090 373	270	00, 1, 6	200	0.00					
SOCIAL WORNER SOFER VISOR	2004-03	Ŧ	644,440		343,300	340,/13	347,480	\$48,235	\$48,990	\$49,745	\$50,520	51,280	\$44,445	\$51,280
	2007 02		940,000		0/0,74	340,350	949.140	\$49,925	\$50,705	\$51,485	\$52,290	53,075	\$46,000	\$53,075
	70-9007	I	347,610	348,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	54,935	\$47,610	\$54,935
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TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	4I	STED	etco		
			÷	-5-	ιڼ	4	r,	u	,	,		5	MINIMOR	MINIMON MAXIMON
TRAINING TECHNICIAN	2004-05	4	\$44,44	\$	122	100	2	0	-/-					
	2005-06		\$46,000					1	┸	\$49,745	\$50,520		- 1	\$51,280
	2006-07	$\prod$	\$47,610	\$48,415		1 1	\$50,860	1			┸	53,075		\$53,075
MANNE ELEVATOR/ELECTRICAL	2004-05	.42	. \$45.550	\$46.385	\$47.200	<b>648</b> 026		1	1				347,610	\$54,935
	2005-06		\$47,145				\$40,830	$\perp$	- 1	_	- 1	52,990	.	\$52,990
	2006-07		\$48,795			1	- 1	\$51,425	- 1	\$53,140	ı	54,845	\$47,145	\$54,845
					1		•	1	\$34,120		\$55,890	56,765	\$48,795	\$56,765
DATA PROCESSING SYSTEMS PROG.	2004-05	42	\$45,550		$\perp$	\$48,035	\$48,850	\$49.685	\$50,520	\$51 31E		000		
	2005-06	]	\$47,145		\$48,850		1 1		.1	\$53.140	1	54.945	\$45,550	\$52,990
		T	\$48,795	\$49,690	\$50,560	\$51,455	\$52,330	1	1	\$55,000	\$55.890	56 765	547,145	354,845
PROGRAM DEVELOPMENT SPECIALIST		T									1		20,170	300,/00
	2004-05	42	\$45,550	\$46,385	\$47.200	\$48 03E								
	2005-06	-	\$47,145		1	\$49 715	\$50,030	349,085	\$50,520	\$51,345	\$52,175	52,990	\$45,550	\$52,990
	700907	H	\$48,795	\$49,690	•	\$51455	\$50,000 \$50,300	\$50,000	-4	\$53,140	\$54,000	54,845	\$47,145	\$54.845
SENIOB BLIXER					ı		000,300	\$33,665	\$54,120	\$55,000	\$55,890	56,765	\$48,795	\$56.765
		42	\$45,550	\$46,385	\$47,200	\$48 035	640 050	1000	_1			-		
	2005-06	H	\$47,145	\$48,010	\$48.850		6 FO FEO	\$49,685		\$51,345	\$52,175	52,990	\$45,550	\$52.990
	2006-07	$\vdash$	\$48,795	\$49,690	\$50,560	\$51.455	\$50 330			\$53,140	\$54,000	L	\$47,145	\$54.845
SENIOR COST FETIMATOR PROPERTY		$\dashv$					2001		324,120	\$55,000	\$55,890		\$48,795	\$56,765
									$\dagger$	1				
	2004-03	47	\$45,550	\$46,385	\$47,200		\$48,850	\$49,685		\$51 345	CE2 47E			
	2006-07	+	247, 143	348,010	548,850		\$50,560	•	\$52,290	\$53.140	\$54,000	066,25	\$45,550	\$52,990
		+	20,130	060'6+6	090,000	\$51,455	\$52,330	ı	\$54,120	\$55,000	655 BOO	Į	347,145	\$54,845
SENIOR ENGINEER	T	42	\$45,550	546 38E	247 200			1 :			000,000		348,795	\$56,765
2	2005-06	1_	_		148 BEO	_	\$48,850		\$50,520	\$51,345	\$52,175	1	645.660	
2	2006-07	F	\$48,795		\$50,550	654 AEE	\$50,560		\$52,290	553,140	L	1	343,230	357,990
		Н			1		32,330	\$53,225	\$54,120 \$	\$55,000		56.765	\$48 705	324,845
SPECIFICATIONS WRITER, CONST. 2	2004-05 4	42   \$	\$45,550	\$46 385	1	1 200	1	1				1		670,703
2	П	Н	+		\$48.850	\$40,035	\$48,850				\$52,175	1	645 550	653.000
2	2006-07				1		- 1	\$51,425	\$52,290 \$	\$53,140	1	54.845	547 145	066,204
BUILDING SERVICE WORKER	2004 05			_			- 1			55,000	\$55,890	1	\$48,795	\$56.765
	十	7	330,615		\$31,625		1	ı	£32 BED &	- 1	- 1			Ī
2(	2006-07	7					\$33,375	\$33 700		- 1			\$30,615	\$33.795
	,	1		\$33,545 \$	\$33,875	\$34,210 \$	1	1		\$34,330	- 1	34,980 \$	\$31,685	\$34,980
COMIMUNICATIONS OPERATOR 20	004-05 44	_	\$31 050	632 440	- 1			1		- 1	\$32,865	- 1	\$32,795	\$36,205
	2005-06		33 070 5			\$33,315 \$			\$34.690 \$	-	$\perp$	1		
20	20-900	16	\$34 225	634 720	_		L	1		-	- 1	1		\$36,055
		1			007'000	\$35,685 \$:	\$36,180	\$36,675 \$		\$37,645	430,645	37,315 \$	Ц	\$37,315
STATEMENT TO STATE AND STATEMENT OF THE	304-05 44		\$31,950 \$		\$32,860	\$33 34E 6				ł	-	- 1	\$34,225	\$38,620
77.	2005-06	1	\$33.070 \$		1 1		\$34,955		\$34,690 \$3	- 1			\$31.950	350 913
所 これ 一本 一本 で これ 日本 日本 日本 日本 日本 日本 日本 日本 日本 日本 日本 日本 日本	10-000	7	34,225 \$	34,720 \$			1	430,433 S	\$35,905 \$3			37,315 \$	L	637 315
wia.				•			1		37,1601 \$3	\$37.645	1	1	1	1.10,100

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TITLE	YEAR	¥	מוני	SIEP F	200	O I E P	מוני	O IEP	SIEP	SIER	מונג	SIEF	MINIM	NA NA NA
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RADIO DISPATCHER	2004-05	44	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140				\$36.055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845			\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	38,620	\$34,225	\$38,620
LABORER	2004-05	45	\$32,665	\$33,090	\$33,505	\$33,910	\$34,320	\$34,740	\$35,155	\$35,570	\$35,975		ı	\$36,395
	2005-06		\$33,810	\$34,250	\$34,680	\$35,095	\$35,520	\$35,955	\$36,385	\$36,815	\$37,235			\$37,670
	2006-07		\$34,995	\$35,450	\$35,895	\$36,325	\$36,765	\$37,215	\$37,660	\$38,105	\$38,540		\$34,995	\$38,990
BUILDING MAINTENANCE WORKER	2004-05	46	\$33,060	\$33,750	\$34,175	\$34,610	\$35,040	\$35,470	\$35,900	\$36,325	\$36,755		\$33,060	\$37,170
	2005-06		\$34,215	\$34,930	\$35,370	\$35,820		\$36,710	\$37,155		\$38,040	l	\$34,215	\$38,470
	2004-07		\$35,415	\$36,155	\$36,610	\$37,075	\$37,535	\$37,995	\$38,455		\$39,370	39,815	\$35,415	\$39,815
												ı		
ENGINEERING AIDE	2004-05	47	\$33,260	\$33,725	\$34,175	\$34,630	\$35,090	\$35,540	\$35,990	\$36,440	\$36,900	37,360	\$33,260	\$37,360
	2005-06		\$34,425	\$34,905	\$35,370	\$35,840	\$36,320	\$36,785	\$37,250		\$38,190	1	\$34.425	\$38.670
	2006-07		\$35,630	\$36,125	\$36,610	\$37,095	\$37,590	\$38,070	\$38,555		\$39,525		\$35,630	\$40,025
											4			
BUILDING MAINTENANCE INSPECTOR		48	\$33,475	\$34,170	\$34,595	\$35,025	\$35,455	\$35,880	\$36,305	\$36,730	\$37.165	37.580	\$33.475	\$37.580
	2005-06		\$34,645	\$35,365	\$35,805	\$36,250	\$36,695	\$37,135	1	\$38,015		38,895	\$34,645	\$38,895
	2006-07		\$35,860	\$36,605	\$37,060	\$37,520	\$37,980	\$38,435		\$39,345	\$39,810	1	\$35,860	\$40.255
		1									1			
SENIOR BUILDING MAINTENANCE WORKER	2004-05	48	\$33,475	\$34,170	\$34,595	\$35,025	\$35,455	\$35.880	\$36,305	\$36 730	\$37 165	37 5BD	\$74.553	637 590
	2005-06		\$34,645	\$35,365	\$35,805	\$36,250	\$36,695	\$37,135		\$38,015		1	\$44 645	\$38,805
	2006-07			\$36,605	\$37,060	\$37,520	\$37,980	\$38,435		\$39,345	1		815 860	\$40.255
											ı			
SIOREREPER	2004-05	<del>\$</del>	5		\$35,130	\$35,720	\$36,315	\$36,900		\$38,105	\$38,685	39,285	\$33,845	\$39.285
	2005-06	$\dagger$		_	\$36,360	\$36,970	\$37,585	\$38,190	\$38,820	\$39,440	\$40,040	40,660	\$35,030	\$40,660
	2006-07	1	द्धी	\$36,995	\$37,635	\$38,265	\$38,900	\$39,525		\$40,820	\$41,440	42,085	\$36,255	\$42,085
		1	+							-				
ANTENIERS HELPEK	2004-05	s	ত্ৰ	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	39,585	\$34,475	\$39.585
	2002-06	†			\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	40,970	\$35,680	\$40.970
	70-9007	$\dagger$	ङ्गी	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045		\$41,220	\$41,825	42,405	\$36,930	\$42,405
ELECTRICIANS HELPER	2004-05	Ş		626 400	606 700	0000								
	2005-06	4		ㅗ	000,00	930,270	330,835	\$37,380	_	\$38,480	\$39,045	39,585	\$34,475	\$39,585
	2006.07	t	636,000		006,000	357,040	338,125	\$38,690		\$39,825	\$40,410	40,970	\$35,680	\$40,970
	/20007	$\dagger$			077'000	330,833	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	42,405	\$36,930	\$42.405
EXTERMINATOR	十	5		£25 400	700									
	$\dagger$			_	353,730		\$36,835	\$37,380		\$38,480	\$39,045	39,585	\$34,475	\$39.585
	2002-02	t	636 030		930,960		\$38,125	\$38,690		\$39,825	\$40,410	40,970	\$35,680	\$40.970
	10-0007	$\dagger$			930,473	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	42,405	\$36,930	\$42.405
MAINTENANCE REPAIRER	2004-05	8		\$35.180	\$35 730	\$38 270	200 002	000						
	2005-06	┿			\$36 980		620,000	085,750	_	\$38,480	\$39,045	39,585	\$34,475	\$39,585
	2006-07	t	\$36,930		\$30,300	937,040 636,066	338,125	\$38,690		\$39,825	\$40,410	40,970	\$35,680.	\$40.970
		$\dagger$			030,613		\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	42,405	\$36.930	\$42.405
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### HOUSING AUTHORITY OF THE CITY OF NEW ARK LOCAL 617 SALARY SCALE

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N H	YEAR	GR.	STEP	STEP	STEP	STEP	SIE	+	1	,		Ç		
			+	.5	ς'n		45	- 1	-7-	-8-	-8- 630 045	39 585	\$34,475	\$39,585
	30,100	Ş		6	\$35,730		\$36,835	\$37,380	337.940	\$30,400 \$30,825	\$40.410	40.970	\$35,680	\$40,970
AASONS HELPER	2004-002	-			\$36,980		\$38,125	- 1		\$33,023	\$41,825	42,405	\$36,930	\$42,405
	2006-07	T	\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	┸						
		$  \uparrow  $						000	070 600	628 480	\$39.045	39,585	\$34,475	\$39,585
NER SERVICE MECHANIC	2004-05	50	\$34,475	\$35,180	\$35,730		\$36,835	\$37,380	630 270	\$39.825	\$40.410	40,970	\$35,680	\$40,970
HELPER	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$30,030	\$40,645	\$41,220	\$41,825	42,405	\$36,930	\$42,405
	2006-07		\$36,930	\$37,685	\$38,275		438,400	2,0						200,000
			221 125	#25 480	635 730	\$36 270	\$36,835	\$37,380	\$37,940	1 1	\$39,045	39,585	\$34,475	\$39,385
PAINTERS HELPER	2004-05	S.	\$34,470		136 980 136 980		\$38,125	L_	\$39,270		\$40,410	40,970	\$35,680	340,970
	2005-06	I	000,000		\$38.275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	42,405	\$30,930	244,400
	7000-07		930,330								2,000	202.00	£24 475°	\$30 585
	20 000	ş	\$34.475	\$35,180	\$35,730		\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	02,300	635,480	\$40.970
PLUMBERS HELPER	90-5000	3	\$35,680		\$36,980		\$38,125	\$38,690	\$39,270	\$39,825	840,410	42,405	636.930	\$42,405
	2006-07		\$36,930		\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	341,220	070'1 **	22.12		
			971 175	625 1BD	635 730	\$36 270	\$36,835	\$37,380	\$37,940			39,585	\$34,475	\$39,585
RESILIENT FLOOR REPAIRER HELPER	2004-05	ž	334,473	_	\$35,130	\$37.540	\$38,125	\$38,690	\$39,270	\$39,825		40,970	\$35,680	\$40,970
	2005-06	$\prod$	335,000	\$30,410	\$38,275	\$38 855	\$39,460	\$40,045	\$40,645		\$41,825	42,405	\$36,930	\$42,405
	7009-07	$ \downarrow $	900,000											
		$oldsymbol{\perp}$												202 004
	30 1005	Ş			\$35,730	\$36,270	\$36,835	\$37,380	\$37,940		\$39,045	39,585	\$34,475	\$39,585
STEAMFITTER HELPER	2004-03	1	635	\$36 410	1	\$37,540	\$38,125	\$38,690	\$39,270		\$40,410	40,970	\$35,680	\$40,970
	2005-00		\$36,930		1	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	42,405	\$36,930	\$42,405
	10-0007	L											127 729	303 003
THE PETTED UPI DED	2004-05	55	1	\$35,180	\$35,730	\$36,270	\$36,835	l	\$37,940			39,585	\$34,475	\$39,383
וורב אבו ובע עבריכא	2005-06	1	\$35	<u></u>		\$37,540			\$39,270			40.970	\$35,080	340,970
	2006-07	L	\$36,930		\$38,275	\$38,855		\$40,045	\$40,645	\$41,220	\$41,825	42,405	\$36,930	347,403
						- 1			- 1		⊥	30 605	624 475	\$30 585
TRUCK DRIVER	2004-05	20	\$34			. 1		\$37,380	\$37,940	330,400	839,040		C35 680	\$40.970
	2005-06	4	\$35,680	\$36,410		\$37,540	\$38,125	338,090	939,210 640,645			42.405	010 913	\$42.405
	2006-07	4	\$36,93		\$30,270	\$50,000	- 1	210,014	10,01		1			
	300000	Ş		\$35 180	\$35 730	\$36.270	\$36.835	\$37.380	\$37,940		1		\$34,475	\$39,585
WELDERS HELFER	2005.06	4	3		1	\$37,540		\$38,690	\$39,270	\$39,825			\$35,680	\$40,970
	2007 000	1	\$36 930		1_	\$38.855	1	\$40.045	\$40,645	_	1	42,405	\$36,930	\$42,405
	10-0007	1					1				,		-	
BUILDING MAINTENANCE	2007	7		\$35,220	\$35.825	\$36.430	\$37.050	\$37.660	\$38.255	\$38.865	\$39,475	40,075	\$34,540	\$40,075
WORNERSTONESTER	2005-06	1	\$35	. I	1 .			\$38,980	١.	1		ı	\$35,750	\$41,480
	2006-07	+	\$37,000			1	1_	L	\$40.980		1	42,930	\$37,000	\$42,930
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TITLE	YEAR	R R	STEP	מוני	110	╀		u	-7-	4	ф.	-10-		
			÷	-2	4		-0-0	27. 660	638 255	\$38.865	\$39,475	40,075	\$34,540	\$40,075
	2004-05	150	\$34,540	\$35,220	\$35,825		000,754	┸	£30 505	\$40.225	\$40,855	41,480	\$35,750	\$41,480
RKLIF1 OPERATOR	2005-06		\$35,750	\$36,455	\$37,080		330,343	1	\$40,980	\$41,635	\$42,285	42,930	\$37,000	\$42,930
	2006-07		\$37,000	\$37,730	\$38,380	\$38,020	23,000	丄						
		T					020	637 660	\$38 255	\$38.865	\$39,475	40,075	\$34,540	\$40.075
	2004-05	15	\$34,540		\$35,825		370,000	1	£39,595	\$40,225	\$40,855	41,480	\$35,750	\$41,480
NIOR STOKEKEEPER	2005-06	T	\$35,750		\$37,080	L	\$30,340		080 080	\$41 635	\$42.285	42,930	\$37,000	\$42,930
	2006-07		\$37,000	\$37,730	\$38,380	\$39,025	\$39,650	$\perp$	2001					
							1000	000100	6.38 255	£38 865	\$39.475	40,075	\$34,540	\$40,075
71 44 15 11	2004-05	15	\$34,540	\$35,220	\$35,825		000,758	$\perp$	620 505	\$40,225	\$40,855	41,480	\$35,750	\$41,480
TOCK CLERK	2005-06		\$35,750	\$36,455	\$37,080		\$38,345	$\perp$	000,000	641 635	\$42 285	42.930	\$37,000	\$42,930
	2005-002		\$37,000	\$37,730	\$38,380	\$39,025	\$39,685	\$40,345	940,800	241,000	1			
	1 2007							┸	200 000	\$30 175	\$39 735	40.275	\$35,315	\$40,275
OCH CHAR	2004-05	52	\$35,315	l	\$36,415	\$36,980	\$37,520		830,023	CAO 545	\$41 125	41.685	\$36,550	\$41,685
MNIBUS OPERATOR	2005-06		\$36,550	1	\$37,690	\$38,275	\$38,835	\$39,400	328,813	644 OFF	\$42 565	43 145	\$37,830	\$43,145
	2006-07		\$37,830	\$38,420	\$39,010	\$39,615	\$40,195	\$40,780	0/0,140	206,140	2001			
								010	300 000	630 175	\$39 735	40.275	\$35,315	\$40,275
S. OTON TO AH ED DOINED	2004-05	52	\$35,315			\$36,980	\$37,520	\$38,070	\$20,020	\$40.545	\$41 125	41.685	\$36,550	\$41,685
RACIOR IRAILER DRIVER	2005-06		\$36,550		\$37,690	\$38,275	\$38,835	\$39,400	938,910	844.043	642 565	43 145	\$37.830	\$43,145
	2006-07	L	\$37,830	\$38,420	\$39,010	\$39,615	\$40,195	\$40,780	341,3/3	COS' 1 70	44,000			
									000	270 775	E 40 305	41 025	\$35,320	\$41,025
	2004.05	5	\$35,320	\$36,010	1	\$37,260	\$37,895	\$38,520	\$39,150	238,770	340,333	42 480	\$36 555	\$42.460
SOILER OPERATOR	50.5007	3	<b>\$</b> 36 555	1	┖	\$38,565	\$39,220	\$39,870	\$40,520	\$41,165	441,010	42,400	200,000	543 045
	2002-00		£37 835			\$39,915	\$40,595	\$41,265	\$41,940	\$42,605	\$43,275	2,54	20,100	217671
	70-0007	1	2001					,					000 2 00	641 040
		1	100	62C 40E	<b>636 705</b>	C37 400	\$38,005	\$38,620	\$39,230		\$40,445	41,040	\$35,500	341,040
SENIOR STOCK CLERK	2004-05	2/	2	1		C38 710	\$39 335	\$39.970	\$40,605	\$41,220	\$41,860	42,475	\$36,745	\$42,475
	2005-06	4	\$30,740			640 065	640 710	\$41.370	\$42,025	٠	\$43,325	43,960	\$38,030	\$43,960
	2006-07	4	\$38,030	338,760	338,420	840,000	21.7	2		_				
		4		. 1	┸	000 400	627 040	C38 480	\$39 045	\$39,595	\$40,140	40,695	\$35,590	\$40,695
SENIOR MAINTENANCE REPAIRER	2004-05	2	\$35			000,100	630,770	1	\$40.410	1_	\$41,545	42,120	\$36,835	\$42,120
	2005-06	4	\$36,835		330, 123	\$50,030	\$40.64E	1	\$41 825		\$43,000	43,595	\$38,125	: \$43,595
	2006-07	4	\$38,125	\$38,855		940,040	210,010	1						
		1	_	- 4	627 040	C38 625	\$39.315	\$40.010	\$40,695	\$41,380	\$42,080	42,760	\$36,560	\$42,760
MECHANIC	2004-05	2	330,000	530 550		L		L	\$42,120		\$43,555	44,255	\$37,840	\$44,255
	2005-06	4	\$37,84		-	1		\$42 RED	\$43 595		\$45,080	45,805	\$39,165	\$45,805
	2006-07	4	\$39,16	939,900		L		915,000	20,0	ı				
		+				£28 625	£30 315	\$40.010	\$40 695	\$41,380	\$42,080	42,760	\$36,560	\$42,760
MECHANIC HYDRAULIC	2004-05	2	000.05¢		437,340	1		L	\$42 120	1_	\$43,555	44,255	\$37,840	\$44,255
	2005-06	4	\$37,84				- 1	$\perp$	643 505		\$45,080		\$39.165	\$45.805
	2006-07	$\dashv$	\$39,16	5 \$39,900		341,373	344, 113	$\perp$	20,000	1	200,101		L	
		4	_		- 1		C20 24E	丄	\$40 695	\$41.380	\$42.080	42.760	\$36,560	\$42,760
PRINCIPAL STOREKEEPER	2004-05	8	336,560		_1	$\perp$	_	644 440	ı		L	L	1	\$44,255
	2002-06	$\dashv$	\$37,84	0 \$38,550	1			┸	1		L	L	1	\$45 805
	2006-07		\$39,16	\$39,900	0 \$40,645	\$41,375	\$42,115	\$42,850	\$43,080			丄	1_	
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TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MINIMUM MAXIMUM
			÷	-2-	-3-	-4-	-5-	-9-	-7-	ф	6-	-10-		
POINCIPAL MAINTENANCE REPAIRER	2004-05	52	\$37,165	\$37,820	\$38,500	\$39,175	\$39,850	\$40,525	\$41,205	\$41,885	\$42,565	43,235	\$37,165	\$43,235
	2005-06	T	\$38,465	\$39,145	\$39,850	\$40,545	\$41,245	\$41,945	\$42,645		\$44,055	44,750	\$38,465	\$44,750
	2006-07	П	\$39,810	\$40,515	\$41,245	\$41,965	\$42,690	\$43,415	\$44,140	\$44,865	\$45,595	46,315	\$39,810	\$46,315
		П							100	300	202 014	100 67	27. 22.4	643 236
URBAN RENEWAL TECHNICIAN	2004-05	52	\$37,165	\$37,820	\$38,500	\$39,175	\$39,850	\$40,525	\$41,205	\$41,885	\$42,565	43,235	\$37,165	\$43,235
	2005-06	1	\$38,465	\$39,145	\$39,850	\$40,545	\$41,245	\$41,945	\$42,645	\$43,350	\$44,055	44,750	\$38,465	\$44,750
	2006-07	1	\$39,810	\$40,515	341,240	341,900	\$42,690	\$43,410	944,140	244,000	940,090	40,313	010,906	040,513
ASSISTANT URBAN RENEWAL		1		200	101.07.0	007 67	0.5, 5, 5	4	0.76	200 07 6	000	27.04.0	707 173	217173
SUPERVISOR	2004-05	28	\$41,405	\$42,095	347,700	343,400	- 1	344,633	343,330	_1	340,920	610,74	941,403	347,013
	2005-06		\$42,855	\$43,570	\$44,280	\$45,000		\$46,425	\$47,145	\$47,855	\$48,560	- 1	\$42,855	\$49,280
	2006-07		\$44,355	\$45,095	\$45,830	\$46,575	\$47,315	\$48,050	\$48,795	\$49,530	\$50,260	51,005	\$44,355	\$51,005
SENIOR COMMUNICATIONS OPERATOR 2004-05	R 2004-05	58	\$41,405	\$42,095	\$42,785	\$43,480	\$44,170	\$44,855	\$45,550	\$46,235	\$46,920	47,615	\$41,405	\$47,615
	2005-06	Г	\$42,855	\$43,570	\$44,280	\$45,000	\$45,715	\$46,425	\$47,145	\$47,855	\$48,560	49,280	\$42,855	\$49,280
	2006-07	П	\$44,355	\$45,095	\$45,830	\$46,575	\$47,315	\$48,050	\$48,795	\$49,530	\$50,260	51,005	\$44,355	\$51,005
		7					,						-	
SENIOR MECHANIC	2004-05	59	\$42,305	\$43,000	\$43,705	\$44,385	\$45,080	\$45,765	\$46,450	\$47,145	\$47,840	48,520	\$42,305	\$48,520
	2005-06	1	\$43,785		\$45,235	\$45,940	\$46,660	\$47,365	\$48,075	\$48,795	\$49,515	50,220	\$43,785	\$50,220
	2006-07	1	\$45,315	\$46,065	\$46,820	\$47,550	\$48,295	\$49,025	\$49,760	\$50,505	\$51,250	51,980	\$45,315	\$51,980
SENIOR PLLIMRER HELPER	2004-05	lê,	\$42 305	\$43,000	\$43 705	C44 385	C45 080	CAR 76E	CAR AE0	£47 44E	647 040	002.07	201 100	040 630
	2005-06	1		\$44,505	\$45,235	\$45.940	\$46,660	\$47,365	\$48 075	- 1	\$49.515	50 220	\$42,785	020,048
	2006-07	П	\$45,315	\$46,065	\$46,820	\$47,550	\$48,295	\$49,025	\$49,760	1	\$51,250	51,980	\$45,315	\$51,980
				,										
SENIOR WELDER HELPER	2004-05	29	\$42,305	\$43,000		\$44,385	\$45,080	\$45,765	\$46,450	\$47,145	\$47,840	48,520	\$42,305	\$48,520
	2005-06	7	\$43,785	\$44,505		\$45,940	\$46,660	\$47,365	\$48,075	\$48,795	\$49,515	50,220	\$43,785	\$50,220
	2006-07	†	\$45,315	\$46,065	\$46,820	\$47,550	\$48,295	\$49,025	\$49,760	\$50,505	\$51,250	51,980	\$45,315	\$51,980
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