

COLLECTIVE BARGAINING AGREEMENT

By and Between

**Village of Ridgewood
Bergen County, New Jersey**

and the

UPSEU

**United Public Service Employees Union
3555 Veterans Highway
Ronkonkoma, New York 11779**

BLUE COLLAR EMPLOYEES

January 1, 2016 through December 31, 2019

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PREAMBLE

This Agreement, entered into this 20TH day of DECEMBER, 2017, by and between the Village of Ridgewood, in the County of Bergen, State of New Jersey, a Municipal Corporation of the State of New Jersey, hereinafter called the "Village," and United Public Service Employees Union, hereinafter called the "Union," represents the complete and final understanding on all bargainable issues between the Village and the Union.

ARTICLE I – RECOGNITION

The Village recognizes the Union as the exclusive collective negotiations agent for all Blue Collar employees of the Village of Ridgewood who hold positions described in Schedule "A" attached hereto, or who may in the future hold the same or similar positions inclusive of regular nine (9) month seasonal employees, excluding managerial employees and supervisors within the meaning of the Public Employees Relations Act (PERC Certification No. RO-2005-021). With regard to nine (9) month seasonal employees, their entire benefit package shall be three (3) paid days off over the nine (9) month period.

ARTICLE II – MANAGEMENT RIGHTS

The Village hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred 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.

ARTICLE III – GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of his departmental supervisory staff.

B. Definition

The term "grievance" as used herein, means any controversy arising over the interpretation, application or violation of this Agreement or any policies, agreements and administrative decisions affecting any employee covered by this Agreement and may be raised by an individual, the Union or the Village.

C. Steps of the Grievance Procedure

The following 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 by mutual consent:

Disciplinary action that include a suspension or loss of pay shall not be implemented by a Departmental Director for a period of three (3) working days from notice to the employee of the impending action, during which time the employee and the Union may move immediately to Step 3 of the grievance procedure for the purpose of holding a hearing prior to the implementation of the suspension or loss of pay. Exceptions to this policy may be made when the immediate suspension of the employee is required because of drug or alcohol violations or when not immediately suspending the employee will endanger the health and safety of others or unduly disrupt the delivery of public services. Notwithstanding the above, the employer may implement a one (1) day suspension prior to notice and a hearing.

Step One:

- (a) An aggrieved employee or the Union on behalf of an aggrieved employee or employees shall institute action under the provisions hereof within ten (10) calendar days of (1) the occurrence of the grievance or (2) the time by which the grievant should have had knowledge of the occurrence with the exercise of reasonable diligence. Failure to act within said ten (10) calendar days shall be deemed to constitute an abandonment of the grievance on behalf of that individual or individuals.
- (b) The supervisor shall render a decision within five (5) working days after receipt of the grievance.

Step Two:

- (a) In the event a satisfactory settlement has not been reached, the employee or the Union shall, in writing and signed, file his grievance with the department head, or his representative, within five (5) working days following the determination by the supervisor.
- (b) The department head, or his representative, shall render a decision in writing within five (5) working days from the receipt of the grievance.

Step Three:

- (a) In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the department head, the matter may be submitted to the Village Manager.
- (b) The Village Manager, or his/her representative, shall review the matter and make a determination within ten (10) working days from receipt of the grievance.

Step Four:

- (a) In the event the grievance has not been resolved at Step Three, the Union may within ten (10) working days request arbitration. The arbitrator shall be chosen in accordance with the rules of the New Jersey Employees Relations Commission.
- (b) However, no arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the final decision by the Village Manager. If the aggrieved elects to pursue Civil Service procedures, the arbitration hearing shall be canceled and the matter withdrawn from the arbitration and the Union shall pay whatever costs may have been incurred in processing the case to arbitration.
- (c) The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.
- (d) The cost of the services of the arbitrator shall be borne equally between the Village and the Union. An aggrieved employee shall suffer no loss in pay as a result of time spent appearing on his own behalf in an arbitration proceeding. Any other expense incurred, including, but not limited to the presentation of witnesses, shall be paid by the party incurring same.
- (e) The arbitrator shall set forth his findings of facts and reasons for making the award within thirty (30) calendar days after conclusion of the arbitration hearing unless agreed to otherwise by the parties. The award of the arbitrator shall be final and binding on the employer, the Union, and the employee or employees who are involved or affected thereby. In the event there is an award of back pay, any earnings of the employee and any unemployment shall be offset and deducted from the award. Employees who have been discharged or suspended shall have the duty to seek work to mitigate for back wages.

D. Village Grievances

Grievances initiated by the Village shall be filed directly with the Union within ten (10) calendar days after the event giving rise to the grievance has occurred. Failure to act within said ten (10) calendar days shall be deemed to constitute abandonment of the grievance on the part of the Village. A meeting shall be held within ten (10) calendar days after filing a grievance between the representatives of the Village and the Union in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made within twenty (20) calendar days after such meeting, either party may within ten (10) calendar days thereafter file for arbitration in accordance with Step Four above. In no event shall the exercise of this provision or the fact of its availability to the

Village be deemed a waiver of any right under appropriate circumstances to injunctive relief.

E. Union Representative

A Union Representative shall be party to all steps of the grievance procedure and both the employee and the Union shall receive promptly full particulars of all charges, reprimands and warnings when made.

F. Civil Service Jurisdiction

Notwithstanding any foregoing provisions to the contrary, it is the intent of the parties that no matter in dispute that is subject to the review and/or the decision of the New Jersey Department of Personnel may be submitted to arbitration. The parties hereby direct the arbitrator not to accept or to decide any matter in dispute that is subject to New Jersey Department of Personnel Review and Decision.

G. All grievances should be submitted in writing on a form and format agreed to by the Union and the Village. The form can be submitted electronically, as an attachment to email.

ARTICLE IV – SENIORITY

Seniority, which is defined as continuous employment with the Village from the date of last hire, will be given due consideration by the Village under the following circumstances:

The most senior employees shall be given preference in the selection of vacations provided that there is no interruption of the normal operations of the Village.

ARTICLE V – UNION REPRESENTATIVES

A. Accredited representatives of the Union may enter the Village facilities or premises at reasonable hours for the purpose of observing conditions and assisting in the adjustments of grievances. When the Union decides to have its representatives enter the Village facilities or premises, it shall give prior notice thereof to Department Supervisor and the Union representative shall not be denied access to the premises. There shall be no interference with the normal operations of the business of Village government or the normal duties of the employees. There shall be no Union business transacted nor meetings held on Village time unless the Village, in its sole discretion, consents thereto. The Union may conduct meetings on Village property outside of working hours provided permission is secured from the appropriate Department Supervisor.

- B. The Union shall notify the Village of the officers and stewards representing the Union in connection with the terms and provisions of this Agreement. A steward, upon prior notice to his immediate superior, may investigate a grievance during working hours without loss of pay. The Village shall not interfere or restrain the Union from the election of officers and stewards or in any other matter interference in the internal affairs of the Union.
- C. Members of the Union negotiating committee shall not exceed eight (8) in number, with no more than one (1) representative each from Streets, Garage, Signal, Sanitation, Parks, Water, Water Pollution and Recycling.
- D. Effective January 1, 2005, members of the Union, who are elected by the Union to attend any meetings, educational conferences or conventions of the Union, or other bodies which the Union is affiliated, shall be granted necessary time off without loss of pay provided that one (1) week written notification is provided to the Village. Such requests shall not exceed an aggregate of fifteen (15) working days annually. No one employee shall be granted more than three (3) days annually.

ARTICLE VI – HOURS AND OVERTIME

- A. The normal working week shall consist of forty (40) hours per week, eight (8) hours per day, five (5) days per week. The Village shall not alter the size, makeup or work assignment or regular hours of work of any employees subject to this Agreement whose assignment makes them part of a crew or team doing any assigned task without prior consultation with the Union. Notwithstanding the foregoing, the Village shall continue the present practice of allowing early completion of the work day for solid waste division employees and recycling employees in accordance with the job task definition hereinafter provided. Job task for the referenced divisions shall only apply to full time employees.
- B. All work performed in excess of the specified hours in any work day or any work week shall be considered overtime and shall be paid for on the basis of time and one-half the employee's base rate. There shall be no compensatory time. Employees who have already earned and accrued compensatory time as of June 30, 2017, shall be allowed to use or be paid for such time in accordance with, and subject to, applicable regulations established by the "Fair Labor Standards Act."
- C. Overtime shall be distributed by department head or qualified supervisor as equitably as possible, provided the employee has the ability to do the work and all employees shall be expected to work only a reasonable amount of overtime when requested by the Village.
- D. Employees called into work on their off-days or called back to work after they have left the premises on a regularly scheduled work day shall receive a

minimum of two (2) hours of pay in accordance with Section B above, for all work performed under such circumstances.

- E. For Recycling and Sanitation, the truck driver will be paid an additional hour, or a helper, an additional hour and one-half (1 ½) for driving the truck to the dump after the day's pick-up.
- F. Emergency Conditions – the Union hereby agrees that it is the decision of the Village to make use of total manpower during emergency conditions. This would include Blue Collar, White Collar and Supervisors. Blue Collar and White Collar employees must be asked to work the overtime hours before the Supervisors are asked.
- G. Time Keeping Requirement – all employees are responsible for recording time using Village procedures. The Village will provide the union with a copy of the system and procedures that will be utilized for time keeping.
- H. Part Time Floating Employees – The Village may utilize part-time employees to assist various departments on an as needed basis provided that part time positions will not be utilized to eliminate full time positions. Part-time employees will work twenty eight (28) hours or less per week, and will be paid within the ranges on the attached schedules and will be eligible for annual wage increases and part-time benefits as set forth in the bargaining agreement.

In the event a currently recognized full time position becomes vacant for whatever reason (i.e., by retirement or resignation of the employee holding the position) and the Village decides to fill that position, the position will be filled on a full time basis.

In the event a full time position becomes vacant, any qualified person may apply for and be considered for said full time position regardless of whatever that person is then currently holding a part time or full time position.

The Village retains and reserves the discretion to not fill vacant positions provided that part-time positions will be not increased to cover the duties of the vacant position.

Applicable seniority and bumping rights shall apply.

ARTICLE VII – HOLIDAYS

- A. The following holidays shall be recognized:
 - 1. New Year's Day
 - 2. Martin Luther King's Birthday
 - 3. Lincoln's Birthday
 - 4. Washington's Birthday

5. Good Friday
6. Memorial Day
7. Independence Day
8. Labor Day
9. Columbus Day
10. Veterans Day
11. Thanksgiving Day
12. Day after Thanksgiving Day
13. Christmas Day

- B. Employees who are scheduled to work on the recognized holidays noted in this Article shall be paid at the rate of time and one-half for the actual hours worked on the holiday except where required to work as the result of an emergency call-in in which event they shall be paid at the rate of double time for the actual hours worked on said holiday. In either event, in addition to the foregoing, employees shall receive a day's wages paid at straight time for the holiday as such. Effective upon ratification, in the event employees work on any of the below named holidays as a scheduled day such employee will receive two (2) times the employees regular rate of pay in addition to holiday pay. Nothing herein shall modify any provisions that may exceed the provision herein.

New Year's Day
Memorial Day
Independence Day (July 4th)
Labor Day
Thanksgiving Day
Christmas Day

- C. A recognized holiday falling on a Saturday shall be celebrated on the preceding Friday and a recognized holiday falling on a Sunday shall be celebrated on the following Monday.
- D. Half-holidays shall be given on Christmas and New Year's Eve, and may be combined with approval of the union membership. This provision shall not apply to employees working shift work. Solid Waste employees shall be entitled to a half-day's pay for those half-holidays; payment for half-holidays shall be made in the first pay period of the next calendar year. Solid Waste employees may opt to have one (1) additional personal day in lieu of payment for the two (2) half days.
- E. Sanitation employees will receive one (1) extra personal day in exchange for having to work the day after Thanksgiving.
- F. For purposes of Holiday overtime pay, the double time pay occurs only on the actual date of the Holiday, according to the Holidays specified in the contract.

ARTICLE VIII – VACATIONS

- A. Annual vacation leave with pay shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the vacation year following the date of appointment; twelve (12) working days vacation thereafter for every year through five (5) years of service; thirteen (13) working days vacation after the completion of five (5) years and through ten (10) years of service; sixteen (16) working days vacation after the completion of ten (10) years and through fifteen (15) years of service; commencing with fifteen (15) years of service, an additional working day of vacation shall be added for each year of service. Any past practices of the Parties regarding limitations on the amount of vacation time are hereby superseded and replaced by this agreement. Employees hired on or after July 1, 2017, shall be limited to earning a maximum number of twenty five (25) vacation days. Employees hired before July 1, 2017, shall be limited to earning a maximum number of thirty (30) days' vacation, except that currently employed bargaining unit members who have earned more than thirty (30) days per year as of July 1, 2017, shall be allowed to maintain his/her current number of vacation day entitlement, but shall not earn any further vacation days.
- B. For the purpose of this Article the vacation year shall be defined as January 1 through December 31 inclusive. An employee must request a vacation in advance and such vacation shall not be unreasonably denied. Vacation requests should be made on a form provided by the Village and signed off by the Supervisor.
- C. Vacation allowance must be taken during the current vacation year at such time as permitted or directed by the appointing authority unless the appointing authority determines that it cannot be taken because of pressure of work. Any unused vacation may be carried forward into the next succeeding year only.
- D. Vacation leave time earned shall be posted for all employees in each department by the department at least every six (6) months.

ARTICLE IX – BENEFITS

- A. The Village agrees to provide and pay proportionally in accordance with Chapter 78 for the State of New Jersey Health Benefits Program for all employees covered by this Agreement, with the exception of nine (9) month Seasonal Employees and employees that would work less than thirty (30) hours per week, and their families. Should Chapter 78 expire, the employee share shall be no less than the amount of the employee's share of the annual premium under the current law. Part Time employees who currently receive benefits will continue those benefits. The employee shall have free choice of coverage from among the various plans offered by the State. The Employer shall have the right to obtain equivalent coverage from another plan or insurance carrier.

B. The Employer shall continue to provide insurance to the employees qualified above, as well as all qualified dependents when that employee retires with twenty-three (23) years with the Village, as well as twenty-five (25) years in the Pension System. The Village will also provide the same benefits to any employee who retires with a disability retirement.

C. Health Benefits

(1.) All retired employees covered by this Agreement and enrolling for health benefits coverage must acquire Medicare Parts A and B when eligible for same. Should a retiree with twenty-three (23) years of service with the Village and twenty-five (25) years of Pension System not have sufficient quarters of Social Security credit to obtain Medicare Parts A and B, the Village will reimburse that employee the costs thereof. This reimbursement shall commence once said retiree has provided the Village with proof of enrollment. Proof of enrollment shall be a copy of either a Medicare Enrollment Card, or a confirmation letter of enrollment from the Social Security Administration. Reimbursement payments for Part A and B will be made semi-annually.

(2.) Health coverage for new hires (all employees hired after 11-1-2013): Retirees on the Village Health plan must begin using Medicare at age 65*, including spouse at age 65* (per Federal requirements).

*When Medicare eligible

D. If an employee retires with less than twenty-three (23) years of service with the Village and less than twenty-five (25) years in the Pension System, then the employee shall be entitled to continue the Plan described above at his own cost and expense.

E. The Village will provide, a Prescription Drug Plan and pay proportionally in accordance with Chapter 78 for the State of New Jersey Health Benefits Program for all employees covered by this Agreement, with the exception of nine (9) month Seasonal Employees and employees that would work less than thirty two (32) hours per week, and their families. The Village shall also retain the right to provide similar coverage from another plan or insurance carrier.

F. The Village will pay up to a maximum of twenty five dollars (\$25.00) per month per employee toward the total dental plan, similar to the current plan administered by Delta Dental of New Jersey. The Village shall retain the right to provide equivalent or better coverage from another plan or insurance carrier. The Union and the Village shall explore alternative dental plans to provide comparison to

the current plans in order to allow freedom of choice, as long as existing premiums are not affected by any drop in enrollment.

- G. Effective September 1, 2017, employees covered by this Agreement are eligible to participate in the Village Vision Care Plans. The Base Plan #1 has a co-pay of \$10/\$25 for eye examination and materials, respectively. The Buy Up Plan #2 has a co-pay of \$0. Both plans offer Employee, Employee + One, Employee + Children and Employee + Family coverage. The Village will be responsible for the employee's premiums (\$9.31 per month.) for the Employee Only Plan. The employee will be responsible for premiums associated with coverage for any other Plan selected. Expenses incurred for eye exam and eyeglass or contact lens purchased prior to September 1, 2017, are reimbursable under the previous plan (Collective Bargaining Agreement, expired December 31, 2015, Article IX, section G).

ARTICLE X – SICK LEAVE

- A. Service Credit for Sick Leave
1. All permanent employees, full-time temporary or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.
 2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident, or exposure to contagious disease; for the attendance by the employee upon a member of the immediate family who is seriously ill or as otherwise provided in this contract.
 3. Such sick leave shall not include any extended period where the employee serves as nurse or housekeeper during this period of illness.
- B. Amount of Sick Leave
1. The minimum sick leave with pay shall accrue to any full-time employee on the basis of fifteen (15) working days in every calendar year.
 2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.
 3. Each employee shall be entitled to terminal leave upon retirement equivalent to either one-half of his or her accumulated sick leave or six (6) months, whichever is the lesser. In the event termination of employment occurs by reason of death of an active employee, his or her estate or personal representative shall be entitled to a lump sum cash payment in an

amount equal to the dollar value of either one-half (1/2) of his or her accumulated sick leave or six (6) months, whichever is the lesser.

4. Effective January 1, 2005, new employees thereafter hired shall receive one-half (1/2) accumulated sick leave at retirement with a maximum of three (3) months pay.
5. Employees hired on or after July 1, 2017 shall receive one-half (1/2) accumulated sick leave at retirement with a maximum of \$15,000.00.

C. Reporting of Absence on Sick Leave

If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified a minimum of thirty (30) minutes prior to the employee's usual reporting time, verbally by phone.

1.
 - (a) Failure to so notify his supervisor may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.
 - (b) Absence without notice for five (5) consecutive work days shall constitute a resignation.

D. Verification of Sick Leave

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.
 - (a) An employee who has been absent on sick leave for periods totaling ten (10) days in one (1) calendar year consisting of periods of less than five (5) days shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring repeated absences of one (1) day or less, in which case only one (1) certificate shall be necessary for a period of six (6) months. Abuse of sick leave shall be cause for disciplinary action.
2. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health shall be required.
3. In case of death in the immediate family, reasonable proof shall be required.
4. The Village may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined, at the expense of the Village, by a physician designated by the Village. Such examination shall establish whether the employee is capable of performing

his normal duties and that his return will not jeopardize the health of other employees.

- E. Posting of Sick Leave
Sick leave time earned shall be posted for all employees in each department by the department at least every six (6) months.

F. The Village will provide a Village wide *Sick Leave Donation Program*, whereby Union members may donate accumulated sick leave to other members that do not have sufficient accumulated time to sustain a lengthy illness.

- G. Seasonal Employees
UPSEU shall be recognized as the bargaining representative of such employees.

Those employees will be entitled to three (3) paid days annually. Such days shall accrue at the rate of one (1) day every three (3) months. Unused days will be paid at the end of each year. This provision shall apply to nine (9) month Seasonal Employees.

- H. Effective July 1, 2017, the Village will implement a sick leave buy-back program where employees at their option can buy back half of their unused allowance for that year, up to a maximum of 5 days. Payment will be made within 45 calendar days after years end and compensated at the rate of pay when the time was earned.

ARTICLE XI – INJURY ON DUTY

- A. Where an employee covered under this Agreement suffers a work-connected injury or disability, the Village shall continue such employee at full pay during the continuance of such employee's inability to work for a period not to exceed one (1) year. During this period of time, all temporary disability benefits accruing under the provisions of the Workers' Compensation Act shall be paid over to the Village.
- B. The employee shall be required to present evidence by a certificate of a responsible physician that he is unable to work and the Village may reasonably require the said employee to present such certificates from time to time.
- C. In the event the employee contends that he is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Village or by its insurance carrier, then, and in that event, the burden shall be on the employee to establish such additional period of disability by obtaining a judgment in the Division of Workers' Compensation, or by the final decision of the last reviewing court shall be binding upon the parties.
- D. For the purpose of this Article, injury or illness incurred while the employee is acting in any job-related activity shall be considered in the line of duty.

- E. In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or as injury on duty, or as to the extent of temporary disability, the parties agree to be bound by the decision of an appropriate Workers' Compensation judgment, or, if there is an appeal there from, the final decision of the last reviewing court.
- F. An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

ARTICLE XII – SALARIES AND COMPENSATION

A. The following changes to salary have been agreed to and are represented in the attached schedules.

- All employees hired Prior to November 1, 2013 (1.5 & 1.75 employees)
 - Move all 1.5 scale employees into the 1.75 scale and eliminate the 1.5 scale.
 - 2016 – 1.5% lump sum payment on base and overtime plus longevity. The 1.5% will also be applied to base; adjusting all salary scales for that year.
 - 2017 – 1.5%, 2018 – 1.75%, 2019 – 2%
- All employees hired after 11/1/13
 - Eliminate Step 1A & 1B and create a 9 step scale starting with 1C
 - 2016 – 1.0% lump sum payment on base and overtime plus longevity. The 1.0% will also be applied to base; adjusting all salary scales for that year.
 - 2017 – 1.0%, 2018 – 1.5%, 2019 – 2%.

B. Step System

Each employee who has not reached maximum in the attached salary schedule shall advance annually one (1) step on either January 1st or July 1st, depending on the employee's anniversary date

1. Employees with anniversary dates from January 1st through June 30th shall receive their step increase on January 1st of each year. Employees with anniversary dates from July 1st through December 31st shall receive their step increase on July 1st of each year. Effective date January 1, 2018.
2. The said salary step advances shall not be automatic, but shall be subject to review each year and may be withheld for just cause. Each employee shall be evaluated a minimum of once each year and will be advised of such evaluation. Bases upon these evaluations and other established criteria, a salary step increase may be withheld from an employee. Such employees shall have the right to

grieve the withholding of the salary step increase through the grievance procedure. Salary step increases withheld in one year may, at the discretion of the Village, be restored in subsequent years together with any other salary step increase due. All step increases effective annually on January 1st or July 1st.

- C. Seasonal Employees – Long Term (9 months maximum)
Employees that fall into this category will receive payroll compensation in the same time frame of full-time personnel. Task for yard waste is for full time employees only and shall commence the third Monday of June and end the second Friday in October.
- D. Part-time floating employees will be paid within the ranges on the attached schedules and will be eligible for annual wage increases only and part-time benefits as set forth in the bargaining agreement.

ARTICLE XIII – LONGEVITY

- A. The present longevity plan based upon the employee's length of continuous service with the Village and more specifically noted below shall be continued for the life of this Agreement: (Employees hired prior to July 1, 1997, shall be effective January 1, 2005, entitled to the same longevity as per July 1, 1997 employees as set forth in A 1-5 below).
 - 1. After four (4) years of service:
Two percent (2%) longevity pay based on employee's base salary.
 - 2. After eight (8) years of service:
Four percent (4%) longevity pay based on employee's base salary.
 - 3. After twelve (12) years of service:
Six percent (6%) longevity pay based on employee's base salary.
 - 4. After sixteen (16) years of service:
Eight percent (8%) longevity pay based on employee's base salary.
 - 5. After twenty (20) years of service:
Ten percent (10%) longevity pay based on employee's base salary.
 - 6. Effective January 1, 2005 employees thereafter hired shall receive the longevity plan set forth below:
 - After five (5) years of service:
Five hundred dollars (\$500.00) annually.
 - After ten (10) years of service:

One thousand dollars (\$1,000.00) annually.

After fifteen (15) years of service:

One thousand-five hundred dollars (\$1,500.00) annually.

After twenty (20) years of service: Two thousand dollars (\$2,000.00) annually

7. Employees hired on or after July 1, 2017 shall not receive longevity.

B. Payments under the Longevity Plan will commence on the first of the month following the month in which the service requirements are achieved and shall be included in the employee's base salary payments.

ARTICLE XIV – SHIFT DIFFERENTIAL

A. The following shift differentials shall be paid to employees who are assigned to a shift other than the first shift:

Effective January 1, 2017

1. Second Shift:

One dollar and fifty cents (\$1.50) per hour over the first shift.

2. Third Shift:

One dollar and fifty five cents (\$1.55) per hour over the first shift.

C. Easter Sunday shall be recognized as a holiday for shift employees only, entitling shift employees to compensation pursuant to the provisions set forth in Article VI above.

ARTICLE XV – BULLETIN BOARD

A. One (1) bulletin board shall be made available by the Village at each department location and one (1) additional location for a total of six (6) bulletin boards.

B. These bulletin boards may be utilized by the Union for the purpose of posting Union announcements and other information of non-controversial nature. The department head or his representative may have removed from the bulletin board any material which does not conform with the intent and provisions of this Article.

C. All bargaining unit promotional opportunities and vacancies will be posted on the aforementioned bulletin boards. However, no liability will attach to the Village

for any neglect in this regard nor will this matter be subject to the grievance procedure.

ARTICLE XVI – WORK RULES

Department Managers may post and have the employees covered by this Agreement adhere to reasonable rules and regulations governing the conduct and acts of such employees during working hours. Violations of such rules may constitute just cause for disciplinary action, up to and including discharge, subject to the provisions of applicable law. The employer shall have the right to maintain discipline and efficiency and may discipline any employees for just cause. Employees are hereby given notice that the following types of action shall initiate the discipline process, subject to applicable law:

1. Being under the influence of intoxicants, or bringing or using intoxicants on working hours.
2. Falsifying records or misrepresenting facts on Village forms or records at any time.
3. Leaving the work station during working hours without permission.
4. Theft at any time.
5. Fighting on Village time or Village property.
6. Frequent unexcused tardiness or unexcused absenteeism.
7. Deliberate abuse of Village equipment, material or property at any time.
8. Insubordination or refusal to accept orders, except where there is good cause to believe that abiding by the order may endanger safety.
9. Gambling in any form or manner or conduct which is in violation of law during working hours.
10. Carelessness endangering the safety of self or others, or violation of law during working hours.
11. Absence of three (3) consecutive working days without proper notification to supervisor or prior approval of absence.
12. Failure to satisfactorily account for property entrusted to the employee.
13. Failure to wear the prescribed uniform without prior approval of supervisor.

14. Not reporting work injury promptly to supervisor.
15. Use of Cellular telephones while operating a Village vehicle or motorized equipment.
16. Failure to wear Village issued safety equipment, i.e. high visibility vests, hardhats, eye protection, hearing protection where appropriate, etc.
17. Failure to maintain a valid driver's license, when operating Village vehicle or equipment.
18. Feeding, harboring, or otherwise maintaining wildlife or vermin on Village properties.
19. Smoking in the workplace or outside designated signed areas on Village Property or in Village vehicles or equipment.
20. Failure to have in possession, the Village identification badge.
21. Failure to report to supervisor when licenses or certifications are suspended or revoked.

ARTICLE XVII – NO STRIKE PLEDGE

- A. The Union covenants and agrees that during the term of this Agreement neither the Union, nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his position, or stoppage of work or abstinence in whole or part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Village. The Union agrees that such action would constitute a breach of this Agreement.
- B. In the event of a strike, work stoppage, slowdown, walkout, or other job action, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall entitle the Village to take appropriate disciplinary action, including but not limited to discharge in accordance with applicable law.
- C. The Union will actively discourage and will take affirmative steps to prevent or terminate any strike, work stoppage, slowdown, walk out or other job action against the Village.
- D. Nothing contained in this Agreement shall be construed to limit or restrict the Village 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.

ARTICLE XVIII – NON-DISCRIMINATION

- A. There shall be no discrimination by the Village or the Union against an employee on account of age, race, color, creed, gender, marital status, national origin, sexual orientation or identification, ancestry, service in the armed forces, handicap or disability or any other category of individual protected by applicable state or federal law.
- B. There shall be no discrimination, interference, restraint or coercion by the Village or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union. The union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Union and shall not solicit membership in the Union or the payment of dues during working time.

ARTICLE XIX – DEDUCTIONS FROM SALARY

- A. Upon presentation to the Village of dues check off cards signed by individual employees, the Village shall deduct from the salaries of all employees who are Union members and subject to this Agreement dues for the Union. Said monies, together with records of any corrections shall be transmitted to the Union office by the fifteenth (15th) of each month, following the monthly pay period in which deductions were made.
- B. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the Village written notice prior to the effective date of such change and shall furnish to the Village new authorization for its members showing the authorized deduction for each employee.
- C. The Union will provide the necessary “check-off authorization” form and deliver the signed forms to the Village Director of Finance. The Union shall indemnify, defend and save the Village 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 Village in reliance upon salary deduction authorization cards submitted by the Union to the Village.
- D. As to those employees covered under this Agreement who are not members of the Union and/or from whom payroll deductions for dues are not made under paragraph A of this Article, the Village shall deduct from the salaries of such employees a representation fee in lieu of dues in the amount of eighty five percent

(85%) of the amount deducted from those employees who are members of the Union, subject to the provisions of RS 34:13A-5.5, 5.6, 5.7 and 5.8. The Village shall forward said representation fees in lieu of the dues to the Union.

ARTICLE XX – JOB DESCRIPTIONS

The Village shall maintain in the office of the Village Manager job descriptions for all current job titles covered by this Agreement. The Village shall make the job descriptions available to individual employees and to Union representatives during Village regular business hours.

ARTICLE XXI – SAFETY

- A. In accordance with present and past practice, all safety regulations shall be strictly enforced. The Village shall establish a Safety Committee with representation from the Union and supervisory personnel, who shall meet on a regular basis to inspect, discuss and recommend solutions to any safety problems. It shall be the responsibility of the employees covered hereby to see to it that all locker rooms, wash rooms and dressing room facilities are maintained in a clean and healthy condition.
- B. In the course of performing their normally assigned work, Union representatives will be alert to observe unsafe practices, equipment and conditions, as well as environmental conditions in their immediate area which represent health hazards and will report such conditions to their immediate supervisor.
- C. The Supervisor or person appointed will enforce the safety rules including the wearing of safety equipment. No employee will start work without the proper equipment. Failure to wear or use safety equipment, as outlined on the Mandatory Safety Equipment List; 1st offense, verbal warning, 2nd offense, a written warning with copies to the Union and Personnel file, 3rd offense, disciplinary action.
- D. All accidents must be reported immediately to a supervisor. All lost time accidents, vehicle accidents and accidents requiring emergency medical treatment, must be reported immediately to the Village Clerk on approved accident report forms.

ARTICLE XXII – CERTIFICATIONS AND LICENSES

- A. Licensed Vehicle Operators
 - 1. Any employee covered hereby required to operate a motor vehicle in the course of his or her duties shall be indemnified against any fines levied by appropriate authority by reason of faulty equipment required by law.

2. Any employee who is required by his job to obtain a special license shall be reimbursed by the Village for all such licensing fees. In the event of termination of any employee who has been reimbursed for special licensing fees, the Village shall be entitled to reimbursement from the terminated employee on a prorated basis.
3. Class A Commercial Driver's License – any employee who is required by their job to obtain a Class A Commercial Driver's License shall receive a stipend in the amount of \$200.00 annually.
4. All employees shall submit a photocopy of their driver's license to the Village on the first work day proceeding July 1st of every year or after any change in name or address.

B. Certification

1. Pesticide Applicator – any employee who is required by their job to obtain a Pesticide Application License shall receive a stipend in the amount of \$200.00 annually.
2. Pesticide Operator – any employee who is required by their job to obtain a Pesticide Operator License shall receive a stipend in the amount of \$200.00 annually.
3. Electrician License – will receive a stipend for an additional \$200 annually.

ARTICLE XXIII – PERSONNEL FILE

Employees covered by this Agreement shall be entitled to full access to inspect their personnel files or records kept by the Village reflecting their history of employment within the Village. Commencing from and after the date hereof, each employee covered by this Agreement shall be entitled to receive notice of any new information to be inserted in his or her personnel file, as well as the right to insert any responding and/or mitigating statement as he or she may desire.

ARTICLE XXIV – LEAVE OF ABSENCE

Employees subject to this Agreement may be granted a leave of absence by the Village for good cause for a period of up to six months, which leave will not be unreasonably denied.

ARTICLE XXV – REPLACEMENT OF TOOLS

- A. Employees covered by this Agreement and holding the positions of Senior Mechanic, Mechanic and Mechanic's Helper shall be entitled to a tool allowance of a flat rate of five hundred fifty (\$550.00) per year.

ARTICLE XXVI – JURY DUTY

Employees who are required to participate in jury duty service shall be granted a leave for the purpose of such jury duty service. The Village shall continue to pay to the employee his regular straight time pay less payment received by jury duty service.

ARTICLE XXVII – PERSONAL LEAVE

Each employee covered by this Agreement shall be entitled to three (3) personal leave days per year, which shall be non-cumulative. Any employee desiring to take a personal leave day must make request for such leave through his or her supervisor at least three (3) working days in advance of the leave except in cases of emergency. Personal leave may be taken on any regularly scheduled work day. Requests for personal leave including those requests made with less than three (3) days notice will not be unreasonably denied.

ARTICLE XXVIII – TERMINAL LEAVE

The present terminal leave policy, as expressed in Article X, B.3, shall be continued during the life of this Agreement.

ARTICLE XXIX – BEREAVEMENT LEAVE

All employees covered by this Agreement shall be granted up to a maximum of four (4) calendar days leave of absence with pay for each death of a member of the employee's immediate family. The four (4) days shall include the day of the funeral. The immediate family is defined for the purpose of this Article to be Spouse, Children, Mother, Father, Brother, Sister, Mother-in-Law, Father-in-Law, Sister-in-Law, Brother-in-Law, Grandchild, Grandparents, Step Relatives or other person living as a permanent member of the employee's household. No more than one (1) day of the four (4) days may be subsequent to the funeral.

In the event the death of an employees immediate family member requires the employee to travel to a location that includes overnight travel (over 200 miles), the employee will be entitled to one (1) additional day. In this event the employees maximum five (5) days may include up to two (2) days beyond the funeral.

ARTICLE XXX – ON-CALL

- A. On call shall be defined as an assignment that requires an employee to respond to his designated work station within one (1) hour of notification physically able to perform the job described. The decision to assign on-call is within the discretion of the Village and will be determined on an as-needed basis except as noted in (I) below.
- B. On-call lists shall be developed for each Division (Streets, Parks, etc.). Only employees who, when polled, indicate they wish to be on an on-call list will be placed on the on-call list. Employees will be listed on each Division on-call list in order of seniority by title within division, if appropriate, and then seniority from date of hire. Each on-call employee shall designate the telephone number they can be contacted at when they are on-call.
- C. Assignment of on-call due to specific emergent conditions will be given in order of seniority by title. Other on-call will be assigned on a rotating basis by title as required.
- D. In the event the Village determines that it is necessary to assign on-call duties, employees so assigned from the on-call seniority list established in Section B will be notified by their supervisors prior to close of the work day. Notification shall be in writing and employees shall sign such notice indicating receipt of the notice.
- E. Employees who have opted for inclusion on the on-call list and who refuse to accept assignment on on-call on more than one (1) occasion in any calendar year will not be disciplined, but will be moved to the bottom of the list. Employees who accept on-call assignment but fail to report will not receive on-call pay and will be subject to disciplinary action. However, employees will not be disciplined if, prior to a call-back, they have notified their supervisors of special emergent circumstances rendering them unable to respond.
- F. Employees who have volunteered and are subsequently assigned on-call will receive two (2) hours straight time pay for those days they are on-call (14 hours weekly), except that on holidays, they shall receive five (5) hours straight time pay (19 hours for week). For purpose of this Article only, Easter Sunday shall be recognized as a holiday for on-call purposes.
- G. If called in to work, employees will receive overtime pay from the time they are called by their supervisors – which shall be noted by the supervisors in a log – provided the employees report within one (1) hour of such notification. In the event the employees report later than one (1) hour from notification, they shall be paid from the time they actually report to work.
- H. Management has the right to assign on-call for weekends should the circumstances warrant such assignment.

- I. On-call for Parks (Shade Tree) shall be as follows (14/19) (Pro-rata daily): Two (2) individuals shall be on-call each Friday, Saturday and Sunday (two (2) hours per person per day for on-call.) In the event a holiday falls on Friday, Saturday or Sunday two (2) additional hours per person per day on-call shall be added per holiday. The above shall be effective during the period of September 15th through March 31st.

For Signal Unit employees, they shall receive on-call 14/19, year-round. (One unit member). Employees shall rotate such on call provided that they have the requisite experience.

For the Water and Sewer Departments, one unit member each, to 14/19 year round.

- J. All employees on-call lists shall, as a condition for on-call pay, be required to assist other departments besides their own when requested, and only after the call list for the division is exhausted.

ARTICLE XXXI – COFFEE BREAKS

Employees will be granted two (2) fifteen minute coffee breaks daily. One (1) such coffee break shall be in the morning and the other in the afternoon, at times designated by the Foreman or Supervisor.

ARTICLE XXXII – LUNCH TIME

Employees covered by this Agreement will be permitted to take a daily one half hour lunch period between the fourth and sixth hours after the commencement of their employment. Unless a lunch period is taken between said hours, such employee will receive three fourth (3/4) hour's pay additionally. This provision with respect to additional pay shall apply to non-shift personnel only. In addition to the foregoing, it is agreed that employees covered by this Agreement will be entitled to one meal period between the fourth and sixth hours of consecutive overtime with pay.

Any employee desiring to forgo their lunch break so they can leave work early, shall obtain written permission from the Department's Supervisor, Superintendent or Director first. Said permission shall not be effective longer than the date granted.

ARTICLE XXXIII – WASH UP TIME

Employees will be granted a fifteen (15) minute wash up period daily during the fifteen (15) minute period immediately preceding the conclusion of their work.

ARTICLE XXXIV – UNIFORMS

Employees must continue to wear Village approved uniforms. Those employees who come to work without an approved uniform will be sent home and expected to return with the proper uniform and will not be compensated for the time absent from work. Employees who continually violate the uniform policy may be subject to further discipline.

The Village will provide each employee with a dollar (\$650.00) uniform allowance. Such amounts are reflected in the salary schedules attached hereto.

Employees in the following departments/job titles will be permitted to wear uniform shorts for the period between June 15 and September 15 in any given year except when performing certain duties as noted below.

1. Sanitation;
2. Recycling;
3. Yard Waste;
4. Lakeview; except that shorts may not be worn by any employee performing the following tasks:
 - a. weed whacking;
 - b. working with treatment chemicals;
 - c. jet truck crew work; and
 - d. repairing equipment.
5. Traffic and Signal, except that shorts may not be worn by any employee performing the following tasks:
 - a. collection of coins;
 - b. electrical work; and
 - c. working in Village Hall.
6. WPCF, except that shorts may not be worn by any employee performing the following tasks:
 - a. jet truck crew;

- b. repairing equipment;
 - c. weed whacking; and
 - d. working with treatment chemicals.
 - e.
7. Parks, except that shorts may not be worn by any employee performing the following tasks:
- a. tree crew
 - b. weed wacker

Shorts may not be worn by any employee working in the following departments/
job titles:

- a. Streets;
- b. Fleet;
- c. Shade Tree;and
- d. Water

Employees who are permitted to wear shorts must also keep a pair of long uniform pants available at work in order to avoid unnecessary delay in the event that the employee is required (for example by transfer, emergency or overtime situation) to work in a position or perform job duties where shorts are not permitted.

ARTICLE XXXV – UNION AS A PARTY IN INTEREST

The Union shall require its members to comply with the terms of this Agreement. The parties agree that the maintenance of a peaceable and constructive relationship between them and between the employer and the employees requires the establishment and cooperative use of the machinery provided for in this Agreement, and that it would detract from this relationship if individual employees or groups of employees would seek to interpret or enforce the Agreement on their own initiative or responsibility. No individual employee may initiate any arbitration proceeding or move to confirm or vacate an award.

ARTICLE XXXVI – I.D. BADGES

The Village shall provide each employee covered by this Agreement an identification badge or identification card so that he or she may identify himself or herself as Village employee. Each employee shall have the identification card or badge available on their person at the request of any supervisor, resident, or member of the public. Employees shall immediately notify their supervisors if they lose or misplace the Village identification card or badge. Any employee losing a Village identification card or badge more than twice in a calendar year shall incur disciplinary action.

ARTICLE XXXVII – UPSEU VOLUNTARY PLANS

Employees may, at their option and at their own expense, enroll in voluntary plans sponsored by UPSEU by completing a payroll deduction form from the financial department. UPSEU shall indemnify the Village. The Union shall be provided two (2) payroll slots for said benefits.


ARTICLE XXXVIII – FAMILY MEDICAL LEAVE ACT

The parties agree that all provisions of Federal Family and Medical Leave Act (FMLA), the New Jersey Family Leave Act (NJFLA) and New Jersey Paid Family Leave Act are hereby deemed incorporated herein.

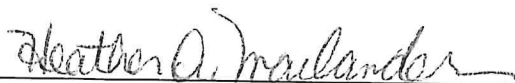
ARTICLE XXXIX – TERM AND RENEWAL

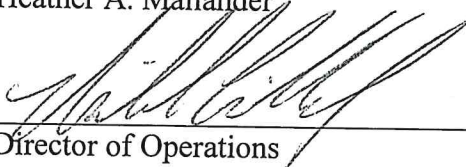
The term of this Agreement shall commence January 1, 2016 and remain effective until December 31, 2019 or the date on which a successor Agreement is fully executed, whichever is later.


ATTEST:


Deputy Village Clerk
Donna M. Jackson

VILLAGE OF RIDGEWOOD



Village Manager
Heather A. Mailander

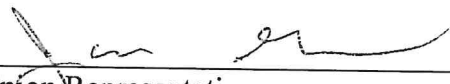

Director of Operations
Richard Calbi



Chief Financial Officer
Robert G. Rooney

WITNESS:

**UNITED PUBLIC SERVICE
EMPLOYEES UNION**


Kevin E. Boyle, Jr.
President


Union Representative
James Gangale


Chief Shop Steward
Michael Junta

NEGOTIATING TEAM:

Paul J. _____

Myron London _____

Mark Lafelle _____

Robert H. B. _____

Joe _____

Blue Collar Contract

For all employees hired after 11/1/13, Step 1C will be used to calculate starting pay. Steps 1A and 1B are shown on the grid for informational purposes only.

Blue Collar Saiary Ranges -2016 HIRED PRIOR TO 11/1/2013(1.75 % people)

Schedule A

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Street Services</u>												
Heavy Equipment Operator	1/1	57,591	58,636	59,636	\$60,636	\$62,965	\$65,294	\$67,623	\$69,952	\$72,281	\$74,610	\$76,939
Sewer Repairer 2	1/1	57,591	58,636	59,636	\$60,636	\$62,965	\$65,294	\$67,623	\$69,952	\$72,281	\$74,610	\$76,939
Equip. Operator Streets & Sewer	1/1	54,825	55,871	56,871	\$57,871	\$60,089	\$62,307	\$64,526	\$66,744	\$68,962	\$71,180	\$73,398
Sewer Repairer 2	1/1	54,825	55,871	56,871	\$57,871	\$60,089	\$62,307	\$64,526	\$66,744	\$68,962	\$71,180	\$73,398
Truck Driver	1/1	54,157	55,203	56,203	\$57,203	\$59,520	\$61,837	\$64,154	\$66,471	\$68,788	\$71,105	\$73,422
Laborer 1	1/1	31,150	32,196	33,196	\$34,196	\$36,816	\$39,437	\$42,058	\$44,679	\$47,300	\$49,921	\$52,541
Laborer 1	1/1	47,682	48,728	49,728	\$50,728	\$52,413	\$54,099	\$55,784	\$57,470	\$59,155	\$60,841	\$62,526
Road Repairer 1	1/1	50,879	51,924	52,924	\$53,924	\$56,224	\$58,523	\$60,823	\$63,122	\$65,421	\$67,721	\$70,020
Laborer P/T	1/1	\$15.19	\$15.99	\$16.79	\$17.59	\$18.39	\$19.19	\$19.99	\$20.79	\$21.59	\$22.39	\$23.31
<u>Parking & Traffic</u>												
Sr. Signal System Repairer	1/1	61,164	62,209	63,209	\$64,209	\$66,539	\$68,868	\$71,197	\$73,527	\$75,856	\$78,186	\$80,515
Systems Technician 1	1/1	57,591	58,636	59,636	\$60,636	\$62,965	\$65,294	\$67,623	\$69,952	\$72,281	\$74,610	\$76,939
Sr. Traffic Maintenance Worker	1/1	57,591	58,636	59,636	\$60,636	\$62,965	\$65,294	\$67,623	\$69,952	\$72,281	\$74,610	\$76,939
Meter Worker 1	1/1	55,287	56,333	57,333	\$58,333	\$60,703	\$63,074	\$65,444	\$67,815	\$70,185	\$72,556	\$74,926
Traffic Maintenance Worker	1/1	52,195	53,241	54,241	\$55,241	\$57,357	\$59,472	\$61,588	\$63,704	\$65,820	\$67,935	\$70,051
Electrician Stipend	1/1											\$4,750
Laborer 1	1/1	47,684	48,730	49,730	\$50,730	\$52,283	\$53,836	\$55,389	\$56,942	\$58,495	\$60,048	\$61,601
Carpenter	1/1	60,301	61,347	62,347	\$63,347	\$65,300	\$67,252	\$69,205	\$71,158	\$73,111	\$75,064	\$77,017
Maintenance Repairer	1/1	60,301	61,347	62,347	\$63,347	\$65,300	\$67,252	\$69,205	\$71,158	\$73,111	\$75,064	\$77,017
<u>Central Garage</u>												
Senior Mechanic	1/1	64,127	65,172	66,172	\$67,172	\$69,580	\$71,987	\$74,395	\$76,802	\$79,210	\$81,618	\$84,025
Mechanic	1/1	60,559	61,604	62,604	\$63,604	\$66,010	\$68,416	\$70,822	\$73,228	\$75,633	\$78,039	\$80,445
<u>Water Pollution Control</u>												
Lab Tech./Sr. Sewer Plant Op	1/1	62,852	63,898	64,898	\$65,898	\$68,511	\$71,125	\$73,739	\$76,352	\$78,966	\$81,579	\$84,193
Sr. Sewer Plant Op/Rep	1/1	61,569	62,615	63,615	\$64,615	\$67,464	\$70,312	\$73,161	\$76,009	\$78,858	\$81,706	\$84,555
Sewer Plt Op/Sewer Plt Rep	1/1	57,591	58,636	59,636	\$60,636	\$62,965	\$65,294	\$67,623	\$69,952	\$72,281	\$74,610	\$76,939
Sewer Plant Operator	1/1	51,931	52,977	53,977	\$54,977	\$57,609	\$60,240	\$62,872	\$65,504	\$68,135	\$70,767	\$73,398
Laborer 1	1/1	47,684	48,730	49,730	\$50,730	\$52,415	\$54,100	\$55,785	\$57,471	\$59,156	\$60,841	\$62,526
Sewer Plant Op/Lab Tech	1/3	78,488	79,534	80,534	\$81,534	\$83,490	\$85,446	\$87,402	\$89,358	\$91,314	\$93,270	\$95,226
Sewer Plant Op. P/T	1/1	\$15.19	\$15.99	\$16.79	\$17.59	\$18.39	\$19.19	\$19.99	\$20.79	\$21.59		

Blue Collar Salary Ranges -2016 HIRED PRIOR TO 11/1/2013(1.75 % people)

Schedule A

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Property Maintenance</u>												
Sr. Building Maintenance Worker	1/1	55,375	56,421	57,421	\$58,421	\$60,078	\$61,735	\$63,392	\$65,049	\$66,706	\$68,362	\$70,019
Building Maintenance Worker	1/1	44,202	45,247	46,247	\$47,247	\$49,540	\$51,832	\$54,125	\$56,417	\$58,710	\$61,002	\$63,295
Laborer P/T	1/1	\$15.19	\$15.99	\$16.79	\$17.59	\$18.39	\$19.19	\$19.99	\$20.79	\$21.59	\$22.39	\$23.31
Building Service Worker	1/1	40,851	41,896	42,896	\$43,896	\$45,877	\$47,858	\$49,839	\$51,819	\$53,800	\$55,781	\$57,762
<u>Parks Department</u>												
Tree Maintenance Worker 2	1/1	59,110	60,155	61,155	\$62,155	\$63,724	\$65,293	\$66,861	\$68,430	\$69,999	\$71,568	\$73,137
Heavy Equipment Operator	1/1	59,110	60,155	61,155	\$62,155	\$63,724	\$65,293	\$66,861	\$68,430	\$69,999	\$71,568	\$73,137
Maintenance Worker 2, Grounds	1/1	55,273	56,318	57,318	\$58,318	\$60,686	\$63,055	\$65,423	\$67,791	\$70,159	\$72,527	\$74,895
Maintenance Worker 1, Grounds	1/1	47,881	48,926	49,926	\$50,926	\$52,945	\$54,963	\$56,981	\$59,000	\$61,018	\$63,036	\$65,055
Laborer 1	1/1	47,678	48,723	49,723	\$50,723	\$52,410	\$54,096	\$55,782	\$57,468	\$59,154	\$60,840	\$62,526
Laborer P/T	1/1	\$15.19	\$15.99	\$16.79	\$17.59	\$18.39	\$19.19	\$19.99	\$20.79	\$21.59	\$22.39	\$23.31
Laborer 1 PT Seasonal	1/1	\$8.99	\$10.67	\$12.35	\$14.03	\$14.83	\$15.63	\$16.43	\$17.23	\$18.03	\$18.83	\$20.72
Tree Maintenance Worker 3	1/1	61,345	62,390	63,390	\$64,390	\$66,834	\$69,277	\$71,720	\$74,164	\$76,607	\$79,051	\$81,494
Equipment Operator	1/1	54,824	55,871	56,871	\$57,871	\$60,089	\$62,307	\$64,526	\$66,744	\$68,962	\$71,180	\$73,398
<u>Solid Waste</u>												
Truck Driver	1/1	53,143	54,189	55,189	\$56,189	\$58,651	\$61,112	\$63,574	\$66,036	\$68,498	\$70,959	\$73,421
Laborer 1	1/1	50,879	51,924	52,924	\$53,924	\$56,224	\$58,523	\$60,823	\$63,122	\$65,421	\$67,721	\$70,020
Laborer 1 P/T	1/1	\$10.17	\$11.62	\$12.82	\$14.02	\$14.82	\$15.62	\$16.42	\$17.22	\$18.02	\$18.82	\$22.39
<u>Water Utility</u>												
Sr. Water Meter Repairer	1/1	60,559	61,604	62,604	\$63,604	\$66,010	\$68,416	\$70,822	\$73,228	\$75,633	\$78,039	\$80,445
Water Repairer 2	1/1	54,011	55,063	56,063	\$57,063	\$59,397	\$61,730	\$64,064	\$66,398	\$68,731	\$71,065	\$73,398
Water Meter Repairer 1	1/1	54,829	55,875	56,875	\$57,875	\$60,093	\$62,310	\$64,528	\$66,746	\$68,963	\$71,181	\$73,398
Water Treatment Plant Op.	1/1	54,829	55,875	56,875	\$57,875	\$60,093	\$62,310	\$64,528	\$66,746	\$68,963	\$71,181	\$73,398
Sr. Water Treatment Plant Op.	1/1	57,667	58,713	59,713	\$60,713	\$63,389	\$66,066	\$68,743	\$71,420	\$74,097	\$76,774	\$79,451
Lab Tech./Sr. Treatment Plt Op.	1/1	62,852	63,898	64,898	\$65,898	\$68,511	\$71,125	\$73,739	\$76,352	\$78,966	\$81,579	\$84,193
Pumping Station Attendant	1/1	52,195	53,241	54,241	\$55,241	\$57,357	\$59,473	\$61,589	\$63,705	\$65,821	\$67,937	\$70,053
Meter Worker 1	1/1	52,195	53,241	54,241	\$55,241	\$57,357	\$59,473	\$61,589	\$63,705	\$65,821	\$67,937	\$70,053
Water Repairer	1/1	52,195	53,241	54,241	\$55,241	\$57,357	\$59,473	\$61,589	\$63,705	\$65,821	\$67,937	\$70,053
Laborer 1	1/1	47,684	48,730	49,730	\$50,730	\$52,415	\$54,100	\$55,785	\$57,471	\$59,156	\$60,841	\$62,526
Water Meter Inspector	1/1	60,559	61,604	62,604	\$63,604	\$66,010	\$68,416	\$70,822	\$73,228	\$75,633	\$78,039	\$80,445
Sr. Water Treatment Plt Op./Rep.	1/1	61,569	62,615	63,615	\$64,615	\$67,464	\$70,312	\$73,161	\$76,009	\$78,858	\$81,706	\$84,555
Laborer 1 P/T	1/1	\$10.32	\$11.62	\$12.82	\$14.02	\$14.82	\$15.62	\$16.42	\$17.22	\$18.02	\$18.82	\$21.95
Laborer 1 PT Seasonal	1/1	\$8.94	\$10.67	\$12.35	\$14.03	\$14.83	\$15.63	\$16.43	\$17.23	\$18.03	\$18.83	\$20.72
<u>Recycling</u>												
Laborer 1	1/1	50,879	51,924	52,924	\$53,924	\$56,224	\$58,523	\$60,823	\$63,122	\$65,421	\$67,721	\$70,020
Laborer 1 P/T	1/1	\$10.32	\$11.62	\$12.82	\$14.02	\$14.82	\$15.62	\$16.42	\$17.22	\$18.02	\$18.82	\$21.95
<u>Yardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$17.90	\$18.20	\$18.50	\$18.80	\$19.10	\$19.40	\$19.70	\$20.00	\$20.30	\$20.60	\$21.95
Truck Driver	1/1	53,143	54,189	55,189	\$56,189	\$58,650	\$61,112	\$63,574	\$66,035	\$68,497	\$70,958	\$73,420
<u>Clean Communities Grant</u>												
Laborer 1	1/1	31,151	32,197	33,197	\$34,197	\$36,817	\$39,438	\$42,059	\$44,679	\$47,300	\$49,921	\$52,541

Blue Collar Salary Ranges -2017 HIRED PRIOR TO 11/1/2013

Schedule B

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Street Services</u>												
Heavy Equipment Operator	1/1	58,455	59,198	59,940	\$60,682	\$63,169	\$65,657	\$68,144	\$70,631	\$73,119	\$75,606	\$78,093
Sewer Repairer 2	1/1	58,455	59,198	59,940	\$60,682	\$63,169	\$65,657	\$68,144	\$70,631	\$73,119	\$75,606	\$78,093
Equip. Operator Streets & Sewer	1/1	55,648	56,431	57,173	\$57,915	\$60,284	\$62,654	\$65,023	\$67,392	\$69,762	\$72,131	\$74,500
Sewer Repairer 2	1/1	55,648	56,431	57,173	\$57,915	\$60,284	\$62,654	\$65,023	\$67,392	\$69,762	\$72,131	\$74,500
Truck Driver	1/1	54,970	55,765	56,507	\$57,249	\$59,717	\$62,185	\$64,652	\$67,120	\$69,588	\$72,056	\$74,523
Laborer 1	1/1	31,618	32,758	33,500	\$34,242	\$36,969	\$39,696	\$42,422	\$45,149	\$47,876	\$50,603	\$53,330
Laborer 1	1/1	48,397	49,291	50,033	\$50,775	\$52,588	\$54,401	\$56,213	\$58,026	\$59,839	\$61,652	\$63,464
Road Repairer 1	1/1	51,642	52,486	53,228	\$53,970	\$56,413	\$58,856	\$61,298	\$63,741	\$66,184	\$68,627	\$71,070
Laborer P/T	1/1	\$15.42	\$16.22	\$17.02	\$17.35	\$18.15	\$18.95	\$19.75	\$20.55	\$21.35	\$22.15	\$23.66
<u>Parking & Traffic</u>												
Sr. Signal System Repairer	1/1	62,081	62,770	63,512	\$64,254	\$66,750	\$69,245	\$71,741	\$74,236	\$76,732	\$79,227	\$81,723
Systems Technician 1	1/1	58,455	59,197	59,939	\$60,681	\$63,168	\$65,656	\$68,143	\$70,631	\$73,118	\$75,606	\$78,093
Sr. Traffic Maintenance Worker	1/1	58,455	59,197	59,939	\$60,681	\$63,168	\$65,656	\$68,143	\$70,631	\$73,118	\$75,606	\$78,093
Meter Worker 1	1/1	56,116	56,894	57,636	\$58,378	\$60,903	\$63,427	\$65,952	\$68,476	\$71,001	\$73,526	\$76,050
Traffic Maintenance Worker	1/1	52,978	53,802	54,544	\$55,286	\$57,545	\$59,805	\$62,064	\$64,324	\$66,583	\$68,843	\$71,102
Electrician Stipend	1/1											\$4,749
Laborer 1	1/1	48,399	49,291	50,033	\$50,775	\$52,588	\$54,401	\$56,213	\$58,026	\$59,839	\$61,652	\$63,464
Carpenter	1/1	61,206	61,908	62,650	\$63,392	\$65,503	\$67,615	\$69,726	\$71,838	\$73,949	\$76,060	\$78,172
Maintenance Repairer	1/1	61,206	62,208	62,950	\$63,692	\$65,761	\$67,829	\$69,898	\$71,966	\$74,035	\$76,103	\$78,172
<u>Central Garage</u>												
Senior Mechanic	1/1	65,089	65,733	66,475	\$67,217	\$69,798	\$72,379	\$74,960	\$77,541	\$80,122	\$82,703	\$85,285
Mechanic	1/1	61,467	62,165	62,907	\$63,649	\$66,221	\$68,793	\$71,364	\$73,936	\$76,508	\$79,080	\$81,652
<u>Water Pollution Control</u>												
Lab Tech./Sr. Sewer Plant Op	1/1	63,795	65,403	66,145	\$66,887	\$69,540	\$72,192	\$74,845	\$77,498	\$80,150	\$82,803	\$85,456
Sr. Sewer Plant Op/Rep	1/1	62,492	63,585	64,585	\$65,585	\$68,476	\$71,367	\$74,258	\$77,150	\$80,041	\$82,932	\$85,823
Sewer Plt Op/Sewer Plt Rep	1/1	58,455	59,547	60,547	\$61,547	\$63,910	\$66,274	\$68,638	\$71,002	\$73,366	\$75,730	\$78,093
Sewer Plant Operator	1/1	52,710	53,538	54,280	\$55,022	\$57,805	\$60,587	\$63,370	\$66,152	\$68,935	\$71,718	\$74,500
Laborer 1	1/1	48,399	49,291	50,033	\$50,775	\$52,588	\$54,401	\$56,213	\$58,026	\$59,839	\$61,652	\$63,464
Sewer Plant Op/Lab Tech	1/3	79,666	80,095	80,837	\$81,579	\$83,733	\$85,886	\$88,040	\$90,193	\$92,347	\$94,501	\$96,654
Sewer Plant Op. P/T	1/1	\$15.42	\$16.06	\$16.70	\$17.35	\$18.15	\$18.95	\$19.75	\$20.55	\$21.35	\$22.15	\$23.66

Blue Collar Salary Ranges -2017 HIRED PRIOR TO 11/1/2013

Schedule B

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Property Maintenance</u>												
Sr. Building Maintenance Worker	1/1	56,206	56,982	57,724	\$58,466	\$60,266	\$62,067	\$63,867	\$65,667	\$67,468	\$69,268	\$71,069
Building Maintenance Worker	1/1	44,865	45,957	46,957	\$47,957	\$50,284	\$52,610	\$54,937	\$57,264	\$59,591	\$61,918	\$64,244
Laborer P/T	1/1	\$15.42	\$16.22	\$17.02	\$17.35	\$18.15	\$18.95	\$19.75	\$20.55	\$21.35	\$22.15	\$23.66
Building Service Worker	1/1	41,463	42,457	43,199	\$43,941	\$46,039	\$48,137	\$50,235	\$52,333	\$54,431	\$56,529	\$58,627
<u>Parks Department</u>												
Tree Maintenance Worker 2	1/1	59,996	60,716	61,458	\$62,200	\$63,919	\$65,638	\$67,357	\$69,076	\$70,796	\$72,515	\$74,234
Heavy Equipment Operator	1/1	59,996	60,716	61,458	\$62,200	\$63,919	\$65,638	\$67,357	\$69,076	\$70,796	\$72,515	\$74,234
Maintenance Worker 2, Grounds	1/1	56,102	56,879	57,621	\$58,363	\$60,885	\$63,407	\$65,930	\$68,452	\$70,974	\$73,496	\$76,019
Maintenance Worker 1, Grounds	1/1	48,599	49,487	50,229	\$50,971	\$53,122	\$55,274	\$57,425	\$59,577	\$61,728	\$63,880	\$66,031
Laborer 1	1/1	48,393	49,284	50,026	\$50,768	\$52,582	\$54,396	\$56,209	\$58,023	\$59,837	\$61,651	\$63,464
Laborer P/T	1/1	\$15.42	\$16.22	\$17.02	\$17.35	\$18.15	\$18.95	\$19.75	\$20.55	\$21.35	\$22.15	\$23.66
Laborer 1 PT Seasonal	1/1	\$9.12	\$10.67	\$12.35	\$14.03	\$14.83	\$15.63	\$16.43	\$17.23	\$18.03	\$18.83	\$21.03
Tree Maintenance Worker 3	1/1	62,265	62,951	63,693	\$64,435	\$67,047	\$69,658	\$72,270	\$74,881	\$77,493	\$80,105	\$82,716
Equipment Operator	1/1	55,647	57,256	57,998	\$58,740	\$60,991	\$63,243	\$65,494	\$67,746	\$69,997	\$72,249	\$74,500
<u>Solid Waste</u>												
Truck Driver	1/1	53,941	54,234	55,234	\$56,234	\$58,847	\$61,459	\$64,072	\$66,684	\$69,297	\$71,910	\$74,522
Laborer 1	1/1	51,642	53,250	53,992	\$54,734	\$57,068	\$59,401	\$61,735	\$64,069	\$66,402	\$68,736	\$71,070
Laborer 1 P/T	1/1	\$10.32	\$11.62	\$12.82	\$14.04	\$14.84	\$15.64	\$16.44	\$17.24	\$18.04	\$18.84	\$22.73
<u>Water Utility</u>												
Sr. Water Meter Repairer	1/1	61,467	62,165	62,907	\$63,649	\$66,221	\$68,793	\$71,364	\$73,936	\$76,508	\$79,080	\$81,652
Water Repairer 2	1/1	54,821	56,023	56,765	\$57,507	\$59,935	\$62,362	\$64,790	\$67,217	\$69,645	\$72,073	\$74,500
Water Meter Repairer 1	1/1	55,652	56,435	57,177	\$57,919	\$60,288	\$62,657	\$65,025	\$67,394	\$69,763	\$72,133	\$74,500
Water Treatment Plant Op.	1/1	55,652	56,435	57,177	\$57,919	\$60,288	\$62,657	\$65,025	\$67,394	\$69,763	\$72,132	\$74,500
Sr. Water Treatment Plant Op.	1/1	58,532	59,274	60,016	\$60,758	\$63,599	\$66,439	\$69,280	\$72,121	\$74,961	\$77,802	\$80,643
Lab Tech./Sr. Treatment Plt Op.	1/1	63,795	64,459	65,201	\$65,943	\$68,731	\$71,518	\$74,306	\$77,093	\$79,881	\$82,668	\$85,456
Pumping Station Attendant	1/1	52,978	53,802	54,544	\$55,286	\$57,546	\$59,805	\$62,065	\$64,325	\$66,585	\$68,844	\$71,104
Meter Worker 1	1/1	52,978	53,802	54,544	\$55,286	\$57,546	\$59,805	\$62,065	\$64,325	\$66,585	\$68,844	\$71,104
Water Repairer	1/1	52,978	53,802	54,544	\$55,286	\$57,546	\$59,805	\$62,065	\$64,325	\$66,585	\$68,844	\$71,104
Laborer 1	1/1	48,399	49,291	50,033	\$50,775	\$52,588	\$54,401	\$56,213	\$58,026	\$59,839	\$61,652	\$63,464
Water Meter Inspector	1/1	61,467	62,165	62,907	\$63,649	\$66,221	\$68,793	\$71,364	\$73,936	\$76,508	\$79,080	\$81,652
Sr. Water Treatment Plt Op./Rep.	1/1	62,492	63,175	63,917	\$64,659	\$67,682	\$70,706	\$73,729	\$76,753	\$79,776	\$82,800	\$85,823
Laborer 1 P/T	1/1	\$10.48	\$11.62	\$12.82	\$14.04	\$14.84	\$15.64	\$16.44	\$17.24	\$18.04	\$18.84	\$22.28
Laborer 1 PT Seasonal	1/1	\$9.08	\$10.67	\$12.35	\$14.24	\$15.04	\$15.84	\$16.64	\$17.44	\$18.24	\$19.04	\$21.03
<u>Recycling</u>												
Laborer 1	1/1	51,642	52,486	53,228	\$53,970	\$56,413	\$58,856	\$61,298	\$63,741	\$66,184	\$68,627	\$71,070
Laborer 1 P/T	1/1	\$10.48	\$11.62	\$12.82	\$14.04	\$14.84	\$15.64	\$16.44	\$17.24	\$18.04	\$18.84	\$22.28
<u>Solid Waste Recycling</u>												
Laborer 1 P/T	1/1	\$18.17	\$18.67	\$19.17	\$19.67	\$20.17	\$20.67	\$21.17	\$21.67	\$22.17	\$22.67	\$23.79
Truck Driver	1/1	53,941	54,750	55,492	\$56,234	\$58,846	\$61,459	\$64,071	\$66,684	\$69,296	\$71,909	\$74,521
<u>Clean Communities Grant</u>												
Laborer 1	1/1	31,619	32,758	33,500	\$34,242	\$36,969	\$39,696	\$42,422	\$45,149	\$47,876	\$50,603	\$53,330

Blue Collar Salary Ranges -2018 HIRED PRIOR TO 11/1/2013

Schedule C

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Street Services</u>												
Heavy Equipment Operator	1/1	59,478	60,259	61,001	\$61,743	\$64,274	\$66,805	\$69,336	\$71,867	\$74,398	\$76,929	\$79,460
Sewer Repairer 2	1/1	59,478	60,259	61,001	\$61,743	\$64,274	\$66,805	\$69,336	\$71,867	\$74,398	\$76,929	\$79,460
Equip. Operator Streets & Sewer	1/1	56,621	57,445	58,187	\$58,929	\$61,340	\$63,750	\$66,161	\$68,571	\$70,982	\$73,393	\$75,803
Sewer Repairer 2	1/1	56,621	57,345	58,087	\$58,829	\$61,254	\$63,679	\$66,104	\$68,528	\$70,953	\$73,378	\$75,803
Truck Driver	1/1	55,932	56,766	57,508	\$58,250	\$60,761	\$63,272	\$65,783	\$68,294	\$70,805	\$73,316	\$75,828
Laborer 1	1/1	32,171	33,357	34,099	\$34,841	\$37,616	\$40,390	\$43,165	\$45,939	\$48,714	\$51,488	\$54,263
Laborer 1	1/1	49,244	50,179	50,921	\$51,663	\$51,663	\$53,508	\$55,352	\$57,197	\$59,041	\$60,886	\$64,575
Road Repairer 1	1/1	52,546	53,431	54,173	\$54,915	\$57,401	\$59,886	\$62,372	\$64,857	\$67,343	\$69,829	\$72,314
Laborer P/T	1/1	\$15.69	\$16.49	\$17.29	\$17.65	\$18.45	\$19.25	\$20.05	\$20.85	\$21.65	\$22.45	\$24.08
<u>Parking & Traffic</u>												
Sr. Signal System Repairer	1/1	63,168	63,895	64,637	\$65,379	\$67,918	\$70,457	\$72,996	\$75,536	\$78,075	\$80,614	\$83,153
Systems Technician 1	1/1	59,478	60,259	61,001	\$61,743	\$64,274	\$66,805	\$69,336	\$71,867	\$74,398	\$76,929	\$79,460
Sr. Traffic Maintenance Worker	1/1	59,478	60,259	61,001	\$61,743	\$64,274	\$66,805	\$69,336	\$71,867	\$74,398	\$76,929	\$79,460
Meter Worker 1	1/1	57,098	57,915	58,657	\$59,399	\$61,968	\$64,537	\$67,106	\$69,674	\$72,243	\$74,812	\$77,381
Traffic Maintenance Worker	1/1	53,905	54,769	55,511	\$56,253	\$58,552	\$60,851	\$63,150	\$65,449	\$67,748	\$70,047	\$72,346
Electrician Stipend	1/1											\$4,833
Laborer 1	1/1	49,246	50,179	50,921	\$51,663	\$53,508	\$55,352	\$57,197	\$59,041	\$60,886	\$62,730	\$64,575
Carpenter	1/1	62,277	61,908	62,650	\$63,392	\$65,699	\$68,005	\$70,312	\$72,619	\$74,925	\$77,232	\$79,539
Maintenance Repairer	1/1	62,277	62,208	62,950	\$63,692	\$65,956	\$68,220	\$70,483	\$72,747	\$75,011	\$77,275	\$79,539
<u>Central Garage</u>												
Senior Mechanic	1/1	66,228	66,909	67,651	\$68,393	\$71,019	\$73,646	\$76,272	\$78,899	\$81,525	\$84,152	\$86,778
Mechanic	1/1	62,543	63,279	64,021	\$64,763	\$67,380	\$69,996	\$72,613	\$75,230	\$77,846	\$80,463	\$83,080
<u>Water Pollution Control</u>												
Lab Tech./Sr. Sewer Plant Op	1/1	64,911	66,574	67,316	\$68,058	\$70,757	\$73,456	\$76,156	\$78,855	\$81,554	\$84,253	\$86,952
Sr. Sewer Plant Op/Rep	1/1	63,586	64,733	65,733	\$66,733	\$69,675	\$72,617	\$75,558	\$78,500	\$81,442	\$84,383	\$87,325
Sewer Plt Op/Sewer Plt Rep	1/1	59,478	60,259	61,001	\$61,743	\$64,274	\$66,805	\$69,336	\$71,867	\$74,398	\$76,929	\$79,460
Sewer Plant Operator	1/1	53,633	54,501	55,243	\$55,985	\$58,816	\$61,647	\$64,478	\$67,310	\$70,141	\$72,972	\$75,803
Laborer 1	1/1	49,246	50,179	50,921	\$51,663	\$53,508	\$55,352	\$57,197	\$59,041	\$60,886	\$62,730	\$64,575
Sewer Plant Op/Lab Tech	1/3	81,060	81,523	82,265	\$83,007	\$85,198	\$87,389	\$89,579	\$91,770	\$93,961	\$96,152	\$98,343
Sewer Plant Op. P/T	1/1	\$15.69	\$16.49	\$17.29	\$17.65	\$18.45	\$19.25	\$20.05	\$20.85	\$21.65	\$22.45	\$24.08

Blue Collar Salary Ranges -2018 HIRED PRIOR TO 11/1/2013

Schedule C

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Property Maintenance</u>												
Sr. Building Maintenance Worker	1/1	57,190	58,005	58,747	\$59,489	\$61,321	\$63,153	\$64,985	\$66,817	\$68,649	\$70,481	\$72,313
Building Maintenance Worker	1/1	45,650	46,636	47,378	\$48,120	\$50,584	\$53,048	\$55,512	\$57,976	\$60,440	\$62,905	\$65,369
Laborer P/T	1/1	\$15.69	\$16.49	\$17.29	\$17.65	\$18.45	\$19.25	\$20.05	\$20.85	\$21.65	\$22.45	\$24.08
Building Service Worker	1/1	42,189	43,226	43,968	\$44,710	\$46,845	\$48,980	\$51,115	\$53,249	\$55,384	\$57,519	\$59,654
<u>Parks Department</u>												
Tree Maintenance Worker 2	1/1	61,046	61,804	62,546	\$63,288	\$65,037	\$66,787	\$68,536	\$70,285	\$72,034	\$73,784	\$75,533
Heavy Equipment Operator	1/1	61,046	61,804	62,546	\$63,288	\$65,037	\$66,787	\$68,536	\$70,285	\$72,034	\$73,784	\$75,533
Maintenance Worker 2, Grounds	1/1	57,084	57,901	58,643	\$59,385	\$61,951	\$64,518	\$67,084	\$69,650	\$72,216	\$74,783	\$77,349
Maintenance Worker 1, Grounds	1/1	49,449	50,379	51,121	\$51,863	\$54,052	\$56,241	\$58,430	\$60,619	\$62,808	\$64,997	\$67,186
Laborer 1	1/1	49,240	50,173	50,915	\$51,657	\$53,502	\$55,348	\$57,193	\$59,039	\$60,884	\$62,730	\$64,575
Laborer P/T	1/1	\$15.69	\$16.49	\$17.29	\$17.65	\$18.45	\$19.25	\$20.05	\$20.85	\$21.65	\$22.45	\$24.08
Laborer 1 PT Seasonal	1/1	\$9.28	\$10.67	\$12.35	\$14.28	\$15.08	\$15.88	\$16.68	\$17.48	\$18.28	\$19.08	\$21.39
Tree Maintenance Worker 3	1/1	63,393	64,079	64,821	\$65,563	\$68,220	\$70,878	\$73,535	\$76,192	\$78,849	\$81,507	\$84,164
Equipment Operator	1/1	56,620	57,445	58,187	\$58,929	\$61,340	\$63,750	\$66,161	\$68,571	\$70,982	\$73,393	\$75,803
<u>Solid Waste</u>												
Truck Driver	1/1	54,884	55,218	56,218	\$57,218	\$59,876	\$62,534	\$65,193	\$67,851	\$70,509	\$73,167	\$75,826
Laborer 1	1/1	52,546	53,431	54,173	\$54,915	\$57,401	\$59,886	\$62,372	\$64,857	\$67,343	\$69,829	\$72,314
Laborer 1 P/T	1/1	\$10.50	\$11.62	\$12.82	\$14.07	\$14.87	\$15.67	\$16.47	\$17.27	\$18.07	\$18.87	\$23.12
<u>Water Utility</u>												
Sr. Water Meter Repairer	1/1	62,543	63,279	64,021	\$64,763	\$67,380	\$69,996	\$72,613	\$75,230	\$77,846	\$80,463	\$83,080
Water Repairer 2	1/1	55,781	57,030	57,772	\$58,514	\$60,984	\$63,454	\$65,924	\$68,393	\$70,863	\$73,333	\$75,803
Water Meter Repairer 1	1/1	56,626	57,449	58,191	\$58,933	\$61,343	\$63,753	\$66,163	\$68,573	\$70,983	\$73,394	\$75,803
Water Treatment Plant Op.	1/1	56,626	57,449	58,191	\$58,933	\$61,343	\$63,753	\$66,163	\$68,573	\$70,983	\$73,393	\$75,803
Sr. Water Treatment Plant Op.	1/1	59,557	60,337	61,079	\$61,821	\$64,711	\$67,602	\$70,492	\$73,383	\$76,273	\$79,164	\$82,054
Lab Tech./Sr. Treatment Plt Op.	1/1	64,911	65,613	66,355	\$67,097	\$69,933	\$72,770	\$75,606	\$78,443	\$81,279	\$84,116	\$86,952
Pumping Station Attendant	1/1	53,905	54,769	55,511	\$56,253	\$58,552	\$60,852	\$63,151	\$65,450	\$67,750	\$70,049	\$72,348
Meter Worker 1	1/1	53,905	54,769	55,511	\$56,253	\$58,552	\$60,852	\$63,151	\$65,450	\$67,750	\$70,049	\$72,348
Water Repairer	1/1	53,905	54,769	55,511	\$56,253	\$58,552	\$60,852	\$63,151	\$65,450	\$67,750	\$70,049	\$72,348
Laborer 1	1/1	49,246	50,179	50,921	\$51,663	\$53,508	\$55,352	\$57,197	\$59,041	\$60,886	\$62,730	\$64,575
Water Meter Inspector	1/1	62,543	63,279	64,021	\$64,763	\$67,380	\$69,996	\$72,613	\$75,230	\$77,846	\$80,463	\$83,080
Sr. Water Treatment Plt Op./Rep.	1/1	63,586	64,307	65,049	\$65,791	\$68,867	\$71,944	\$75,020	\$78,096	\$81,172	\$84,249	\$87,325
Laborer 1 P/T	1/1	\$10.66	\$11.62	\$12.82	\$14.07	\$14.87	\$15.67	\$16.47	\$17.27	\$18.07	\$18.87	\$22.67
Laborer 1 PT Seasonal	1/1	\$9.24	\$10.67	\$12.35	\$14.49	\$15.29	\$16.09	\$16.89	\$17.69	\$18.49	\$19.29	\$21.39
<u>Recycling</u>												
Laborer 1	1/1	52,546	53,431	54,173	\$54,915	\$57,401	\$59,886	\$62,372	\$64,857	\$67,343	\$69,829	\$72,314
Laborer 1 P/T	1/1	\$10.66	\$11.62	\$12.82	\$14.07	\$14.87	\$15.67	\$16.47	\$17.27	\$18.07	\$18.87	\$22.67
<u>Yardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$18.49	\$18.67	\$19.17	\$16.52	\$20.17	\$20.67	\$21.17	\$21.67	\$22.17	\$22.67	\$24.20
Truck Driver	1/1	54,884	55,734	56,476	\$57,218	\$59,876	\$62,534	\$65,193	\$67,851	\$70,509	\$73,167	\$75,825
<u>Clean Communities Grant</u>												
Laborer 1	1/1	32,172	33,357	34,099	\$34,841	\$37,616	\$40,390	\$43,165	\$45,939	\$48,714	\$51,488	\$54,263

Blue Collar Salary Ranges -2019 HIRED PRIOR TO 11/1/2013

Schedule D

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Street Services</u>												
Heavy Equipment Operator	1/1	60,666	61,494	62,236	\$62,978	\$65,560	\$68,141	\$70,723	\$73,304	\$75,886	\$78,468	\$81,049
Sewer Repairer 2	1/1	60,667	61,494	62,236	\$62,978	\$65,560	\$68,141	\$70,723	\$73,304	\$75,886	\$78,468	\$81,049
Equip. Operator Streets & Sewer	1/1	57,754	58,623	59,365	\$60,107	\$62,566	\$65,025	\$67,484	\$69,943	\$72,402	\$74,861	\$77,320
Sewer Repairer 2	1/1	57,754	58,623	59,365	\$60,107	\$62,566	\$65,025	\$67,484	\$69,943	\$72,402	\$74,861	\$77,320
Truck Driver	1/1	57,050	57,931	58,673	\$59,415	\$61,976	\$64,538	\$67,099	\$69,660	\$72,222	\$74,783	\$77,344
Laborer 1	1/1	32,814	34,054	34,796	\$35,538	\$38,368	\$41,198	\$44,028	\$46,858	\$49,688	\$52,518	\$55,348
Laborer 1	1/1	50,229	50,179	50,921	\$51,663	\$52,696	\$54,725	\$56,754	\$58,783	\$60,812	\$62,841	\$65,866
Road Repairer 1	1/1	53,597	54,529	55,271	\$56,013	\$58,548	\$61,083	\$63,619	\$66,154	\$68,689	\$71,224	\$73,760
Laborer P/T	1/1	\$16.01	\$16.81	\$17.61	\$18.01	\$18.81	\$19.61	\$20.41	\$21.21	\$22.01	\$22.81	\$24.56
<u>Parking & Traffic</u>												
Sr. Signal System Repairer	1/1	64,431	65,202	65,944	\$66,686	\$69,276	\$71,866	\$74,456	\$77,046	\$79,636	\$82,226	\$84,816
Systems Technician 1	1/1	60,667	61,494	62,236	\$62,978	\$65,560	\$68,141	\$70,723	\$73,304	\$75,886	\$78,468	\$81,049
Sr. Traffic Maintenance Worker	1/1	60,667	61,494	62,236	\$62,978	\$65,560	\$68,141	\$70,723	\$73,304	\$75,886	\$78,468	\$81,049
Meter Worker 1	1/1	58,240	59,103	59,845	\$60,587	\$63,207	\$65,827	\$68,448	\$71,068	\$73,688	\$76,308	\$78,929
Traffic Maintenance Worker	1/1	54,984	55,895	56,637	\$57,379	\$59,724	\$62,069	\$64,414	\$66,759	\$69,103	\$71,448	\$73,793
Electrician Stipend	1/1											\$4,930
Laborer 1	1/1	50,231	51,212	51,954	\$52,696	\$54,577	\$56,459	\$58,340	\$60,222	\$62,103	\$63,985	\$65,866
Carpenter	1/1	63,522	64,307	65,049	\$65,791	\$67,982	\$70,173	\$72,365	\$74,556	\$76,747	\$78,938	\$81,130
Maintenance Repairer	1/1	63,522	64,307	65,049	\$65,791	\$67,982	\$70,173	\$72,365	\$74,556	\$76,747	\$78,938	\$81,130
<u>Central Garage</u>												
Senior Mechanic	1/1	67,552	68,277	69,019	\$69,761	\$72,440	\$75,119	\$77,797	\$80,476	\$83,155	\$85,834	\$88,513
Mechanic	1/1	63,794	64,574	65,316	\$66,058	\$68,727	\$71,396	\$74,066	\$76,735	\$79,404	\$82,073	\$84,742
<u>Water Pollution Control</u>												
Lab Tech./Sr. Sewer Plant Op	1/1	66,209	66,955	67,697	\$68,439	\$71,332	\$74,225	\$77,119	\$80,012	\$82,905	\$85,798	\$88,691
Sr. Sewer Plant Op/Rep	1/1	64,858	65,106	66,106	\$67,106	\$70,244	\$73,382	\$76,520	\$79,658	\$82,796	\$85,933	\$89,071
Sewer Plt Op/Sewer Plt Rep	1/1	60,667	61,494	62,236	\$62,978	\$65,560	\$68,141	\$70,723	\$73,304	\$75,886	\$78,468	\$81,049
Sewer Plant Operator	1/1	54,706	55,621	56,363	\$57,105	\$59,993	\$62,881	\$65,769	\$68,657	\$71,544	\$74,432	\$77,320
Laborer 1	1/1	50,231	51,212	51,954	\$52,696	\$54,577	\$56,459	\$58,340	\$60,222	\$62,103	\$63,985	\$65,866
Sewer Plant Op/Lab Tech	1/3	82,682	83,183	83,925	\$84,667	\$86,902	\$89,137	\$91,372	\$93,607	\$95,842	\$98,077	\$100,312
Sewer Plant Op. P/T	1/1	\$16.01	\$16.81	\$17.61	\$18.01	\$18.81	\$19.61	\$20.41	\$21.21	\$22.01	\$22.81	\$24.56

Blue Collar Salary Ranges -2019 HIRED PRIOR TO 11/1/2013

Schedule D

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Property Maintenance</u>												
Sr. Building Maintenance Worker	1/1	58,333	59,195	59,937	\$60,679	\$62,548	\$64,416	\$66,285	\$68,153	\$70,022	\$71,890	\$73,759
Building Maintenance Worker	1/1	46,563	47,598	48,340	\$49,082	\$51,595	\$54,109	\$56,622	\$59,136	\$61,649	\$64,163	\$66,676
Laborer P/T	1/1	\$16.01	\$16.81	\$17.61	\$18.01	\$18.81	\$19.61	\$20.41	\$21.21	\$22.01	\$22.81	\$24.56
Building Service Worker	1/1	43,033	44,120	44,862	\$45,604	\$47,782	\$49,959	\$52,137	\$54,314	\$56,492	\$58,670	\$60,847
<u>Parks Department</u>												
Tree Maintenance Worker 2	1/1	62,267	62,970	63,712	\$64,454	\$66,253	\$68,051	\$69,850	\$71,648	\$73,447	\$75,245	\$77,044
Heavy Equipment Operator	1/1	62,267	62,970	63,712	\$64,454	\$66,253	\$68,051	\$69,850	\$71,648	\$73,447	\$75,245	\$77,044
Maintenance Worker 2, Grounds	1/1	58,225	59,088	59,830	\$60,572	\$63,190	\$65,807	\$68,425	\$71,043	\$73,661	\$76,278	\$78,896
Maintenance Worker 1, Grounds	1/1	50,438	51,417	52,159	\$52,901	\$55,134	\$57,366	\$59,599	\$61,831	\$64,064	\$66,296	\$68,529
Laborer 1	1/1	50,224	50,173	50,915	\$51,657	\$52,690	\$54,720	\$56,750	\$58,780	\$60,810	\$62,840	\$65,866
Laborer P/T	1/1	\$16.01	\$16.81	\$17.61	\$18.01	\$18.81	\$19.61	\$20.41	\$21.21	\$22.01	\$22.81	\$24.56
Laborer 1 PT Seasonal	1/1	\$9.47	\$10.67	\$12.35	\$14.56	\$15.36	\$16.16	\$16.96	\$17.76	\$18.56	\$19.36	\$21.82
Tree Maintenance Worker 3	1/1	64,621	65,390	66,132	\$66,874	\$69,585	\$72,295	\$75,006	\$77,716	\$80,427	\$83,138	\$85,848
Equipment Operator	1/1	57,753	58,623	59,365	\$60,107	\$62,566	\$65,025	\$67,484	\$69,943	\$72,402	\$74,861	\$77,320
<u>Solid Waste</u>												
Truck Driver	1/1	55,982	56,362	57,362	\$58,362	\$61,074	\$63,785	\$66,497	\$69,208	\$71,920	\$74,631	\$77,343
Laborer 1	1/1	53,597	54,529	55,271	\$56,013	\$58,548	\$61,083	\$63,619	\$66,154	\$68,689	\$71,224	\$73,760
Laborer 1 P/T	1/1	\$10.71	\$11.62	\$12.82	\$14.07	\$14.09	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$23.12
<u>Water Utility</u>												
Sr. Water Meter Repairer	1/1	63,794	64,574	65,316	\$66,058	\$68,727	\$71,396	\$74,066	\$76,735	\$79,404	\$82,073	\$84,742
Water Repairer 2	1/1	56,896	58,200	58,942	\$59,684	\$62,203	\$64,723	\$67,242	\$69,762	\$72,281	\$74,801	\$77,320
Water Meter Repairer 1	1/1	57,758	58,627	59,369	\$60,111	\$62,569	\$65,028	\$67,486	\$69,945	\$72,403	\$74,863	\$77,320
Water Treatment Plant Op.	1/1	57,758	58,627	59,369	\$60,111	\$62,569	\$65,028	\$67,486	\$69,945	\$72,403	\$74,862	\$77,320
Sr. Water Treatment Plant Op.	1/1	60,748	61,573	62,315	\$63,057	\$66,005	\$68,954	\$71,902	\$74,850	\$77,798	\$80,747	\$83,695
Lab Tech./Sr. Treatment Plt Op.	1/1	66,209	66,955	67,697	\$68,439	\$71,332	\$74,225	\$77,119	\$80,012	\$82,905	\$85,798	\$88,691
Pumping Station Attendant	1/1	54,984	55,895	56,637	\$57,379	\$59,724	\$62,069	\$64,415	\$66,760	\$69,105	\$71,450	\$73,795
Meter Worker 1	1/1	54,984	55,895	56,637	\$57,379	\$59,724	\$62,069	\$64,415	\$66,760	\$69,105	\$71,450	\$73,795
Water Repairer	1/1	54,984	55,895	56,637	\$57,379	\$59,724	\$62,069	\$64,415	\$66,760	\$69,105	\$71,450	\$73,795
Laborer 1	1/1	50,231	51,212	51,954	\$52,696	\$54,577	\$56,459	\$58,340	\$60,222	\$62,103	\$63,985	\$65,866
Water Meter Inspector	1/1	63,794	65,316	66,058	\$64,763	\$67,617	\$70,471	\$73,326	\$76,180	\$79,034	\$81,888	\$84,742
Sr. Water Treatment Plt Op./Rep.	1/1/2008-43.	64,858	65,622	66,364	\$67,106	\$70,244	\$73,382	\$76,520	\$79,658	\$82,796	\$85,933	\$89,071
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14.09	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$18.89	\$23.13
Laborer 1 PT Seasonal	1/1	\$9.42	\$10.67	\$12.35	\$14.78	\$15.58	\$16.38	\$17.18	\$17.98	\$18.78	\$19.58	\$21.82
<u>Recycling</u>												
Laborer 1	1/1	53,597	54,529	55,271	\$56,013	\$58,548	\$61,083	\$63,619	\$66,154	\$68,689	\$71,224	\$73,760
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14.09	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$18.89	\$23.13
<u>Hardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$18.86	\$18.67	\$19.17	\$16.85	\$20.17	\$20.67	\$21.17	\$21.67	\$22.17	\$22.67	\$24.69
Truck Driver	1/1	55,982	56,878	57,620	\$58,362	\$61,073	\$63,785	\$66,496	\$69,208	\$71,919	\$74,631	\$77,342
<u>Clean Communities Grant</u>												
Laborer 1	1/1	32,815	34,054	34,796	\$35,538	\$38,368	\$41,198	\$44,028	\$46,858	\$49,688	\$52,518	\$55,348

Blue Collar Salary Ranges -2016 (Employees hired AFTER 11/1/13)

Schedule E

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Street Services</u>												
Heavy Equipment Operator	1/1	53,902	54,902	56,471	\$57,471	\$59,651	\$61,831	\$64,011	\$66,192	\$68,372	\$70,552	\$72,732
Sewer Repairer 2	1/1	53,902	54,902	56,471	\$57,471	\$59,651	\$61,831	\$64,011	\$66,192	\$68,372	\$70,552	\$72,732
Equip. Operator Streets & Sewer	1/1	51,313	52,313	53,856	\$54,856	\$56,932	\$59,007	\$61,083	\$63,159	\$65,235	\$67,310	\$69,386
Sewer Repairer 2	1/1	51,313	52,313	53,856	\$54,856	\$56,932	\$59,007	\$61,083	\$63,159	\$65,235	\$67,310	\$69,386
Truck Driver	1/1	50,690	51,690	53,227	\$54,227	\$56,396	\$58,564	\$60,733	\$62,901	\$65,070	\$67,238	\$69,407
Laborer 1	1/1	29,156	30,156	31,478	\$32,478	\$34,934	\$37,389	\$39,845	\$42,301	\$44,757	\$47,212	\$49,668
Laborer 1	1/1	44,630	45,630	47,106	\$48,106	\$49,678	\$51,249	\$52,821	\$54,392	\$55,964	\$57,535	\$59,107
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.36	\$15.32	\$16.28	\$17.24	\$18.20	\$19.16	\$20.12	\$21.08	\$22.04
Road Repairer 1	1/1	47,622	48,622	50,128	\$51,128	\$53,280	\$55,432	\$57,584	\$59,735	\$61,887	\$64,039	\$66,191
<u>Parking & Traffic</u>												
Sr. Signal System Repairer	1/1	57,247	58,247	59,849	\$60,849	\$63,030	\$65,210	\$67,391	\$69,571	\$71,752	\$73,932	\$76,113
Systems Technician 1	1/1	53,902	54,902	56,471	\$57,471	\$59,651	\$61,831	\$64,011	\$66,192	\$68,372	\$70,552	\$72,732
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	56,471	\$57,471	\$59,651	\$61,831	\$64,011	\$66,192	\$68,372	\$70,552	\$72,732
Meter Worker 1	1/1	51,747	52,747	54,294	\$55,294	\$57,513	\$59,733	\$61,952	\$64,171	\$66,390	\$68,610	\$70,829
Traffic Maintenance Worker	1/1	48,853	49,853	51,372	\$52,372	\$54,350	\$56,329	\$58,307	\$60,286	\$62,264	\$64,243	\$66,221
Electrician Stipend	1/1											\$4,479
Laborer 1	1/1	44,630	45,630	47,106	\$48,106	\$49,678	\$51,249	\$52,821	\$54,392	\$55,964	\$57,535	\$59,107
Maintenance Repairer	1/1	56,439	57,439	59,033	\$60,033	\$61,858	\$63,682	\$65,507	\$67,332	\$69,157	\$70,981	\$72,806
<u>Central Garage</u>												
Senior Mechanic	1/1	60,020	61,020	62,650	\$63,650	\$65,904	\$68,159	\$70,413	\$72,667	\$74,921	\$77,176	\$79,430
Mechanic	1/1	56,680	59,277	59,277	\$60,277	\$62,530	\$64,782	\$67,035	\$69,288	\$71,541	\$73,793	\$76,046
<u>Water Pollution Control</u>												
Lab Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	61,445	\$62,445	\$64,894	\$67,343	\$69,792	\$72,242	\$74,691	\$77,140	\$79,589
Sr. Sewer Plant Op/Rep	1/1	57,625	58,625	60,231	\$61,231	\$63,902	\$66,574	\$69,245	\$71,917	\$74,588	\$77,260	\$79,931
Sewer Plt Op/Sewer Plt Rep	1/1	53,902	54,902	56,471	\$57,471	\$59,651	\$61,831	\$64,011	\$66,192	\$68,372	\$70,552	\$72,732
Sewer Plant Operator	1/1	48,606	49,606	51,122	\$52,122	\$54,588	\$57,055	\$59,521	\$61,987	\$64,453	\$66,920	\$69,386
Laborer	1/1	44,630	45,630	47,106	\$48,106	\$49,678	\$51,249	\$52,821	\$54,392	\$55,964	\$57,535	\$59,107
Sewer Plant Op/Lab Tech	1/3	73,462	74,462	76,227	\$77,227	\$79,054	\$80,882	\$82,709	\$84,536	\$86,363	\$88,191	\$90,018
Sewer Plant Op. P/T	1/1	\$14.22	\$14.98	\$16.67	\$17.43	\$18.19	\$18.95	\$19.71	\$20.47	\$21.23	\$21.99	\$23.20

Blue Collar Salary Ranges -2016 (Employees hired AFTER 11/1/13)

Schedule E

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Property Maintenance</u>												
Sr. Building Maintenance Worker	1/1	51,829	52,829	54,377	\$55,377	\$56,922	\$58,466	\$60,011	\$61,556	\$63,101	\$64,645	\$66,190
Building Service Worker	1/1	41,371	42,371	40,647	\$41,647	\$43,498	\$45,349	\$47,200	\$49,050	\$50,901	\$52,752	\$54,603
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.36	\$15.32	\$16.28	\$17.24	\$18.20	\$19.16	\$20.12	\$21.08	\$22.04
Building Maintenance Worker	1/1	38,234	39,235	43,815	\$44,815	\$46,960	\$49,106	\$51,251	\$53,397	\$55,542	\$57,688	\$59,833
<u>Parks Department</u>												
Tree Maintenance Worker 2	1/1	55,324	56,324	57,907	\$58,907	\$60,369	\$61,830	\$63,292	\$64,753	\$66,215	\$67,676	\$69,138
Heavy Equipment Operator	1/1	55,324	56,324	57,917	\$58,917	\$60,377	\$61,837	\$63,297	\$64,758	\$66,218	\$67,678	\$69,138
Maintenance Worker 2, Grounds	1/1	51,733	52,733	54,280	\$55,280	\$57,497	\$59,715	\$61,932	\$64,149	\$66,366	\$68,584	\$70,801
Maintenance Worker 1, Grounds	1/1	44,815	47,293	47,293	\$48,293	\$50,179	\$52,066	\$53,952	\$55,839	\$57,725	\$59,612	\$61,498
Laborer 1	1/1	44,630	45,630	47,106	\$48,106	\$49,678	\$51,249	\$52,821	\$54,392	\$55,964	\$57,535	\$59,107
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.36	\$15.32	\$16.28	\$17.24	\$18.20	\$19.16	\$20.12	\$21.08	\$22.04
Tree Maintenance Worker 3	1/1	57,416	58,416	60,020	\$60,416	\$62,790	\$65,165	\$67,539	\$69,914	\$72,288	\$74,663	\$77,037
Forestry Aide	1/1	40,600	41,600	43,036	\$44,036	\$45,946	\$47,857	\$49,767	\$51,677	\$53,587	\$55,498	\$57,408
<u>Solid Waste</u>												
Truck Driver	1/1	49,740	50,740	51,525	\$53,267	\$55,573	\$57,878	\$60,184	\$62,489	\$64,795	\$67,100	\$69,406
Laborer 1	1/1	47,622	48,622	50,128	\$50,720	\$52,930	\$55,140	\$57,350	\$59,561	\$61,771	\$63,981	\$66,191
<u>Water Utility</u>												
Sr. Water Meter Repairer	1/1	56,680	57,680	59,277	\$60,277	\$62,530	\$64,782	\$67,035	\$69,288	\$71,541	\$73,793	\$76,046
Water Repairer 2	1/1	51,317	52,317	53,860	\$54,860	\$56,935	\$59,010	\$61,085	\$63,161	\$65,236	\$67,311	\$69,386
Water Meter Repairer 1	1/1	51,317	52,317	53,860	\$54,860	\$56,935	\$59,010	\$61,085	\$63,161	\$65,236	\$67,311	\$69,386
Water Treatment Plant Operator	1/1	51,317	52,317	53,860	\$54,860	\$56,935	\$59,010	\$61,085	\$63,161	\$65,236	\$67,311	\$69,386
Sr. Water Treatment Plant Operator	1/1	53,974	54,974	56,574	\$60,958	\$62,979	\$65,001	\$67,022	\$69,043	\$71,064	\$73,086	\$75,107
Lab Tech./Sr. Treatment Plt Op.	1/1	58,827	59,827	61,445	\$62,445	\$64,894	\$67,343	\$69,792	\$72,242	\$74,691	\$77,140	\$79,589
Pumping Station Attendant	1/1	48,853	49,853	51,372	\$52,372	\$54,351	\$56,329	\$58,308	\$60,287	\$62,266	\$64,244	\$66,223
Meter Worker 1	1/1	48,853	49,853	51,372	\$52,372	\$54,351	\$56,329	\$58,308	\$60,287	\$62,266	\$64,244	\$66,223
Equipment Operator	1/1	51,317	52,317	53,856	\$54,856	\$56,932	\$59,007	\$61,083	\$63,159	\$65,235	\$67,310	\$69,386
Water Repairer	1/1	48,853	49,853	51,372	\$52,372	\$54,351	\$56,329	\$58,308	\$60,287	\$62,266	\$64,244	\$66,223
Laborer 1	1/1	44,630	45,630	47,106	\$48,106	\$49,678	\$51,249	\$52,821	\$54,392	\$55,964	\$57,535	\$59,107
Water Meter Inspector	1/1	56,680	57,680	59,277	\$60,277	\$62,530	\$64,782	\$67,035	\$69,288	\$71,541	\$73,793	\$76,046
Sr. Water Treatment Plt Op./Rep.	1/1	57,625	58,625	60,231	\$61,231	\$63,902	\$66,574	\$69,245	\$71,917	\$74,588	\$77,260	\$79,931
<u>Recycling</u>												
Laborer 1	1/1	47,622	48,622	50,128	\$51,128	\$53,280	\$55,432	\$57,584	\$59,735	\$61,887	\$64,039	\$66,191
Truck Driver	1/1	49,005	50,005	51,525	\$52,525	\$54,790	\$57,055	\$59,320	\$61,585	\$63,850	\$66,115	\$68,380
<u>Hardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$17.90	\$18.20	\$14.36	\$15.36	\$19.46	\$19.92	\$20.38	\$20.84	\$21.30	\$21.76	\$22.04
<u>Clean Communities Grant</u>												
Laborer 1	1/1	29,156	30,156	31,478	\$32,478	\$34,829	\$37,180	\$39,531	\$41,882	\$44,233	\$46,584	\$48,935

Blue Collar Salary Ranges -2017 (Employees hired AFTER 11/1/13)

Schedule F

Title

DATES STEP 1A STEP 1B STEP 1C Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8

Street Services

Heavy Equipment Operator	1/1	53,902	54,902	57,046	\$58,046	\$60,248	\$62,450	\$64,652	\$66,853	\$69,055	\$71,257	\$73,459
Sewer Repairer 2	1/1	53,902	54,902	57,046	\$58,046	\$60,248	\$62,450	\$64,652	\$66,853	\$69,055	\$71,257	\$73,459
Equip. Operator Streets & Sewer	1/1	51,313	52,313	54,405	\$55,405	\$57,501	\$59,598	\$61,694	\$63,791	\$65,887	\$67,984	\$70,080
Sewer Repairer 2	1/1	51,313	52,313	54,405	\$55,405	\$57,501	\$59,598	\$61,694	\$63,791	\$65,887	\$67,984	\$70,080
Truck Driver	1/1	50,690	51,690	53,769	\$54,769	\$56,959	\$59,150	\$61,340	\$63,530	\$65,720	\$67,911	\$70,101
Laborer 1	1/1	29,156	30,156	31,478	\$32,478	\$34,934	\$37,389	\$39,845	\$42,301	\$44,757	\$47,212	\$49,668
Laborer 1	1/1	44,630	45,630	47,587	\$48,587	\$50,174	\$51,762	\$53,349	\$54,936	\$56,523	\$58,111	\$59,698
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.51	\$15.47	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$22.26
Road Repairer 1	1/1	47,622	48,622	50,640	\$51,640	\$53,813	\$55,987	\$58,160	\$60,333	\$62,506	\$64,680	\$66,853
<u>Parking & Traffic</u>												
Sr. Signal System Repairer	1/1	57,247	58,247	60,458	\$61,458	\$63,660	\$65,863	\$68,065	\$70,267	\$72,469	\$74,672	\$76,874
Systems Technician 1	1/1	53,902	54,902	57,046	\$58,046	\$60,248	\$62,450	\$64,652	\$66,853	\$69,055	\$71,257	\$73,459
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	57,046	\$58,046	\$60,248	\$62,450	\$64,652	\$66,853	\$69,055	\$71,257	\$73,459
Meter Worker 1	1/1	51,747	52,747	54,847	\$55,847	\$58,089	\$60,330	\$62,572	\$64,813	\$67,055	\$69,296	\$71,538
Traffic Maintenance Worker	1/1	48,853	49,853	51,895	\$52,895	\$54,893	\$56,892	\$58,890	\$60,888	\$62,886	\$64,885	\$66,883
Electrician Stipend	1/1											\$4,524
Laborer 1	1/1	44,630	45,630	47,587	\$48,587	\$50,174	\$51,762	\$53,349	\$54,936	\$56,523	\$58,111	\$59,698
Maintenance Repairer	1/1	56,439	57,439	59,634	\$60,634	\$62,477	\$64,320	\$66,163	\$68,005	\$69,848	\$71,691	\$73,534
<u>Central Garage</u>												
Senior Mechanic	1/1	60,020	61,020	63,287	\$64,287	\$66,564	\$68,841	\$71,118	\$73,394	\$75,671	\$77,948	\$80,225
Mechanic	1/1	56,680	59,277	59,880	\$60,880	\$63,155	\$65,430	\$67,705	\$69,981	\$72,256	\$74,531	\$76,806
<u>Water Pollution Control</u>												
Lab Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	62,070	\$63,070	\$65,544	\$68,017	\$70,491	\$72,964	\$75,438	\$77,911	\$80,385
Sr. Sewer Plant Op/Rep	1/1	57,625	58,625	60,844	\$61,844	\$64,542	\$67,240	\$69,938	\$72,637	\$75,335	\$78,033	\$80,731
Sewer Plt Op/Sewer Plt Rep	1/1	53,902	54,902	57,046	\$58,046	\$60,248	\$62,450	\$64,652	\$66,853	\$69,055	\$71,257	\$73,459
Sewer Plant Operator	1/1	48,606	49,606	51,643	\$52,643	\$55,134	\$57,625	\$60,116	\$62,607	\$65,098	\$67,589	\$70,080
Laborer	1/1	44,630	45,630	47,587	\$48,587	\$50,174	\$51,762	\$53,349	\$54,936	\$56,523	\$58,111	\$59,698
Sewer Plant Op/Lab Tech	1/3	73,462	74,462	76,999	\$77,999	\$79,845	\$81,690	\$83,536	\$85,381	\$87,227	\$89,072	\$90,918
Sewer Plant Op. P/T	1/1	\$14.22	\$14.98	\$16.83	\$17.59	\$18.35	\$19.11	\$19.87	\$20.63	\$21.39	\$22.15	\$23.43

Blue Collar Salary Ranges -2017 (Employees hired AFTER 11/1/13)

Schedule F

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Property Maintenance</u>												
Sr. Building Maintenance Worker	1/1	51,829	52,829	54,931	\$55,931	\$57,491	\$59,051	\$60,611	\$62,172	\$63,732	\$65,292	\$66,852
Building Service Worker	1/1	41,371	42,371	41,064	\$42,064	\$43,933	\$45,803	\$47,672	\$49,541	\$51,410	\$53,280	\$55,149
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.51	\$15.41	\$16.37	\$17.33	\$18.29	\$19.25	\$20.21	\$21.17	\$22.26
Building Maintenance Worker	1/1	38,234	39,235	44,263	\$45,263	\$47,430	\$49,597	\$51,764	\$53,931	\$56,098	\$58,265	\$60,432
<u>Parks Department</u>												
Tree Maintenance Worker 2	1/1	55,324	56,324	58,496	\$59,496	\$60,972	\$62,448	\$63,924	\$65,401	\$66,877	\$68,353	\$69,829
Heavy Equipment Operator	1/1	55,324	56,324	58,057	\$59,507	\$60,982	\$62,456	\$63,931	\$65,405	\$66,880	\$68,354	\$69,829
Maintenance Worker 2, Grounds	1/1	51,733	52,733	54,833	\$55,833	\$58,072	\$60,312	\$62,551	\$64,791	\$67,030	\$69,270	\$71,509
Maintenance Worker 1, Grounds	1/1	44,815	47,293	47,776	\$48,776	\$50,681	\$52,587	\$54,492	\$56,397	\$58,302	\$60,208	\$62,113
Laborer 1	1/1	44,630	45,630	47,587	\$48,587	\$50,174	\$51,762	\$53,349	\$54,936	\$56,523	\$58,111	\$59,698
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.51	\$15.47	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$22.26
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$14.51	\$15.47	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$22.26
Tree Maintenance Worker 3	1/1	57,416	58,416	60,630	\$61,630	\$63,941	\$66,252	\$68,563	\$70,874	\$73,185	\$75,496	\$77,807
Forestry Aide	1/1	40,600	41,600	43,476	\$44,476	\$46,406	\$48,335	\$50,265	\$52,194	\$54,123	\$56,053	\$57,982
<u>Solid Waste</u>												
Truck Driver	1/1	49,740	50,740	53,050	\$53,800	\$56,129	\$58,457	\$60,786	\$63,114	\$65,443	\$67,771	\$70,100
Laborer 1	1/1	47,622	48,622	50,640	\$51,227	\$53,459	\$55,692	\$57,924	\$60,156	\$62,388	\$64,621	\$66,853
<u>Water Utility</u>												
Sr. Water Meter Repairer	1/1	56,680	57,680	59,880	\$60,880	\$63,155	\$65,430	\$67,705	\$69,981	\$72,256	\$74,531	\$76,806
Water Repairer 2	1/1	51,317	52,317	54,409	\$55,409	\$57,505	\$59,601	\$61,697	\$63,792	\$65,888	\$67,984	\$70,080
Water Meter Repairer 1	1/1	51,317	52,317	54,409	\$55,409	\$57,505	\$59,601	\$61,697	\$63,792	\$65,888	\$67,984	\$70,080
Water Treatment Plant Operator	1/1	51,317	52,317	54,409	\$55,409	\$57,505	\$59,601	\$61,697	\$63,792	\$65,888	\$67,984	\$70,080
Sr. Water Treatment Plant Operator	1/1	53,974	54,974	56,574	\$60,958	\$63,087	\$65,215	\$67,344	\$69,472	\$71,601	\$73,729	\$75,858
Lab Tech./Sr. Treatment Plt Op.	1/1	58,827	59,827	62,070	\$63,070	\$65,544	\$68,017	\$70,491	\$72,964	\$75,438	\$77,911	\$80,385
Pumping Station Attendant	1/1	48,853	49,853	51,895	\$52,895	\$54,894	\$56,892	\$58,891	\$60,889	\$62,888	\$64,886	\$66,885
Meter Worker 1	1/1	48,853	49,853	51,895	\$52,895	\$54,894	\$56,892	\$58,891	\$60,889	\$62,888	\$64,886	\$66,885
Water Repairer	1/1	48,853	49,853	51,895	\$52,895	\$54,894	\$56,892	\$58,891	\$60,889	\$62,888	\$64,886	\$66,885
Laborer 1	1/1	44,630	45,630	47,587	\$48,587	\$50,174	\$51,762	\$53,349	\$54,936	\$56,523	\$58,111	\$59,698
Equipment Operator	1/1	51,317	52,317	54,405	\$55,405	\$57,501	\$59,598	\$61,694	\$63,791	\$65,887	\$67,984	\$70,080
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.51	\$15.47	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$22.26
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$14.51	\$15.47	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$22.26
Water Meter Inspector	1/1	56,680	57,680	59,880	\$60,880	\$63,155	\$65,430	\$67,705	\$69,981	\$72,256	\$74,531	\$76,806
Sr. Water Treatment Plt Op./Rep.	1/1	57,625	58,625	60,844	\$61,844	\$64,542	\$67,240	\$69,938	\$72,637	\$75,335	\$78,033	\$80,731
<u>Recycling</u>												
Laborer 1	1/1	47,622	48,622	50,640	\$51,640	\$53,813	\$55,987	\$58,160	\$60,333	\$62,506	\$64,680	\$66,853
Truck Driver	1/1	49,005	50,005	53,050	\$53,581	\$55,793	\$58,005	\$60,217	\$62,428	\$64,640	\$66,852	\$69,064
<u>Wardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$14.22	\$14.98	\$14.51	\$15.41	\$16.37	\$17.33	\$18.29	\$19.25	\$20.21	\$21.17	\$22.26
<u>Clean Communities Grant</u>												
Laborer 1	1/1	29,156	30,156	31,802	\$32,802	\$35,177	\$37,551	\$39,926	\$42,300	\$44,675	\$47,049	\$49,424

Blue Collar Salary Ranges -2018 (Employees hired AFTER 11/1/13)

Schedule G

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Street Services</u>												
Heavy Equipment Operator	1/1	53,902	54,902	57,916	\$58,916	\$61,151	\$63,386	\$65,621	\$67,856	\$70,091	\$72,326	\$74,561
Sewer Repairer 2	1/1	53,902	54,902	57,916	\$58,916	\$61,151	\$63,386	\$65,621	\$67,856	\$70,091	\$72,326	\$74,561
Equip. Operator Streets & Sewer	1/1	51,313	52,313	55,236	\$56,236	\$58,364	\$60,492	\$62,620	\$64,747	\$66,875	\$69,003	\$71,131
Sewer Repairer 2	1/1	51,313	52,313	55,236	\$56,236	\$58,364	\$60,492	\$62,620	\$64,747	\$66,875	\$69,003	\$71,131
Truck Driver	1/1	50,690	51,690	54,591	\$55,591	\$57,814	\$60,037	\$62,260	\$64,484	\$66,707	\$68,930	\$71,153
Laborer 1	1/1	29,156	30,156	31,965	\$32,965	\$35,458	\$37,950	\$40,443	\$42,935	\$45,428	\$47,920	\$50,413
Laborer 1	1/1	44,630	45,630	48,316	\$49,316	\$50,927	\$52,538	\$54,149	\$55,761	\$57,372	\$58,983	\$60,594
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.72	\$15.68	\$16.64	\$17.60	\$18.56	\$19.52	\$20.48	\$21.44	\$22.59
Road Repairer 1	1/1	47,622	48,622	51,414	\$52,414	\$54,620	\$56,826	\$59,032	\$61,238	\$63,444	\$65,650	\$67,856
<u>Parking & Traffic</u>												
Sr. Signal System Repairer	1/1	57,247	58,247	61,380	\$62,380	\$64,615	\$66,851	\$69,086	\$71,321	\$73,556	\$75,792	\$78,027
Systems Technician 1	1/1	53,902	54,902	57,916	\$58,916	\$61,151	\$63,386	\$65,621	\$67,856	\$70,091	\$72,326	\$74,561
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	57,916	\$58,916	\$61,151	\$63,386	\$65,621	\$67,856	\$70,091	\$72,326	\$74,561
Meter Worker 1	1/1	51,747	52,747	55,685	\$56,685	\$58,960	\$61,235	\$63,510	\$65,786	\$68,061	\$70,336	\$72,611
Traffic Maintenance Worker	1/1	48,853	49,853	52,689	\$53,689	\$55,717	\$57,745	\$59,773	\$61,802	\$63,830	\$65,858	\$67,886
Electrician Stipend	1/1											\$4,592
Laborer 1	1/1	44,630	45,630	48,316	\$49,316	\$50,927	\$52,538	\$54,149	\$55,761	\$57,372	\$58,983	\$60,594
Maintenance Repairer	1/1	56,439	57,439	60,543	\$61,543	\$63,414	\$65,284	\$67,155	\$69,025	\$70,896	\$72,766	\$74,637
<u>Central Garage</u>												
Senior Mechanic	1/1	60,020	61,020	64,251	\$65,251	\$67,562	\$69,873	\$72,184	\$74,495	\$76,806	\$79,117	\$81,428
Mechanic	1/1	56,680	59,277	60,793	\$61,793	\$64,102	\$66,412	\$68,721	\$71,030	\$73,339	\$75,649	\$77,958
<u>Water Pollution Control</u>												
Lab Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	63,016	\$64,016	\$66,527	\$69,037	\$71,548	\$74,059	\$76,570	\$79,080	\$81,591
Sr. Sewer Plant Op/Rep	1/1	57,625	58,625	61,771	\$62,771	\$65,510	\$68,248	\$70,987	\$73,726	\$76,465	\$79,203	\$81,942
Sewer Plt Op/Sewer Plt Rep	1/1	53,902	54,902	57,916	\$58,916	\$61,151	\$63,386	\$65,621	\$67,856	\$70,091	\$72,326	\$74,561
Sewer Plant Operator	1/1	48,606	49,606	52,433	\$53,433	\$55,961	\$58,490	\$61,018	\$63,546	\$66,074	\$68,603	\$71,131
Laborer	1/1	44,630	45,630	48,316	\$49,316	\$50,927	\$52,538	\$54,149	\$55,761	\$57,372	\$58,983	\$60,594
Sewer Plant Op/Lab Tech	1/3	73,462	74,462	78,169	\$79,216	\$81,083	\$82,949	\$84,816	\$86,682	\$88,549	\$90,415	\$92,282
Sewer Plant Op. P/T	1/1	\$14.22	\$14.98	\$16.91	\$17.67	\$18.43	\$19.19	\$19.95	\$20.71	\$21.47	\$22.23	\$23.78

Blue Collar Salary Ranges -2018 (Employees hired AFTER 11/1/13)

Schedule G

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Property Maintenance</u>												
Sr. Building Maintenance Worker	1/1	51,829	52,829	55,770	\$56,770	\$58,354	\$59,937	\$61,521	\$63,104	\$64,688	\$66,271	\$67,855
Building Service Worker	1/1	41,371	42,371	41,695	\$42,695	\$44,592	\$46,490	\$48,387	\$50,284	\$52,181	\$54,079	\$55,976
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.72	\$15.68	\$16.64	\$17.60	\$18.56	\$19.52	\$20.48	\$21.44	\$22.59
Building Maintenance Worker	1/1	38,234	39,235	44,942	\$45,942	\$48,141	\$50,341	\$52,540	\$54,740	\$56,939	\$59,139	\$61,338
<u>Parks Department</u>												
Tree Maintenance Worker 2	1/1	55,324	56,324	59,389	\$60,389	\$61,887	\$63,385	\$64,883	\$66,382	\$67,880	\$69,378	\$70,876
Heavy Equipment Operator	1/1	55,324	56,324	59,389	\$60,389	\$61,887	\$63,385	\$64,883	\$66,382	\$67,880	\$69,378	\$70,876
Maintenance Worker 2, Grounds	1/1	51,733	52,733	55,671	\$56,671	\$58,944	\$61,217	\$63,490	\$65,763	\$68,036	\$70,309	\$72,582
Maintenance Worker 1, Grounds	1/1	44,815	47,293	48,508	\$49,508	\$51,442	\$53,376	\$55,310	\$57,243	\$59,177	\$61,111	\$63,045
Laborer 1	1/1	44,630	45,630	48,310	\$49,316	\$50,927	\$52,538	\$54,149	\$55,761	\$57,372	\$58,983	\$60,594
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.72	\$15.68	\$16.64	\$17.60	\$18.56	\$19.52	\$20.48	\$21.44	\$22.59
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$14.72	\$15.68	\$16.64	\$17.60	\$18.56	\$19.52	\$20.48	\$21.44	\$22.59
Tree Maintenance Worker 3	1/1	57,416	58,416	61,555	\$62,555	\$64,901	\$67,246	\$69,592	\$71,937	\$74,283	\$76,628	\$78,974
Forestry Aide	1/1	40,600	41,600	44,144	\$45,143	\$47,102	\$49,060	\$51,018	\$52,977	\$54,935	\$56,893	\$58,852
<u>Solid Waste</u>												
Truck Driver	1/1	49,740	50,740	52,846	\$54,607	\$56,971	\$59,334	\$61,698	\$64,061	\$66,425	\$68,788	\$71,152
Laborer 1	1/1	47,622	48,622	50,995	\$51,995	\$54,261	\$56,527	\$58,793	\$61,058	\$63,324	\$65,590	\$67,856
<u>Water Utility</u>												
Sr. Water Meter Repairer	1/1	56,680	57,680	60,793	\$61,793	\$64,102	\$66,412	\$68,721	\$71,030	\$73,339	\$75,649	\$77,958
Water Repairer 2	1/1	51,317	52,317	55,240	\$56,240	\$58,367	\$60,495	\$62,622	\$64,749	\$66,876	\$69,004	\$71,131
Water Meter Repairer 1	1/1	51,317	52,317	55,240	\$56,240	\$58,367	\$60,495	\$62,622	\$64,749	\$66,876	\$69,004	\$71,131
Water Treatment Plant Operator	1/1	51,317	52,317	55,240	\$56,240	\$58,367	\$60,495	\$62,622	\$64,749	\$66,876	\$69,004	\$71,131
Sr. Water Treatment Plant Operator	1/1	53,974	54,974	57,991	\$58,991	\$61,563	\$64,135	\$66,707	\$69,280	\$71,852	\$74,424	\$76,996
Lab Tech./Sr. Treatment Plt Op.	1/1	58,827	59,827	63,016	\$64,016	\$66,527	\$69,037	\$71,548	\$74,059	\$76,570	\$79,080	\$81,591
Pumping Station Attendant	1/1	48,853	49,853	52,689	\$53,689	\$55,717	\$57,746	\$59,774	\$61,803	\$63,831	\$65,860	\$67,888
Meter Worker 1	1/1	48,853	49,853	52,689	\$53,689	\$55,717	\$57,746	\$59,774	\$61,803	\$63,831	\$65,860	\$67,888
Water Repairer	1/1	48,853	49,853	52,689	\$53,689	\$55,717	\$57,746	\$59,774	\$61,803	\$63,831	\$65,860	\$67,888
Laborer 1	1/1	44,630	45,630	48,316	\$49,316	\$50,927	\$52,538	\$54,149	\$55,761	\$57,372	\$58,983	\$60,594
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.72	\$15.68	\$16.64	\$17.60	\$18.56	\$19.52	\$20.48	\$21.44	\$22.59
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$14.72	\$15.68	\$16.64	\$17.60	\$18.56	\$19.52	\$20.48	\$21.44	\$22.59
Water Meter Inspector	1/1	56,680	57,680	60,793	\$61,793	\$64,102	\$66,412	\$68,721	\$71,030	\$73,339	\$75,649	\$77,958
Equipment Operator	1/1	51,317	52,317	55,236	\$56,236	\$58,364	\$60,492	\$62,620	\$64,747	\$66,875	\$69,003	\$71,131
Sr. Water Treatment Plt Op./Rep.	1/1	57,625	58,625	61,771	\$62,771	\$65,510	\$68,248	\$70,987	\$73,726	\$76,465	\$79,203	\$81,942
<u>Recycling</u>												
Laborer 1	1/1	47,622	48,622	51,414	\$52,414	\$54,620	\$56,826	\$59,032	\$61,238	\$63,444	\$65,650	\$67,856
Laborer 1 PT	1/1	\$14.22	\$14.98	\$14.72	\$15.68	\$16.64	\$17.60	\$18.56	\$19.52	\$20.48	\$21.44	\$22.59
Truck Driver	1/1	49,005	50,005	52,846	\$53,846	\$56,168	\$58,490	\$60,812	\$63,134	\$65,456	\$67,778	\$70,100
<u>Hardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$14.22	\$14.98	\$14.72	\$15.68	\$16.64	\$17.60	\$18.56	\$19.52	\$20.48	\$21.44	\$22.59
<u>Clean Communities Grant</u>												
Laborer 1	1/1	29,156	30,156	32,294	\$33,294	\$35,704	\$38,114	\$40,524	\$42,935	\$45,345	\$47,755	\$50,165

Blue Collar Salary Ranges -2019 (Employees hired AFTER 11/1/13)

Schedule H

Title

DATES STEP 1A STEP 1B STEP 1C Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7 Step 8

Street Services

Heavy Equipment Operator	1/1	53,902	54,902	59,095	\$60,095	\$62,375	\$64,654	\$66,934	\$69,214	\$71,494	\$73,773	\$76,053
Sewer Repairer 2	1/1	53,902	54,902	59,095	\$60,095	\$62,375	\$64,654	\$66,934	\$69,214	\$71,494	\$73,773	\$76,053
Equip. Operator Streets & Sewer	1/1	51,313	52,313	56,360	\$57,360	\$59,531	\$61,701	\$63,872	\$66,042	\$68,213	\$70,383	\$72,554
Sewer Repairer 2	1/1	51,313	52,313	56,360	\$57,360	\$59,531	\$61,701	\$63,872	\$66,042	\$68,213	\$70,383	\$72,554
Truck Driver	1/1	50,690	51,690	55,703	\$56,703	\$58,971	\$61,238	\$63,506	\$65,773	\$68,041	\$70,308	\$72,576
Laborer 1	1/1	29,156	30,156	32,624	\$33,624	\$36,166	\$38,709	\$41,251	\$43,794	\$46,336	\$48,879	\$51,421
Laborer 1	1/1	44,630	45,630	49,302	\$50,302	\$51,945	\$53,589	\$55,232	\$56,876	\$58,519	\$60,163	\$61,806
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15.98	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$23.04
Road Repairer 1	1/1	47,622	48,622	52,462	\$53,462	\$55,712	\$57,962	\$60,212	\$62,463	\$64,713	\$66,963	\$69,213
<u>Parking & Traffic</u>												
Sr. Signal System Repairer	1/1	57,247	58,247	62,627	\$63,627	\$65,907	\$68,187	\$70,467	\$72,747	\$75,027	\$77,307	\$79,587
Systems Technician 1	1/1	53,902	54,902	59,095	\$60,095	\$62,375	\$64,654	\$66,934	\$69,214	\$71,494	\$73,773	\$76,053
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	59,095	\$60,095	\$62,375	\$64,654	\$66,934	\$69,214	\$71,494	\$73,773	\$76,053
Meter Worker 1	1/1	51,747	52,747	56,819	\$57,819	\$60,140	\$62,460	\$64,781	\$67,101	\$69,422	\$71,742	\$74,063
Traffic Maintenance Worker	1/1	48,853	49,853	53,762	\$54,762	\$56,831	\$58,900	\$60,969	\$63,037	\$65,106	\$67,175	\$69,244
Electrician Stipend	1/1											\$4,684
Laborer 1	1/1	44,630	45,630	49,302	\$50,302	\$51,945	\$53,589	\$55,232	\$56,876	\$58,519	\$60,163	\$61,806
Maintenance Repairer	1/1	56,439	57,439	61,774	\$62,774	\$64,682	\$66,590	\$68,498	\$70,406	\$72,314	\$74,222	\$76,130
<u>Central Garage</u>												
Senior Mechanic	1/1	60,020	61,020	65,556	\$66,556	\$68,913	\$71,271	\$73,628	\$75,985	\$78,342	\$80,700	\$83,057
Mechanic	1/1	56,680	59,277	62,029	\$63,029	\$65,385	\$67,740	\$70,096	\$72,451	\$74,807	\$77,162	\$79,518
<u>Water Pollution Control</u>												
Lab Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	64,296	\$65,296	\$67,857	\$70,418	\$72,979	\$75,539	\$78,100	\$80,661	\$83,222
Sr. Sewer Plant Op/Rep	1/1	57,625	58,625	63,027	\$64,027	\$66,820	\$69,614	\$72,407	\$75,201	\$77,994	\$80,788	\$83,581
Sewer Plt Op/Sewer Plt Rep	1/1	53,902	54,902	59,095	\$60,095	\$62,375	\$64,654	\$66,934	\$69,214	\$71,494	\$73,773	\$76,053
Sewer Plant Operator	1/1	48,606	49,606	53,502	\$54,502	\$57,081	\$59,660	\$62,239	\$64,817	\$67,396	\$69,975	\$72,554
Laborer	1/1	44,630	45,630	49,302	\$50,302	\$51,945	\$53,589	\$55,232	\$56,876	\$58,519	\$60,163	\$61,806
Sewer Plant Op/Lab Tech	1/3	73,462	74,462	79,752	\$80,800	\$82,704	\$84,608	\$86,512	\$88,416	\$90,320	\$92,224	\$94,128
Sewer Plant Op. P/T	1/1	\$14.22	\$14.98	\$17.25	\$18.01	\$18.77	\$19.53	\$20.29	\$21.05	\$21.81	\$22.57	\$24.26

Blue Collar Salary Ranges -2019 (Employees hired AFTER 11/1/13)

Schedule H

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Property Maintenance</u>												
Sr. Building Maintenance Worker	1/1	51,829	52,829	56,905	\$57,905	\$59,520	\$61,136	\$62,751	\$64,366	\$65,981	\$67,597	\$69,212
Building Service Worker	1/1	41,371	42,371	42,549	\$43,549	\$45,484	\$47,419	\$49,354	\$51,290	\$53,225	\$55,160	\$57,095
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15.98	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$23.04
Building Maintenance Worker	1/1	38,234	39,235	45,861	\$46,861	\$49,104	\$51,348	\$53,591	\$55,835	\$58,078	\$60,322	\$62,565
<u>Parks Department</u>												
Tree Maintenance Worker 2	1/1	55,324	56,324	60,597	\$61,597	\$63,125	\$64,653	\$66,181	\$67,710	\$69,238	\$70,766	\$72,294
Heavy Equipment Operator	1/1	55,324	56,324	60,597	\$61,597	\$63,125	\$64,653	\$66,181	\$67,710	\$69,238	\$70,766	\$72,294
Maintenance Worker 2, Grounds	1/1	51,733	52,733	56,804	\$57,804	\$60,122	\$62,441	\$64,759	\$67,078	\$69,396	\$71,715	\$74,033
Maintenance Worker 1, Grounds	1/1	44,815	47,293	49,498	\$50,498	\$52,470	\$54,443	\$56,415	\$58,388	\$60,360	\$62,333	\$64,305
Laborer 1	1/1	44,630	45,630	49,296	\$50,302	\$51,945	\$53,589	\$55,232	\$56,876	\$58,519	\$60,163	\$61,806
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15.98	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$23.04
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$15.98	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$23.04
Tree Maintenance Worker 3	1/1	57,416	58,416	62,806	\$63,806	\$66,199	\$68,591	\$70,984	\$73,376	\$75,769	\$78,161	\$80,554
Forestry Aide	1/1	40,600	41,600	45,046	\$46,046	\$48,043	\$50,041	\$52,039	\$54,036	\$56,034	\$58,031	\$60,029
<u>Solid Waste</u>												
Truck Driver	1/1	49,740	50,740	53,923	\$55,699	\$58,110	\$60,521	\$62,932	\$65,342	\$67,753	\$70,164	\$72,575
Laborer 1	1/1	47,622	48,622	52,462	\$53,036	\$55,347	\$57,658	\$59,969	\$62,280	\$64,591	\$66,902	\$69,213
<u>Water Utility</u>												
Sr. Water Meter Repairer	1/1	56,680	57,680	62,029	\$63,029	\$65,385	\$67,740	\$70,096	\$72,451	\$74,807	\$77,162	\$79,518
Water Repairer 2	1/1	51,317	52,317	56,365	\$57,365	\$59,535	\$61,705	\$63,875	\$66,044	\$68,214	\$70,384	\$72,554
Water Meter Repairer 1	1/1	51,317	52,317	56,365	\$57,365	\$59,535	\$61,705	\$63,875	\$66,044	\$68,214	\$70,384	\$72,554
Water Treatment Plant Operator	1/1	51,317	52,317	56,365	\$57,365	\$59,535	\$61,705	\$63,875	\$66,044	\$68,214	\$70,384	\$72,554
Sr. Water Treatment Plant Operator	1/1	53,974	54,974	59,171	\$60,171	\$62,794	\$65,418	\$68,041	\$70,665	\$73,288	\$75,912	\$78,535
Lab Tech./Sr. Treatment Plt Op.	1/1	58,827	59,827	64,296	\$65,296	\$67,857	\$70,418	\$72,979	\$75,539	\$78,100	\$80,661	\$83,222
Pumping Station Attendant	1/1	48,853	49,853	53,762	\$54,762	\$56,831	\$58,900	\$60,969	\$63,039	\$65,108	\$67,177	\$69,246
Meter Worker 1	1/1	48,853	49,853	53,762	\$54,762	\$56,831	\$58,900	\$60,969	\$63,039	\$65,108	\$67,177	\$69,246
Water Repairer	1/1	48,853	49,853	53,762	\$54,762	\$56,831	\$58,900	\$60,969	\$63,039	\$65,108	\$67,177	\$69,246
Laborer 1	1/1	44,630	45,630	49,302	\$50,302	\$51,945	\$53,589	\$55,232	\$56,876	\$58,519	\$60,163	\$61,806
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15.98	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$23.04
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$15.98	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$23.04
Water Meter Inspector	1/1	56,680	57,680	62,029	\$63,029	\$65,385	\$67,740	\$70,096	\$72,451	\$74,807	\$77,162	\$79,518
Sr. Water Treatment Plt Op./Rep.	1/1	57,625	58,625	63,027	\$64,027	\$66,820	\$69,614	\$72,407	\$75,201	\$77,994	\$80,788	\$83,581
<u>Recycling</u>												
Laborer 1	1/1	47,622	48,622	52,462	\$53,462	\$55,712	\$57,962	\$60,212	\$62,463	\$64,713	\$66,963	\$69,213
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15.98	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$23.04
Truck Driver	1/1	49,005	50,005	53,923	\$54,923	\$57,291	\$59,660	\$62,028	\$64,397	\$66,765	\$69,134	\$71,502
<u>Hardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$14.22	\$14.98	\$15.02	\$15.98	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$23.04
<u>Clean Communities Grant</u>												
Laborer 1	1/1	29,156	30,156	32,960	\$33,960	\$36,418	\$38,877	\$41,335	\$43,794	\$46,252	\$48,711	\$51,169

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning Jan. 1, 2016 thru Dec. 31, 2019 (Contract - Blue Collar Employees)

Employer: The Village of Ridgewood

County: Bergen

Date: October 22, 2018

Name: Heather A. Mailander
Print Name

Title: Village Manager/Village Clerk

Heather A. Mailander
Signature

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2016 thru 12/31/2019.

Employer: Village of Ridgewood

County: Bergen

Date: 8/14/2024

Name: Heather A. Mailander
Print Name

Title: Village Clerk

Heather A. Mailander
Signature