

**AGREEMENT BETWEEN THE
COUNTY OF UNION
and
UNION COUNCIL NO. 8, I.F.P.T.E.
NEW JERSEY CIVIL SERVICE ASSOCIATION**

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AGREEMENT

This Agreement made this ___ day of J ___, 2020 between THE COUNTY OF UNION, hereinafter called "Employer" and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, IFPTE, AFL-CIO, hereinafter called the "Association."

Whereas, the parties have carried on collective negotiations for the purpose of developing a contract covering wages, hours of work and other conditions of employment; and,

Whereas, the parties, pursuant thereto, have reached an agreement on the matters hereinafter set forth,

Now, therefore, in consideration of the mutual covenants, obligations and conditions herein contained, the parties hereto agree to and with each other as follows:

ARTICLE 1

RECOGNITION

The Employer hereby recognizes the Association as the exclusive representative for the employees set forth in Unit I of the Public Employment Relations Commission's Certification dated March 13, 1970 and the employees set forth in Unit II of the Public Employment Relations Commission's Certification dated July 2, 1970 and the employees in classifications supplementing Units I and II pursuant to Consent Recognition Agreement dated November 5, 1992, as those units were defined and set forth in the Certification issued by the Public Employment Relations Commission on April 27, 1995 under Docket No. RO-95-168 to include all regularly employed non-supervisory blue collar and white collar employees employed by the County of Union including those in the following departments: Engineering and Public Works, Cornerstone Behavioral Health Hospital of Union County ("CBH"), Law, Administrative Services, Human Services, Finance, Public Safety, County Clerk, Sheriff, Prosecutor, Surrogate,

County Superintendent of Schools, Tax Board and Extension Services, and Parks & Community Renewal, Correctional Services, but excluding employees represented in other negotiations units, police, confidential employees, managerial executives, craft employees, professionals, supervisors within the meaning of the Act, and all non-contractual employees.

ARTICLE 2

MANAGEMENT RIGHTS

Section 1.

The Association recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer. All of the rights, powers, prerogatives and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer subject only to such limitations as are specifically provided in this Agreement.

Section 2.

Whenever the term “Employer”, “Department Head” or “Supervisor” shall be used throughout this Agreement, it shall mean and include the County Board of Freeholders and/or the County Manager and/or their designees as specifically may be provided in N.J.S.A. 40:41A-45 et seq. or the Administrative Code of the County of Union. The term “County” is interchangeable with the term “Employer.”

Section 3.

Except as modified, altered or amended by the within Agreement, the County of Union, the Board of Freeholders, the County Manager or other designees shall not be limited in the exercise of their statutory management functions. The County Board of Freeholders, the County Manager or other designees hereby retain and reserve unto themselves, without limitation, all

powers, right, authority, duties and responsibilities conferred and vested in any of them by the laws of the State of New Jersey, the Constitution of the State of New Jersey and the Constitution of the United States of America including but without limitation the following rights, privileges and functions:

- A. The executive management and administrative control of the County of Union, a body politic, and its properties and facilities and the activities of its employees related to their employment.
- B. The right to hire all employees and subject to existing civil service rules and regulations to determine their qualifications and the conditions for their continued employment or their dismissal, or demotion, and to promote and transfer all such employees.
- C. The right to determine schedules of work and the duties, responsibilities and assignments of all employees with respect thereto. This right shall not be used as a form of discipline directed against any employee.

Section 4.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board of Freeholders, the County Manager or other designees, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the extent such specific and expressed terms of this Agreement are in conformance with the laws of the State of New Jersey, the Constitution of the State of New Jersey, and the Constitution and laws of the United States.

Section 5.

Nothing contained herein shall be considered to deny or restrict the Board of Freeholders,

the County Manager or other designees, of their rights, responsibilities and authority under Title 40 and 40A, or any other state laws or regulations as they pertain to County Manager form of government.

ARTICLE 3

PAYROLL DEDUCTIONS OR ASSOCIATION DUES

Section 1.

The Employer agrees to deduct from the salaries of employees, dues for the Association when authorized in writing to do so by each employee.

An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from the payroll of the County. Where an employee takes a leave of absence without pay for one month or more during any payroll deduction period, there shall be no obligation on the part of the County to collect funds from his salary during such absence. Upon his return to employment at the termination of his leave, the County shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

Section 2.

The amount of monthly Association membership dues will be certified by the President of the Association in writing to the Employer, and the amount so certified will be uniform for all members of the Association.

Section 3.

The form permitting the deduction of dues shall provide notice to such employee that he may withdraw from the Association on January 1 and July 1 of each year provided, however, that said employee gives notice of withdrawal to the County of Union thirty (30) days in advance of

his desire to withdraw, in which event a representation fee in lieu of dues may be payable in accordance with the procedures forth in Section 4.

Section 4.

- A. Pursuant to Janus v. American Federation of State, County, and Municipal Employees, Council 31 (AFSCME), 138 S.Ct. 2448 (2018), a representation fee in lieu of dues will only be payable if the employee clearly and affirmatively consents to pay. Unless and until an employee provides said consent, no representation fee or other payment to Council 8 may be deducted from their wages.
- B. If an employee covered under this contract does not become a member of the Association and consents to pay a representation fee in lieu of dues as set forth in Section 4(a) the Association shall furnish the name of such person to the County requesting that the employee, through payroll deduction, pay a representation fee in lieu of dues for services rendered by the Association.
- C. The representation fee, in lieu of dues, shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to, or benefit only its members, but in no event shall such fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.
- D. Any public employee who clearly and affirmatively consents to pay a representation fee in lieu of dues shall have the right to demand and receive from the majority representative, under proceedings established and maintained by the

Association, which shall be in accordance with appropriate statutory provisions and Court Decisions, a return of any part of that fee paid by him which represents the employee's additional pro rata share of expenditures by the majority representative that is either in aid of activities or causes of a partisan, political or ideological nature only incidentally related to the terms and conditions of employment or applied toward the cost of any other benefits available only to members of the majority representative. The pro rata share subject to refund shall not reflect, however, the cost of support of lobbying activities designed to foster policy goals in collective negotiations and contract administration or to secure for the employees represented advantages in wages, hours and other conditions of employment in addition to those secured through collective negotiations with the public employer.

- E. The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.
- F. The Association will continue to notify the County Manager, in writing, of the current annual dues and/or the amount of the representation fee and will from time to time thereafter give to the County at least a sixty (60) day notice, in advance, of any changes in the annual membership or representation fee schedule so that the same can be accommodated by the County within a sufficient time after it receives the notice.
- G. The Association shall indemnify, defend and save the County of Union harmless against any and all claims, demands, suits, or other forms of liability, that shall

arise out of or by reason of the action taken or not taken by the County of Union in reliance upon the representation fee information furnished by the Association or its representatives.

ARTICLE 4

ASSOCIATION BUSINESS

Section 1.

The Association shall advise the Employer in writing of the name of its representatives, the place of employment from which they are designated and the terms for which they are to serve in a representative capacity.

Section 2.

Before any representative may leave his area or place of employment, he shall be required to obtain approval in advance from his Department Head or a Department Head's designated representative.

The Association shall neither solicit members, nor conduct any business on the Employer's property during Employer-assigned working schedules of either the representative of the Association or the employee involved, except for the following:

- A. Collective negotiations.
- B. Time spent conferring with management or employees on specific grievances as specified in the Grievance Procedure, provided that there shall be no unreasonable interference with work assignments, and in the event of a conflict, the work assignments shall have priority.

Section 3.

When an authorized representative is excused from his assigned duties, he shall:

- A. Notify the Supervisor of any Employer facility visited on arrival.
- B. Notify his Supervisor or designated representative upon return to the job.
- C. Record his time out and time in with his Supervisor upon leaving and returning to his job.

Section 4.

The Vice-President shall be granted up to one (1) day per week paid release time to attend to union business with prior notification to his/her Department Head or designee. Such notification shall include both departure and returning time as applicable.

Section 5.

The President of Council 8 shall be permitted to have two (2) days per week solely to attend to union business which shall not be subject to any restrictions. The President shall notify the County as to which days he will need to attend to union business under this Section. This benefit shall be in addition to any union leave granted in any other Article or Section.

ARTICLE 5

WORK SCHEDULES

Section 1.

The Employer shall have the right, for the efficient operation of its facilities, to make changes in the commencement and termination of the daily work schedules and to vary from the daily or weekly work schedules provided, however, upon making permanent changes the Employer shall give to the Association seven (7) calendar days' notice where practicable, and further provided that permanent changes in work schedules shall comply with existing Civil Service Commission Rules.

Section 2.

Unless previously established prior to the terms of this Agreement, the normal work week shall consist of not less than thirty-five (35) hours of work per week. The Employer shall have the right to schedule the hours of work on a departmental basis as it deems appropriate to insure maximum efficiency and productivity of its operations, provided that normal starting times shall not be scheduled earlier than 8:00 a.m., normal quitting times shall not be scheduled later than 5:00 p.m. and that hours worked are consecutive inclusive of an unpaid lunch period. If management determines that flexible hours shall be established in a department, employee preference concerning available work schedules will be accommodated whenever possible consistent with the efficient and productive operations of the department. Conflicts in choice of work schedules which may occur shall be governed by departmental seniority, provided that maximum efficiency and productivity of the department is maintained.

Section 3.

Individual departments may continue those policies or practices which have been established and made applicable to the manner in which shift and post assignments have been made. In the absence of a policy or procedure concerning shift and post assignments, or if a department seeks to change the manner in which it makes shift and post assignments, such shift and post assignments shall be made in accordance with departmental seniority principles, where all other qualifications are equal.

Departments with Union members engaging in shift bidding or overtime bidding should post seniority lists for these purposes.

In the Department of Engineering, Public Works and Facilities, employees shall be entitled to two (2) ten minute breaks – one in the morning and one in the afternoon. Each

division director shall establish when those breaks shall occur.

Section 4.

Where individual departments have already established a policy or practice, prior to January 1, 2005, related to a payroll grace period for employees who report to work late, such policies shall remain in effect. In the absence of a departmental policy, employees who report late for work shall be granted a seven-minute grace period for payroll purposes only, not discipline. If an employee reports to work during this grace period, the employee shall not be docked pay.

Section 5.

The work schedule for the classification of Institutional Attendant/Certified Nursing Assistant shall continue to be extended fifteen (15) minutes at the end of the work shift and the assigned lunch period for each specific shift shall be increased from thirty (30) minutes to forty-five (45) minutes. Effective upon the execution of this Agreement, the following shift hours shall be implemented:

6:45 a.m. to 3:00 p.m. or 7:00 a.m. to 3:15 p.m.

2:45 p.m. to 11:00 p.m. or 3:00 p.m. to 11:15 p.m.

10:45 p.m. to 7:00 a.m. or 11:00 p.m. to 7:15 a.m.

Each Institutional Attendant/Certified Nursing Assistant shall select either the beginning or end of shift overlap. The selection will be in effect for a minimum of six (6) four-week schedules. Thereafter, the Institutional Attendant/Certified Nursing Assistant may select a change in starting time; again, such selection shall be in effect for a minimum of six (6) four-week schedules. In the event that all Institutional Attendants/Certified Nursing Assistants on a shift assigned to one 'unit' select the same start time, a unit reassignment shall be made by the

Director of Nursing, based upon seniority, if there is a conflict, in order to insure resident safety and a complete report for the off-going shift to the on-coming shift.

ARTICLE 6

JOB POSTINGS

The County agrees to post any new job offerings concerning unit employees at least ten (10) days in advance of appointment. Such posting will not apply to extraordinary or emergency circumstances.

ARTICLE 7

LAYOFFS

Section 1.

The County desires to maintain employment as near to a constant level as possible, and in that regard it shall use its best efforts not to lay off any employees covered hereunder during the term of this Agreement. Both parties recognize, however, that the needs of the County and its efficient operation may necessitate reassignment of personnel or the addition to or decrease in the work force.

Section 2.

The parties agree that all hirings, layoffs, separations, promotions, demotions and disciplinary actions shall be in accordance with the Civil Service Commission Rules for the State of New Jersey, as applicable to the County Manager form of government.

Section 3.

The parties agree that the County has the right to assign individuals to fill positions not in their payroll classification for emergency periods. The County will attempt to eliminate emergency situations promptly. In no event shall a payroll classification be filled during an

emergency situation in excess of thirty (30) days. The County Manager agrees to comply with Civil Service Commission Rules if the emergency condition is to extend beyond thirty (30) days subject to the availability of funds. If the emergency condition is to extend beyond thirty (30) days, the County Manager agrees that the individuals who are assigned to a higher classification who continue to perform work in that classification will be compensated within the salary scale of the higher classification subject to the availability of funds, or returned to the performance of duties appropriately assigned to the lesser classification; all of the above shall be in conformance with Civil Service Commission Rules.

ARTICLE 8

DISCIPLINE

All discipline shall be for "Just Cause." Effective upon execution of this Agreement, records of minor and major discipline will remain on file but will not be used for purposes of further discipline after three (3) years of a clean record on the same or similar issues.

ARTICLE 9

NO STRIKE OR LOCKOUTS

Section 1.

There shall be no lockouts, strikes, work stoppages, or slowdowns of any kind during the life of this Agreement. No officer or representative of the Association shall authorize, institute or condone any such activity. No employee shall participate in any such activity. The County shall have the right to take disciplinary action, including discharge, against any employee participating in a violation of the provisions of this Article.

Section 2.

The Association will not schedule any membership meeting or demonstration which may

have the same effect as a strike or work stoppage. In the event that the Association's members participate in such activities, in violation of this provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

ARTICLE 10

GRIEVANCE PROCEDURE

Section 1.

A grievance is hereby defined as any dispute between the parties concerning the application or interpretation of this Agreement with respect to wages, hours of work or other conditions of employment.

Section 2.

The purpose of this Article is to provide for the expeditious and mutually satisfactory settlement of grievances, and to that end, the procedures to be used shall be as follows:

Step 1. An employee with a grievance shall first discuss it with his immediate Supervisor either directly or through the Association's designated representative who shall be an employee of the County for the purpose of resolving the matter informally. A grievance must be presented under the grievance procedure described herein within five (5) working days of the occurrence of the condition giving rise to the grievance. It is understood and agreed that time off the job, be it with or without pay, shall not be counted as "working days" under Step 1 of the Grievance Procedure.

Step 2. If the aggrieved party is not satisfied with the disposition of the grievance at Step 1, or if no decision has been rendered within five (5) working days after the presentation of that grievance at Step 1, the aggrieved party may file a grievance in writing with his

department head or his department head's designee. A hearing on the grievance shall be held between the department head or his department head's designee and the aggrieved party and the Association's designated representative. The department head or the department head's designee will render a final decision in writing within five (5) working days.

In those departments or agencies where the department head functions as the immediate supervisor, the grievance shall be presented at the Step 2 level.

Step 3. If the aggrieved party is not satisfied with the disposition of the grievance at Step 2, or if no decision has been rendered within five (5) working days after presentation of that grievance at Step 2, the aggrieved party may file the grievance and all supporting papers with the County Manager for review. The aggrieved member shall have his or her grievance presented by a designated representative of the Association, and the Association shall have the right to have the grievance presented by the Association's legal representative. If the County Manager and/or designee conducts any hearing, the Association shall be obligated to participate even if the grievant has selected his own attorney.

Step 4. Arbitration In the event a grievance has not been resolved to the satisfaction of the Association at Step 3 and/or within thirty (30) days from the date of the submission of the Step 3 grievance, it may request final and binding arbitration of the grievance. The Association shall make this request by mailing a written notice for arbitration to the New Jersey Public Employment Relations Commission ("PERC"), P.O. Box 429, 495 W. State Street, Trenton, New Jersey 08625-0429. A copy of the notice for arbitration shall also be mailed to the Employer designee, the County Manager and the Director of Personnel. The written notice to PERC shall request that agency to submit duplicate panels of arbitrators to each of the respective parties to this Agreement so that they may exercise their right of selection and file same directly

with PERC pursuant to its rules.

The decision of the arbitrator shall be final and binding upon the parties and shall be in writing setting forth findings of fact, reasons and conclusions on the issue(s) submitted.

No one arbitrator shall have more than one grievance submitted to him, and under consideration by him, at any one time unless the issue is the same or similar. A grievance shall be considered under consideration by an arbitrator until he has rendered his written decision.

In the event of the submission of any matter for arbitration as herein provided, the arbitrator shall have no right or power to alter or modify the terms of this Agreement or to impose upon the parties any obligation or liability not expressly assumed by the parties under the provisions of this Agreement; nor may the arbitrator deprive the parties of any right reserved, expressed or implied, by them for their benefit hereunder.

The cost of the arbitrator shall be paid equally by the parties. Each party shall be responsible for its own cost incurred in arbitration.

ARTICLE 11

LONGEVITY

Section 1.

All employees covered by this Agreement and employed by the County prior to January 1, 1973, shall be entitled to and paid longevity payments and adjustments in accordance with the longevity program adopted by Freeholder Resolution No. 163 in the year 1967 and Amendments and Supplements thereto.

Said longevity payments shall be calculated and paid in accordance with the practices as they existed prior to the effective day of this Agreement.

Section 2.

Any employee who was hired by the County subsequent to January 1, 1973 shall not be entitled to the provisions or benefits of the existing longevity program set forth in this Article.

County employee shall favor the Union County employee based on the year only of hire.

ARTICLE 12

VACATIONS

Section 1. **Vacation Eligibility:**

- A. During the first calendar year of employment, employees shall earn one (1) vacation day for each month of service during the calendar year following the date of employment.
- B. Employees with one to eight years of service shall be entitled to thirteen (13) working days vacation each year.
- C. Employees with eight completed years to ten years of service will be entitled to fourteen (14) working days vacation each year.
- D. Employees with ten completed years to fifteen years of service will be entitled to seventeen (17) working days vacation each year.
- E. Employees with fifteen completed years to twenty years of service will be entitled to nineteen (19) working days vacation each year.
- F. Employees with twenty completed years to twenty-five years of service will be entitled to twenty-two (22) working days vacation each year.
- G. Employees with twenty-five to thirty or more completed years of service will be entitled to the following number of working days vacation each year:

twenty-five years	-	twenty-seven (27) days
twenty-six years	-	twenty-eight (28) days
twenty-seven years	-	twenty-nine (29) days
twenty-eight years	-	thirty (30) days
twenty-nine years	-	thirty-one (31) days
thirty or more years	-	thirty-two (32) days

Section 2.

Part-time employees shall receive vacation credit allowance on a pro-rated basis in accordance with Section 1 above.

Section 3.

The County shall have the exclusive right to determine when an employee's vacation shall be scheduled, except as otherwise provided in this Agreement. The County agrees to give reasonable consideration to an employee's wishes in this regard. Where conflicts in choice of dates occur, preference will be governed by Departmental seniority insofar as effective staffing requirements permit.

Section 4.

An employee who has resigned or who has otherwise separated from employment shall be entitled to the vacation allowance for the current year pro-rated upon the number of months worked in a calendar year in which the separation becomes effective, in addition to any unused vacation due for the previous year.

Section 5.

An employee who is retiring on a pension based on length of service shall be entitled to the full vacation for the calendar year in which he retires.

Section 6.

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

Section 7.

If a paid holiday occurs during the vacation or sick leave, it is not counted as a day of vacation or sick leave.

Section 8.

Employees serving on a leave of absence without pay do not accrue vacation benefits.

Section 9.

If an employee leaves the County's employ for any reason, except as set forth in Section 5 of this Article, before the end of the calendar year after having taken a vacation allowance for the year, he will be charged with the unearned part of his vacation. This charge will be deducted from his final pay check.

Section 10.

Vacations must be taken during the current calendar year unless the Supervisor determines that it cannot be taken because of pressure of work, in which case, unused vacations may be carried into the next succeeding year only.

Section 11.

Employees working in departments which operate multiple shifts per day on a seven (7) day per week basis shall be eligible for a vacation bonus for perfect attendance (no absenteeism or lateness) in the amount of one (1) day per quarter for a total of four (4) days per calendar year with one (1) additional day added for perfect attendance for the entire year. This program shall

be on a calendar year basis.

Section 12.

Individual departments may continue any policies or practices, established prior to January 1, 2005, which have been adopted concerning the manner of distributing vacations to employees. In the absence of a departmental vacation policy, or in such case where a department seeks to change the manner in which employees select vacations, such vacations shall be granted on a departmental seniority basis. If a seniority basis is utilized, a procedure for picking or bidding for vacations shall be established.

In the Department of Engineering, Public Works and Facilities, employees may use up to three (3) individual vacation days on twenty-four (24) hour notice. These “emergency” vacation days may not be used from October through December or during emergent circumstances.

Section 13.

Employees may purchase additional vacation time according to the following schedule:

The value of:

Three (3) days pay for five (5) days vacation

Six (6) days pay for ten (10) days vacation

Nine (9) days pay for fifteen (15) days vacation

To be eligible, employees must have at least one full year in a permanent status. All of the prior years and current years regular vacation time must be utilized prior to the use of purchased vacation time.

Additional vacation purchase and scheduling is subject to the approval of the Department/Division Head based on a unit’s staffing needs.

In order to purchase days, employees must indicate the number of days they wish to

purchase for the upcoming year by December 31 of the preceding year. Purchased time must be used by December 31 of the calendar-year for which it was purchased.

ARTICLE 13

SICK LEAVE

Section 1.

Sick leave may be used by employees who are unable to work because of: (1) personal illness or injury; (2) exposure to contagious disease; (3) care, for a reasonable period of time, of a seriously ill member of the employee's immediate family (defined herein as spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law and any other relatives residing in the employee's household); (4) death in the employee's immediate family. Up to five (5) days may be permitted when such absence is caused by the death and attendance at the funeral of a spouse or a child and up to three days will be permitted during the absence from duty of employees when such absence is caused by the death and attendance at the funeral of any other member of the employee's immediate family as defined herein. Sick leave may also be used by a handicapped employee for absences related to the acquisition or use of an aid for the handicapped when the aid is necessary to function on the job. In such cases, reasonable proof may be required by the County.

Section 2.

If an employee is absent for reasons that entitle him to sick leave, his Supervisor shall be notified promptly. Failure to notify the Supervisor may be cause for disciplinary action. Absence without notice for five (5) consecutive days shall constitute a resignation.

Section 3.

Sick leave is earned in the following manner:

- A. New employees shall only receive one (1) working day for the initial month of employment if they begin on the first through eighth day of the calendar month, and one-half working day if they begin on the ninth through the twenty-third day of the month.
- B. After the initial month of employment and up to the end of the first calendar year, employees shall be credited with one working day for each month of service. Thereafter, at the beginning of each calendar year in anticipation of continued employment, employees shall be credited with fifteen working days.
- C. Part-time employees shall be entitled to a proportionate amount of paid sick leave.
- D. Paid sick days shall not accrue during a leave of absence without pay or during a suspension.
- E. Sick leave credits shall not accrue after an employee has resigned or retired although his/her name is being retained on the payroll until exhaustion of vacation or other compensatory leave.
- F. Unused sick leave shall accumulate from year to year without limit.

Section 4.

Any employee who is absent on sick leave for five (5) or more consecutive working days shall be required to submit a physician's certificate as evidence substantiating the illness. The County may require an employee who has been absent because of personal illness, as a condition of his return to work, to be examined by a physician at the expense of the County. In addition, the County in its discretion may require proof of illness of an employee on sick leave whenever such proof is reasonable.

Section 5.

An employee who has been absent on sick leave for a period totaling fifteen (15) days in one 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 causing recurring absences of one day or less in which event only one medical certificate shall be required for every six (6) month period. The medical certificate must specify that the chronic or recurring nature of the illness is likely to cause subsequent absences from employment.

Section 6.

Effective June 1, 2001, the County agrees to introduce a modified program of payment for unused sick leave upon retirement in accordance with the following requirements:

- A. Eligibility for payment under this program requires that an employee must retire with at least twenty-five (25) years of service solely with the County of Union, and must be at least age fifty-five (55), and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement.
- B. Additional rules and regulations applicable to eligibility for this benefit are attached hereto as Exhibit B and made a part hereof.
- C. Employees who are eligible for this benefit shall be compensated at one-half (1/2) the employee's daily rate of pay for each day of earned and unused sick leave to maximums set forth in Exhibit B.

Section 7.

Sick days may be used on an hourly basis with Department approval. Such approval shall not be unreasonably denied.

Section 8.

Institutional Attendants must provide 2 hours notice for call out.

ARTICLE 14

PERSONAL BUSINESS AND RELIGIOUS LEAVE

Section 1.

Employees who are employed less than one (1) year are entitled to be granted up to three (3) days off for personal business as hereinafter defined or for religious reasons in accordance with the schedule hereinafter set forth; employees who have been employed for more than one (1) year are entitled to be granted up to three (3) days per year without reference to any schedule. Employees must make application for such personal business or religious leave stating the reason for the requested leave as far in advance as possible. The request by the employee shall be directed to his or her Department Head. The leave may only be taken if the Department Head approves and grants said leave, and if for business reasons the applicant must demonstrate that the business purpose could not be scheduled after working hours. The following schedule shall only apply to employees with less than one (1) year of employment:

- A. One (1) day after four (4) months of employment.
- B. One (1) additional day after eight (8) months of employment.
- C. The third (3rd) day may be granted between the tenth (10th) and twelfth (12th) month of employment.

Section 2.

No personal leave shall be applied for, approved or granted, immediately before or after any vacation period, holiday period or weekend, except under extraordinary circumstances.

Section 3.

Leave days, as provided herein, must be used in a one (1) year period and shall not be accumulated from year to year.

Section 4.

Employees who are entitled to a personal day benefit shall be entitled to one “peremptory” use of any given personal day per year. This single peremptory Personal Day shall not be denied or subjected to restrictions within Sections 1 or 2, except where granting the Personal Day would result in a significant impact to an operational justification indicated by the County.

ARTICLE 15

DEATH IN FAMILY

Wages up to five (5) days will be paid during the absence from duty of employees when such absence is caused by the death and attendance at the funeral of a spouse or child, and up to three (3) days will be paid during the absence from duty of employees when such absences are caused by the death and attendance at the funeral of a mother, father, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, or other relative residing in the employee’s household.

ARTICLE 16

JURY DUTY

Section 1.

An employee summoned for jury duty shall receive his regular pay from the County for such period. Such employee shall report for his regular work while excused from such attendance in court unless it is impossible or unreasonable for him to do so.

Section 2.

Any payment received for jury duty must be returned to the Employer through the employee's department head less allowance for travel and meal expense.

ARTICLE 17

HOLIDAYS

Section 1.

The Employer has designated the following days as holidays for the year 2018:

New Year's Day	Thursday, January 1, 2018
Martin Luther King's Birthday	Monday, January 15, 2018
Lincoln's Birthday	Monday, February 12, 2018
Washington's Birthday	Monday, February 19, 2018
Good Friday	Friday, March 30, 2018
Memorial Day	Monday, May 28, 2018
Independence Day	Wednesday, July 4, 2018
Labor Day	Monday, September 3, 2018
Columbus Day	Monday, October 8, 2018
Election Day	Tuesday, November 6, 2018
Veteran's Day	Sunday, November 11, 2018 (Celebrated Monday, November 12, 2018)
Thanksgiving Day	Thursday, November 22, 2018
Day After Thanksgiving Day	Friday, November 23, 2018
Christmas Day	Tuesday, December 25, 2018

Section 2.

The Employer has designated the following days as holidays for the year 2019:

New Year's Day	Tuesday, January 1, 2019
Martin Luther King's Birthday	Monday, January 21, 2019
Lincoln's Birthday	Tuesday, February 12, 2019
Washington's Birthday	Monday, February 18, 2019
Good Friday	Friday, April 19, 2019
Memorial Day	Monday, May 27, 2019
Independence Day	Thursday, July 4, 2019
Labor Day	Monday, September 2, 2019
Columbus Day	Monday, October 14, 2019
Election Day	Tuesday, November 5, 2019
Veteran's Day	Monday, November 11, 2019
Thanksgiving Day	Thursday, November 28, 2019

Day After Thanksgiving Day
Christmas Day

Friday, November 29, 2019
Wednesday, December 25, 2019

Section 3.

The Employer has designated the following days as holidays for the year 2020:

New Year's Day	Wednesday, January 1, 2020
Martin Luther King's Birthday	Monday, January 20, 2020
Lincoln's Birthday	Wednesday, February 12, 2020
Washington's Birthday	Monday, February 17, 2020
Good Friday	Friday, April 10, 2020
Memorial Day	Monday, May 25, 2020
Independence Day	Saturday, July 4, 2020 (Celebrated Friday, July 3, 2020)
Labor Day	Monday, September 7, 2020
Columbus Day	Monday, October 12, 2020
Election Day	Tuesday, November 3, 2020
Veteran's Day	Wednesday, November 11, 2020
Thanksgiving Day	Thursday, November 26, 2020
Day After Thanksgiving Day	Friday, November 27, 2020
Christmas Day	Friday, December 25, 2020

Section 4.

Employees who are required to work on a regularly scheduled holiday shall be paid for the holiday plus payment at straight time their regular rate of pay for all hours actually worked on the holiday, subject to the overtime provision set forth in this Agreement.

Section 5.

Employees assigned to departments which work a continuous operation of twenty-four (24) hours per day, seven (7) days per week, and who have previously been granted compensatory time for holidays which fall on a non-working day, shall now receive payment or compensatory time in lieu thereof, at the employee's discretion for such holiday not worked; such election shall be made within two weeks from the date of the holiday.

Compensatory time under this provision of the contract must be taken within the calendar

year in which such holiday occurs.

Section 6.

Employees who are absent without pay on the day before or the day after a holiday must present proof of illness or other justifiable explanation of absence for approval by the Employer to be eligible for Holiday pay.

Section 7.

Effective January 1, 2011, the value of 14 Holidays calculated at straight time will be added to the base pay of a Public Safety Telecommunication Trainee, Telecommunicator and the Sr Telecommunicator. County recognized Holidays shall be a regular workday for employees in these titles

ARTICLE 18

SALARIES

Section 1.

Except for adjustments to salary ranges as herein provided, there shall be general wage increases applicable to all classifications covered by this agreement as follows:

- January 1, 2018 - 2% to base pay (retroactive).
- January 1, 2019 - 2% to base pay (retroactive).
- January 1, 2020 - 2% to base pay.

See salary guides attached hereto.

Shift Differential for both weekend and second shifts shall be increased by 2% per year.

The number of step increments shall not be increased from their present amount for the duration of the Agreement.

Effective January 1, 2009, renewal fees for all licenses required of employees in the

performance of their duties will be paid by the County for the duration of this Agreement.

Mechanics with a Commercial Drivers License ("CDL") who are not currently placed in the proper range shall be adjusted effective the date of the receipt of the license. Employees working in titles that require CDLs must obtain and maintain a CDL as a condition of employment. The County shall pay the cost for obtaining such license. The classifications of Laborer, Sign Maker 2 and Traffic Maintenance Worker shall have the maximum increased by \$1,200.00 for CDL license.

Mechanics assigned to work as Diesel Mechanics shall receive an annual \$798.00 stipend added to base pay for the time assigned effective January 1, 2001.

The stipend added to base pay for a CPA license shall be \$650.00.

Effective January 1, 2001, Senior Security Guards shall receive a \$500.00 stipend added to base pay for completion of the fire training course. All training for Security Guards shall be provided at County expense. When training is conducted during off-duty hours, employees shall be compensated at time and one-half. Effective January 1, 2001, Senior Security Guards with EMT certification shall receive a \$500.00 stipend added to base pay. Senior Security Guards shall receive a \$1,500.00 stipend added to base pay for beeper pay. The Senior Security Guards will not call for overtime. If beeper duty is split between more than one employee, the stipend added to base pay shall be pro-rated, (e.g. 2 employees = \$750.00 each).

Effective January 1, 2009, a Nursing Services Clerk Stipend added to base pay of \$250.00 for Certification from the National Association of Health Unit Coordinators shall be provided. Recertification must be met every three (3) years for retention of Stipend.

Effective January 1, 2013, any employee holding a hazmat endorsement shall be entitled to a \$500 stipend added to base pay.

Effective January 1, 2013, any employee holding an electrician journeyman title shall be eligible for a \$300 stipend added to base pay.

The County agrees to continue the practice of reimbursement for license renewal and permitting up to 10 hours of paid time off for testing.

The principal is preserved herein that: (1) bargaining unit employees who retire during the year in which the contract is settled and ratified; (2) those employees who are on the active payroll at the time the contract is settled; and (3) employees who are on leaves of absence without pay who subsequently return to active service with the County are entitled to the retroactive pay and benefits negotiated for that contract, exclusive of the period of leave without pay.

Section 2.

The salary rates and ranges for classifications covered hereunder for the term of this Agreement shall be as set forth on Exhibit E. Salary increases where applicable shall be prorated on an hourly basis for part-time employees as set forth in Exhibit E.

Section 3.

- During the term of this Agreement adjustments in rates of pay shall be as follows:
 - A. Employees hired or who have been promoted and have less than one (1) year of service in the position shall receive their salary increment effective the date of the beginning pay period of the month in which the employee has completed one (1) year of service in the title hired for or promoted into.
 - B. Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between January 1, and June 30th shall receive their salary increment as of January 1.

- C. Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between July 1 and December 31st shall receive their salary increment as of July 1 except as provided in Section 1.

These provisions shall not be applicable to employees hired on or after September 1, 1995 in the classifications at CBH specified in Section 1 of this Article. Instead, such employees shall receive rate of pay adjustments as provided in Section 1.

- D. Step progression is based on merit consideration, subject to past practice and to the provisions of the performance evaluation system as herein set forth.
- E. No employee shall be paid less than the starting rate or more than a maximum rate for his or her classification.

Section 4. Performance Evaluation

The present practice shall continue as to the employee evaluation system. The exceptional performance bonus is eliminated.

Section 5.

Promotional salary increases shall consist of a minimum of the highest increment of either the new or old title.

Section 6.

Bimonthly pay shall be implemented as follows:

January 1, 2016: Employees eligible for back pay under the 2009 Mastriani award shall receive one week's pay of the two week award.

January 6, 2016: All employees will receive the 1st January pay.

January 25, 2016: All employees will receive the 2nd January pay

February 10, 2016: All employees will receive the 1st February pay

February 29, 2016: All employees will receive the 2nd February pay

Thereafter employees will be paid on the 15th and 30th of each month (or 28th or 29th during the month of February).

January 15, 2017: Employees eligible for back pay under the 2009 Mastriani award shall receive one week's pay in full satisfaction of the two week award.

If an employee separates from service during January or February 2016, i.e., prior to full transition to bi-monthly pay, a calculation will be made of days worked versus days paid provided to determine if any money is owed.

If an employee eligible for the 2009 Mastriani award separates from services prior to January 15, 2017, they will receive the full amount of the award owed upon separation.

Section 7.

Institutional Attendants who are assigned to conduct orientation at CBH shall receive an additional \$1.00 per hour for the time they perform this function. Per diem Institutional Attendants shall receive a rate of \$25.46 per hour for each hour worked.

Section 8.

An Institutional Attendant who performs the duties of a language interpreter shall be paid a stipend of \$2.00 per hour or \$15.00 per shift effective July 1, 2016.

Section 9.

Employees who were actively employed and retired on or before March 26, 2020 shall be entitled to retroactive pay.

ARTICLE 19

OVERTIME

Section 1.

The employer agrees that overtime consisting of time and one-half (1½) of straight time pay shall be paid to all employees covered by this Agreement for time worked in excess of forty (40) hours of work per week. The computation of overtime shall include base pay, longevity and shift differential, where applicable.

Section 2.

The Employer further agrees that overtime consisting of straight time shall be paid to all employees covered by this Agreement whose basic work week is less than forty (40) hours of work per week for time actually worked in excess of their basic work week to forty (40) hours of work per week.

Section 3.

Paid time off for vacation, holidays, personal days, bereavement days and sick days shall be counted as standard time worked to determine the total number of hours worked per week for purposes of computing overtime under this Article.

Section 4.

Employees shall not be paid overtime unless such overtime is authorized by his or her Supervisor.

Section 5.

Overtime shall be equally distributed among employees in their respective departments as is reasonably practical among those capable of performing the work to be done.

Section 6.

There shall be no pyramiding of premium time.

Section 7.

If an employee at CBH is called in to work overtime, the employee shall receive at least four (4) hours pay.

Section 8.

Compensatory time for employees may be instituted at the discretion of individual departments. If compensatory time is offered, such a policy will be consistent with the policy now applicable to white collar workers within the Prosecutor's office, attached hereto as Exhibit D. Once a compensatory time benefit is extended to employees, it shall not be discontinued unless negotiated by the parties.

Clerical employees in the County Prosecutor's Office may elect compensatory time in lieu of overtime provided that accumulated compensatory time does not exceed eighty (80) hours at any given time and is approved by the employee's supervisor. Employees may not accumulate more than 80 hours of compensatory time but such bank may be replenished once time is used and the bank drops below 80 hours. Compensatory time must be utilized within the calendar year in which it is earned, except for compensatory time earned in the last quarter of the calendar year which may be utilized within the first quarter of the next calendar year. In the event that the compensatory time off cannot be scheduled, overtime will be paid.

Prosecutor staff assigned to Bail Reform and Speedy Trial functions shall be compensated at time and one-half for all hours worked in connection with those programs when required to do so on weekends and holidays, provided they are paid for all work days in the preceding week.

Section 9.

If mandatory overtime is offered to security guards and all available security guards are provided with a right of first refusal, then Sheriff's Officers may be used to fill any overtime post left open.

Section 10.

Overtime will be equally distributed amongst employees within the Department of Engineering and Public Works. All Division and Bureau employees will be included on an overtime master list to be posted within each Division or Bureau. The only exception to following the list is if the work to be done requires a special skill or if an emergency exists.

ARTICLE 20

SHIFT DIFFERENTIAL

Section 1.

The Employer agrees to continue to pay shift premiums in the amounts and in accordance with the present practice.

The shift differential for IAs employed at CBH is set forth in Exhibits A and E annexed hereto.

Section 2.

It is understood and agreed by and between the parties that only those employees actually working the second and third shifts or weekends shall receive the shift premiums hereinabove set forth.

Section 3.

Effective January 1, 2008, civilian posts working at the Jail shall receive a shift

differential of \$.54 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.56 per hour.

Effective January 1, 2009, civilian posts working at the Jail shall receive a shift differential of \$.55 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.58 per hour.

Effective January 1, 2010, civilian posts working at the Jail shall receive a shift differential of \$.55 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.58 per hour.

Effective January 1, 2011, civilian posts working at the Jail shall receive a shift differential of \$.57 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.59 per hour.

Any employee working a second, third or weekend shift shall be entitled to this shift differential, which is subject to the increases set forth in Article 19, Salaries. This shall include dispatchers.

Section 4.

Effective June 1, 2008, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.56 per hour.

Effective January 1, 2009, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.58 per hour.

Effective January 1, 2010, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.58 per hour.

Effective January 1, 2011, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.59 per hour.

Effective January 1, 2015, Building Maintenance Workers, Security Guards and Building Service Workers shall receive a weekend-differential of \$.59 per hour.

Section 5.

During the term of this Agreement, the County shall continue its policy that those employees in the Division of Information Systems who work night shifts, shall receive a Ten Dollar (\$10.00) shift differential per week for working a full week's scheduled night shift.

ARTICLE 21

CALL IN PAY

Section 1.

An employee who is called in to do work in emergencies outside of his or her regular hours shall be guaranteed a minimum of four (4) hours' pay at said employee's prevailing rate of pay under the terms of this Agreement. The prevailing rate of pay shall be in accordance with the terms set forth in the Overtime Article of this Agreement. It is understood and agreed, however, that only time actually worked will be counted as hours worked per week for purposes of computing overtime.

Effective July 1, 2016, employees called in for emergencies shall be guaranteed 4 hours of overtime. Employees called in for emergencies may be required to stay the full 4 hours at the Supervisor's discretion

Section 2.

Employees who receive standby payment will continue to receive the sum of Three Dollar (\$3.00) per hour.

Section 3.

Call-In pay for snow emergencies shall begin from the time of call as long as employees

arrive for work within one (1) hour of the call.

In such cases where an employee utilizes sick leave for rest following a snow emergency, use of such sick leave shall not be held against or used against an employee for purposes of determining sick leave abuse or for any other disciplinary reasons.

ARTICLE 22

RETENTION OF EXISTING BENEFITS

Except as otherwise provided herein, all rights, privileges, and benefits which the employees have heretofore enjoyed and are presently enjoying, shall be maintained and continued by the County during the term of this Agreement. The personnel policies and personnel regulations currently in effect shall continue to be applicable, except as otherwise expressly provided herein.

ARTICLE 23

NON DISCRIMINATION AND EQUAL EMPLOYMENT

Section 1.

There shall be no discrimination, interference, or sanction by the County or any of its agents against the employees represented by the Association because of any membership or activity in the Association. The Association or any of its agents shall not intimidate or coerce employees into membership.

Section 2.

The County and the Association hereby agree to continue their practice of not discriminating against any employee or applicant for employment because of race, creed, color, national origin, age, sex, ancestry, religion, marital status, or liability for service in the Armed Forces of the United States in compliance with all applicable Federal and State Statutes, rules

and regulations.

ARTICLE 24

LEAVE OF ABSENCE

Leave of absence without pay may be granted to permanent employees for good and substantial reasons such as education or maternity in accordance with the personnel policies of Union County. Requests for leave without pay must be submitted in writing by the employee to his or her Department Head.

Employees serving on leave of absence without pay under circumstances that qualify under The Family and Medical Leave Act of 1993 (FMLA) and the New Jersey Family Leave Act (NJFLA) will have such leave considered to be taken under and in accordance with the applicable provisions of the FMLA or the NJFLA with all current amendments. The County's Policy governing Family and Medical Leaves shall be incorporated as if set forth fully herein, attached hereto as Exhibit C.

While temporary employees may be granted a leave of absence without pay as herein provided in accordance with Civil Service Commission Rules and Regulations, the Employer shall not be responsible to hold a job for the said employee.

ARTICLE 25

WORK RELATED INJURY

If an employee is injured or becomes ill, arising out of and during the course of his employment, the following procedures shall be applicable:

Section 1.

- A. The employee shall notify his Department Head and the Personnel Office of the work related injury or illness.
- B. If the County's Workers' Compensation insurance carrier does not dispute the

causal relationship between the employment and the injury or illness, the employee shall be paid his or her full pay up to the first ninety (90) calendar days following the date of the injury or illness and no charge shall be made to the employee's sick leave accumulation provided the employee turns over to the County any checks received for temporary disability benefits. If the employee receives an injury which has been deliberately inflicted on the employee by any person or persons arising out of the employee's employment, the ninety (90) day calendar period herein above shall be extended up to one hundred eighty (180) calendar days.

- C. After the first ninety (90) calendar days or one hundred eighty (180) calendar days, as the case may be, from the date of the injury or illness, as hereinabove defined, the employee shall have the option to charge his or her sick leave accumulation and receive full pay provided the employee turns over all Workers' Compensation temporary disability checks to the County or the employee shall have the option to retain all such Workers' Compensation checks and not receive any additional monies from the County. If the latter option is chosen, there shall be no charge to the employee's sick leave accumulation, and the employee shall be considered as on leave of absence without pay.
- D. If the County's Workers' Compensation insurance carrier disputes the causal relationship between the employment and the sickness or injury then, in that event, in order for an employee to receive any pay from the County he shall be obligated to charge his sick leave accumulation.
- E. If any employee is absent from work for seven (7) days or less, arising out of an

injury or illness, attributable to employment so that the employee is not entitled to receive temporary disability benefits the employee shall not have any charge made against sick leave accumulation so long as the employee substantially proves that the illness or injury arose out of his or her employment.

- F. The County shall provide transportation for the initial visit to a doctor's office or to a hospital for an employee at work who becomes sick or is injured, where such doctor or hospital visit is necessary and no other means of transportation is available.

Section 2. Modified or Light Duty

The County of Union has established a Modified and Light Duty Program in all departments for an employee who receives on-the-job injuries and who, after a medical examination, is determined to be able to perform these specific types of duties as temporary assignments. In certain instances, these assignments could involve "out-of-title" work for a temporary period not to exceed 260 working days or the equivalent of one year.

Modified or light duty assignments are made at the discretion of the employee's Department Head or Designated Agent. In all cases, efforts will be made to place an employee in a modified or light duty assignment status within an employee's own Department or Division. Preference will be given to assignments within an employee's classification, followed by assignments in other classifications.

If the employee and/or the employee's Supervisor feel that a modified or light duty assignment cannot be performed due to a medical reason related to the workers' compensation illness or injury, a medical reexamination will be scheduled. The examining physician will have the final decision on the employee's medical ability to perform a modified or light duty

assignment. If the employee and/or the employee's Supervisor feels that a non-medical circumstance exists which prevents an employee from placement in a modified or light duty assignment, the final decision on the employee's ability to perform the duty will rest with the employee's Department Head and the Risk Management Unit in the Personnel Division.

An employee assigned to a modified or light duty assignment will be considered to be working in a temporary assignment. The workdays and hours will conform to the position assigned in the respective area. Should an employee be assigned to work in another area, it will be the employee's responsibility to provide transportation to that work site. The employee will be compensated at the employee's regular rate while in the modified or light duty assignment and still accrue benefits and seniority accordingly.

Any time off taken while on modified or light duty will be charged accordingly (i.e., vacation, sick, personal business, etc.). If an employee requests a sick day due to the work-related injury while on modified or light duty, he or she must contact his or her Supervisor and the treating care facility immediately. The medical facility will reexamine the employee at that time to determine if there is any additional medical problem.

Should the examining physician determine that the current illness is work related, time off will be charged to workers' compensation. If the illness is not work related, the employee will be charged accordingly.

If an employee does not visit the care facility when required and scheduled, the absence will be charged to the employee's sick time and may be the subject of disciplinary action. Follow-up visits and/or other treatment, relative to the work related injury, will be scheduled early morning or late afternoon in order not to interfere with any employee's work schedule. Any time lost due to these appointments will **not** be charged against an employee's time.

ARTICLE 26

MEAL PAY

Section 1.

Employees who heretofore received meal money will continue to receive a meal allowance. Effective January 1, 2009, bargaining unit employees shall be entitled to receive a meal allowance of \$9.50 per meal when employees are held beyond their regular shift for three (3) or more hours, when they are called in on the same day for overtime and work five (5) or more hours, and when they are asked to work overtime on a Saturday or Sunday without advance notice, or on a "non-scheduled basis." Employees will be paid meal money for every five (5) consecutive hours of work.

Meal time for "scheduled" overtime shall also be provided. Scheduled overtime shall mean overtime for which an employee receives at least seven (7) days notice.

Section 2.

Security guards on the second and third shift shall be able to send one Guard out to purchase a meal.

ARTICLE 27

CLOTHING

Section 1.

Retroactive to January 1, 2005, the County shall provide an allowance of One Hundred Dollar (\$100.00) per annum towards the purchase of work shoes to employees who received such an allowance in 1994, except Institutional Attendants, and shall also provide that shoe allowance to non-clerical staff in the Bureau of Voice and Print Communications.

Effective January 1, 2006, Department of Public Works employees (road paving and tree

climbers) and all mechanics shall be reimbursed One Hundred Fifty Dollar (\$150.00) per annum towards the purchase of oil/slip resistance boots upon proof of such purchase with a receipt reflecting same.

Section 2.

Effective January 1, 2011, the County will no longer provide uniforms to employees currently receiving same in Engineering, Facilities Management, Motor Vehicles, Public Works, and certain CBH employees. These employees shall receive the following clothing allowance payable in December of each calendar year, with the exception of Motor Vehicles which shall receive this allowance in March, inclusive of shoe allowance and applicable maintenance allowance as follows:

CBH (housekeeping, food service, etc)	\$ 400
Engineering, Facilities	\$ 525
Public Works, & Motor Vehicles	\$ 575

These amounts shall be 50% for part-time employees.

Employees currently receiving uniform allowance shall have their allowance adjusted as follows for 2011:

Security Guards	\$1025
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Effective January 1, 2018, Medical Examiner staff shall receive the same uniform allowance as security guards.

It shall be the responsibility of each individual employee to report for work in the proper uniform attire as required by their respective Department Head. Failure to do so may subject the employee to the disciplinary process.

The County shall continue to provide required County logo patches, silk screening, and/or embroidery.

Section 3.

The County shall provide all Security Guards and Maintenance employees with rain gear and boots. The nature and type of rain gear and boots shall be at the sole discretion of the County.

All employees receiving the aforesaid uniforms and/or jackets are required to wear and to properly maintain such uniforms and/or jackets.

It shall be the responsibility of each individual employee to report for work in the proper uniform attire as required by the Sheriff. "

Section 4.

Effective January 1, 2009, the practice of providing two (2) uniforms per year at no cost to Nursing Services Clerks shall continue for the duration of this Agreement.

Employees will be reimbursed for irreparable damage to clothing or glasses which occurs on the job by a person or persons in the care or custody of the employee sustaining the damage. The maximum reimbursement for which the County will be responsible will not exceed Thirty Five Dollar (\$35.00) for clothing per incident and One Hundred Dollar (\$100.00) for glasses per incident.

Section 5.

The County agrees to pay 50% of the cost of prescription safety glasses, where necessary, one time during the contract term for each employee in Facilities Management, Motor Vehicles, Engineering, Public Works and the Sign Shop.

Section 6.

In order to rectify the parties' failure to include a clothing allowance for communication workers in the 2008-2011 CNA, communication workers shall receive a clothing allowance of

\$575.00 retroactive to January 1, 2012. Payment of this uniform allowance shall be in accordance with the County's current practice of providing a clothing allowance to other bargaining unit members.

Section 7.

Effective January 1, 2018, clothing allowance amounts shall be increased by \$50.00 per year.

ARTICLE 28

HEALTH BENEFITS

Section 1.

The drug prescription benefits shall include.

	Co-Pay
Retail Generic (30 day supply)	\$5.00
Retail Preferred Brand (30 day supply)	\$25.00
Retail Non-Preferred (30 day supply)	\$50.00
Mail Order Generic (90 day supply)	\$5.00
Mail Order Preferred Brand (90 day supply)	\$30.00
Mail Order Non-Preferred (90 day supply)	\$60.00

Employees who receive fully paid retirement benefits under the 2008-2011 CNA shall be provided with the Medco Rx or an equivalent plan. The plan shall provide for free mail order prescriptions and 30% co-pay for retail. It is understood that in order to provide the Medco Rx plan, the base Health Plan will be converted from CIGNA ROAP7 to CIGNA ROAP3.

The prescription network known as "Medco" (CCN II Network) will be maintained.

Drug Plan Utilization Modifications:

- Enhanced Concurrent Drug Utilization Review (Refill too soon/stockpiling).
- Preferred Drug Step Therapy (Generic or Preferred Name Brand first) limited to PPI, SSR.I and Intranaseal steroid drugs.
- Clinical Intervention (Statement of medical necessity from MD) limited to Anti-Narcoleptic Agents, Weight Loss and Anti-Neoplastic Agents.

There shall be no flow through of prescription co-payments to the Major Medical portion of the health insurance coverage.

Effective January 1, 2006:

- (a) Retail pharmacy purchases shall be limited to thirty (30) day increments.
- (b) Dispense As Written (DAW) Procedure: Physicians prescribing name brand drugs, when the generic equivalent is available, must justify the DAW to the pharmacy.
- (c) The County will provide sample forms for mail order prescriptions and will distribute them to unit members by mail.

Section 2.

During the term of this Agreement, the County shall continue to contribute the sum of One Hundred Dollar (\$100.00) per employee per year towards the cost of a Disability Plan that provides a weekly benefit of Three Hundred Dollar (\$300.00) for twenty-six weeks. The County shall pay the difference in cost associated with increasing the weekly disability benefit from Two Hundred Seventy Five Dollar (\$275.00) to Three Hundred Dollar (\$300.00).

Section 3.

The Dental Plan in effect for 1982 (herein the base plan) shall be continued during the term of this Agreement at the expense of the County.

Effective January 1, 2006, the annual cap on the employee only basic dental plan benefit level shall be increased to \$2,000.00.

Effective January 1, 2006, employees covered by this Agreement shall have the option to maintain the existing plan or obtain an improved dental plan, either single or family, that provides coverage on an 80/20 percent basis up to \$2,000.00. Employees shall also have an option to select coverage under the Health Plex Plan. Employees who opt for any of these coverages shall pay the full cost difference that exceeds the Employer's cost of the base plan.

Effective January 1, 2017, the annual cap on the employee only basic dental plan shall be increased to \$2,500.00.

Section 4.

The Employer reserves the right to change or modify existing carrier or carriers that provide health benefits, disability benefits, dental benefits or drug prescription benefits at any time during the term of this Agreement, provided that the coverage is substantially similar to the coverage then in effect. The Employer will give reasonable notice to the Association of its intention to change any such carrier before implementation and will meet with representatives of the Association before implementation.

Section 5.

All existing cost containment and co-pay provisions applicable to the hospitalization insurance program shall be maintained, except as follows:

1. The Horizon PPO and Horizon Traditional Plans will be maintained for employees choosing said plan with their cost being the difference between the PPO or Traditional Plan premium, whichever is applicable, and the Direct Access premium in any given year.

2. Effective June 28, 2011, P.L. 2011, Chapter 78, governs the amount of employee contributions. If any of the applicable premium sharing provisions of Chapter 78, P.L. 2011 are repealed, modified, or overturned by a court of competent jurisdiction or by the legislature, the parties agree to meet to negotiate the impact of any such repeal, modification, or court decision. In addition to the premium upon which Council 8 employees Chapter 78 contribution shall be frozen at the 2019 levels. An employee's contribution amount shall not change if the premium increases or if an employee's salary increase moves him/her into a new range. An employee's

contribution amount may change if the employee changes health plans or changes categories of coverage, i.e., moves from family to single or single to family, etc.

3. Effective July 1, 2013, out-of-network benefits shall be \$500.00 Single/ \$1,000.00 all others. The out-of-network reimbursement benefit shall be 150% of CMS (Medicare).

4. The emergency room co-pays shall be \$25.00 per visit (to be waived if admitted).

5. The Third Party Administrator (TPA) is eliminated and the County will no longer reimburse employees for any out-of-network charges.

6. Effective July 1, 2015, the County implemented two (2) additional plans – a high deductible plan with a health savings account (HSA) and an exclusive provider organization (EPO) plan. Employees hired on or after June 30, 2016, shall be required to choose one of these two plans during the first two (2) years of employment. Following the completion of two (2) years of employment, the employee may select any of the County's other plans. All current employees may voluntarily select one of these plans during open enrollment. With regard to the HSA, the County agrees that it will contribute \$1,000.00 towards the deductible for single coverage and \$2,000.00 towards the deductible for family coverage for both current and new employees who elect the HAS.

7. Health Benefit Buy-Out Option: Effective January 1, 2006, the health benefit buy-out option shall be \$5,000.00 annually for employees covered by spouse plan (Family and Husband/Wife) who decline additional health coverage. Also, as of June 1, 2007, the Health Benefit Buyout for Single coverage from another source in the amount of \$1,800.00 shall be effective. Health Benefit Buyout options for Family, Husband/Wife, and Single Coverages shall continue to be offered for the duration of this Agreement. The buy-out will be payable in 26 installments over the next year. Employees opting-out shall retain the right to re-enter the

County Health Benefit Plan on a monthly basis. Upon re-entering the plan, payments for opting-out shall cease; this benefit shall be discontinued if the County becomes self-insured. In order to be eligible for the health-benefit opt-out payment, an employee must opt out of both health and prescription coverage.

8. In the event the County negotiates an agreement with any other bargaining unit of County employees, providing any health benefit increase more advantageous to employees, the County agrees to reopen negotiations with Council 8 regarding those health insurance benefits which are different from those in this Agreement.

Section 6.

Effective January 1, 2006, an eye care plan shall be implemented for employees only. The County will pay the full cost of the premium associated with this benefit for employees only. Employees may opt to include dependents in the plan, at the employee's expense, with a two (2) year enrollment duration.

Section 7.

The County agrees to continue a program of subsidization of health insurance costs for retirees who were represented by the Association under the terms of the labor contract with the County at the time of retirement. The conditions and requirements for retirees to receive the benefit of this subsidization program are set forth in Article 31B.

Section 8.

The County agrees to notify the Union President when a recommendation regarding any changes to or maintenance of health care providers is to be made by the Finance Committee to the Board of Chosen Freeholders. Such notice will be provided in sufficient time so the Union can review the recommendation before adoption by the full Freeholder Board.

ARTICLE 29A

HEALTH INSURANCE BENEFITS FOR RETIREES

(Employees hired prior to December 19, 2008)

Effective December 18, 2008, there shall be a health benefit plan for employees, covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions.

Section 1. Eligibility

Employees must have been actively employed with the County of Union as of December 18, 2008, and must retire on either a disability pension, or retire having reached the age of 55 years and having 25 years or more of service with the County, or reach the age of 62 years or older with at least 15 years of service with the County. Employees who otherwise qualify for coverage but who retire before age 55, shall be entitled to receive coverage under this plan upon reaching age 55. This benefit will only be provided to those retirees meeting the eligibility requirements who do not have health insurance coverage provided hereunder, and eligible retirees shall cooperate in good faith with the County to verify that they are not eligible to receive such substantially equivalent or better health insurance coverage.

Section 2. Description

This benefit shall consist of coverage under the Horizon Direct Access Health Insurance Plan. Subject to the vested material rights of employees covered hereunder, the County reserves the right to change or modify the plan at any time so long as the modified plan provides substantially equivalent or better coverage to that in effect for the eligible members of the bargaining unit at the time of their retirement provided such coverage remains generally available in the insurance market at commercially reasonable rates.

Section 3 Future Employees

Employees hired after December 18, 2008, the date of approval by the Board of Chosen Freeholders, shall only be eligible for the health benefit subsidy as set forth in the Collective Bargaining Agreement.

Section 4. Cessation of Subsidy

Upon implementation of retiree health benefits provided in Sections 1 and 2 above the County shall be obliged to pay the full cost of health insurance premiums for qualifying retirees hereunder. Those qualifying retirees shall not be eligible for or receive the subsidy provided in the Collective Bargaining Agreement.

Section 5. Health Benefit Buyout Option

Any retiree eligible to receive benefits or then receiving benefits as described above, with either Family or Husband/Wife coverage in any of the available health benefits plans, may voluntarily opt out of that plan providing their spouse has either Family or Husband/Wife coverage either through the County or through another employer. In return for opting out, the County shall pay to the eligible retiree the sum of \$5,000.00 annually, to be paid in quarterly installments over the next year. The \$5,000.00 sum shall be reduced to \$2,500.00 per annum upon the eligible retiree's reaching Medicare eligibility. The payments will be prorated if less than one year of the benefit is available. Eligible retirees opting out shall retain the right to re-enter the County's health benefit plan on a monthly basis. Upon re-entering the plan, payments for opting out shall cease. This benefit shall be discontinued if the County becomes self-insured.

ARTICLE 29B

HEALTH INSURANCE BENEFITS FOR RETIREES

(Employees hired on or after December 19, 2008)

Effective December 19, 2008, there shall be a health insurance subsidy plan for employees, covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions:

Section 1. Eligibility

Employees must have been actively employed for the County of Union on or after December 19, 2008; and must retire on either a disability pension or after having reached the age of 55 years and having 25 years or more of service with the County, or retire and reach the age of 62 years or older with at least 15 years of service where the retirement has been shown to the satisfaction of the employer to have been necessitated by medical illness or disability of the employee. Employees who otherwise qualify for coverage but who retire before age 55 shall be entitled to receive coverage under this plan upon reaching age 55. This benefit will only be provided to those retirees meeting the eligibility requirements who do not have health insurance coverage from another source, and eligible retiree shall cooperate in good faith with the County to verify that no other source of health insurance is provided for them.

Section 2. Description

This benefit shall be applied to the Health Insurance Plan which is provided to members of the bargaining unit. The County reserves the right to change or modify plans at any time so long as the modified plan provides substantially similar coverage to that in effect for members of the bargaining unit.

Section 3 Subsidy

Upon implementation of this benefit, the County shall be obliged to subsidize the cost of health insurance premiums for qualifying retirees, as follows:

Category

County's Subsidy

Single, Under 65	\$189.67 per month
Single, Over 65	\$138.39 per month
H/W Under 65	\$540.58 per month
P/C Retiree	
Family Under 65	
H/W Over 65	\$276.77 per month
H/W Retiree Over 65	\$276.77 per month
H/W Spouse Over 65	
Family Over 65	\$442.88 per month
Family Retiree Over 65	\$477.85 per month
Family Spouse Over 65	
P/C Retiree Over 65	\$338.69 per month

The remaining costs of the County's Hospital Insurance Plan shall be borne by the retiree.

Section 4. Modification

In the event that the amount of the County's contribution is subsequently reduced or even eliminated, the change in practice shall apply to those persons already retired. Similarly, in the event that the Hospital Insurance Plan is changed or modified in any way, the new plan shall apply to the retirees.

ARTICLE 30

DURATION

This Agreement shall be in effect from January 1, 2018 through December 31, 2020.

If either party desires to change this Agreement, it shall notify the other party in writing at least sixty (60) days before the expiration date of this Agreement. If notice is not given as herein required, this Agreement will automatically be renewed for another year.

ARTICLE 31

EDUCATION

During the term of this Agreement, the County shall continue its policy that all journeymen and craftsmen who take a course germane to their employment with the approval of the Department Head shall receive a tuition reimbursement provided they receive a passing grade in the course of approval.

Nothing set forth herein shall affect the existing practice whereby employees, from time to time, are requested by the Employer to take certain courses at the Employer's expense.

Nothing set forth herein shall affect the existing practice of in-service training whereby the Employer, from time to time, provides seminars and workshops. The Employer agrees that insofar as possible it will furnish in-service programs to personnel on each shift rather than have personnel report off-duty for those programs.

Effective January 1, 2001, Institutional Attendants/Certified Nursing Assistants employed at CBH shall be afforded the same educational benefits as set forth in the LPN Agreement annexed hereto as Exhibit A. CNA re-certification shall be paid directly to the vendor, provided said vendor is willing to follow the County voucher process.

Effective January 1, 2006, an Eight Thousand Dollar (\$8,000.00) educational fund for job related training shall be established in the Department of Administrative Services.

Effective January 1, 2009, one (1) Certified Nursing Services Clerk per year will be selected by CBH Administration to attend the annual NAHUC Convention, subject to the County EPEC approval process. The County will grant paid leave for attendance and provide reimbursement to the employee for the cost of registration.

ARTICLE 32

LABOR MANAGEMENT COMMITTEE

Section 1.

The County and the Association agree to form a Labor Management Committee for the purpose of discussing mutual concerns. The Committee shall meet four times a year, dates to be mutually agreed upon. The Committee shall consist of six members, three of whom are to be designated by the County Manager and three of whom are to be designated by the President of the Association. The County and the Association shall each submit an agenda of items to be discussed at any such meeting one week in advance to the County Manager and the President of the Association. It is expressly recognized that this Committee shall not have any authority to modify or amend the terms and conditions of the parties' collective negotiations agreement and shall act solely as an advisory body.

Section 2.

Seniority lists of employees covered by this Agreement will be made available to the Association upon reasonable request.

The County will make every effort to provide each employee with a balance of compensatory time, sick time, etc., on a quarterly basis.

If possible, the County agrees to provide a printout demonstrating the difference between full members and agency shop fee payers.

The County agrees to provide the Union with any memos or official documents affecting the terms and conditions of employment for Union employees at least seven (7) days before implementation.

Section 3.

Effective January 1, 2009, the County agrees to pay the Union One Thousand Seven Hundred Dollar (\$1,700.00) per year to cover mailing expenses in lieu of union notifications via paychecks. The Union shall not use inter-office mail for Union business.

Section 4.

The parties agree to form a non-binding committee to review and make recommendations regarding titles and ranges.

ARTICLE 33

PUBLIC SAFETY TELECOMMUNICATORS

- A. Per diems shall be recognized under the contract.
- B. All full time employees shall have a regular shift and schedule consisting of 12 hour shifts (7 am to 7 pm and 7 pm to 7 am); 4 days on/4 days off, rotating through each 4 week cycle, to include 8 hours overtime pay every other 4 week cycle. Payment of this overtime shall be automatic except for compensatory time requests.
- C. Employees shall have the option to choose compensatory time in lieu of overtime for attendance at mandatory meetings or training sessions.
- D. Effective August 1, 2020, employees shall be required to participate in 16 hours of training annually ("Training Days"). Effective August 1, 2020, each step on the Public Safety Telecommunicators' salary guide shall be increased by 16 hours at the straight time hourly rate of pay.
- E. When working a holiday. Employees shall have the option to be paid or to take another day off in lieu of the holiday.
- F. Seniority: Employees shall be permitted to select vacations and shift *day or

night) by seniority. Management shall retain the right to assign employees a given shift in order to meet operational needs and balance experience on all shifts. Shift selection shall be done in October for the upcoming year. Vacation selection shall be done in November and December for the upcoming year. At this time, Employees must schedule at least 96 hours of vacation. Any vacation not picked at that time and subsequently requested will be approved based on staffing needs.

G. A salary guide for Trainees and Telecommunicators is included in Exhibit E. Per Diem Telecommunicators will be paid between \$15 and \$20 an hour, depending upon experience.

H. All employees who are certified training officers in Fire/EMS, Call Taking, and Police shall receive a \$500 annual stipend for each certification.

I. Any employee who is certified as a Pro QA shall receive a \$500 annual stipend.

J. Overtime shifts shall be capped at no more than 16 hours, unless an emergency exists. If an employee is required to work 18 hours on a given shift, he/she shall be guaranteed 8 hours off between shifts.

The County will take orders for uniforms in September and will distribute them when received.

ARTICLE 34

MISCELLANEOUS

Section 1.

Upon an employee's completion of fifteen (15) years of service with the County of Union, the Residency requirement shall be waived as to that employee.

Section 2.

The parties agree to adopt and incorporate by reference the current emergency closing policy promulgated by the County in accordance with Exhibit F attached hereto.

Section 3.

Employees working shifts in the jail shall be eligible for the same sick day incentive program as JDOs and CBH employees.

Section 4.

Employees will be granted four (4) hours of paid leave each year for use for cancer screening in accordance with the County Policy on Cancer Screening as set forth in Freeholder Resolution No. 1623A-99 as specified in Exhibit H of this contract.

Section 5.

Employees shall be permitted to take benefit time in hourly increments consistent with the Department's practice of granting such benefit time.

ARTICLE 35

SAVINGS CLAUSE

In the event that any federal or state legislation, governmental regulation or court decision cause invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect.

ARTICLE 36

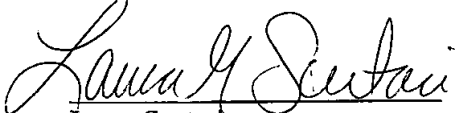
FULLY-BARGAINED AGREEMENT

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargaining issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with

respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both at the time they negotiated or signed this Agreement.

IN WITNESS WHEREOF, the parties have caused the same to be executed by its
respective officers or agents on this 16 day of February, 2021

COUNTY OF UNION



Laura Scutari
Director, Administrative Services

2/9/2021


Date

By: 

Edward Oatman
County Manager

Date

APPROVED AS TO FORM:



Kathryn V. Hatfield, Esq
County Attorney

2/8/2021

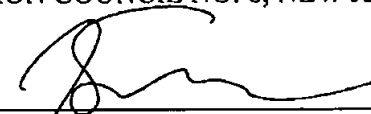
Date

By: 

James Pelletiere
Clerk of the Board

Date

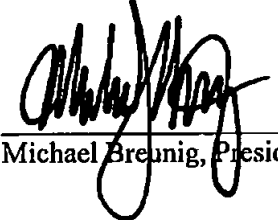
UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION



Joe Salemme, Conventus, LLC
Labor Relations Consultant

1/29/21

Date



Michael Breunig, President

1/7/2021

Date

EXHIBIT A

SPECIAL TERMS AND CONDITIONS OF EMPLOYMENT FOR LPNS AND SENIOR LPNS EMPLOYED AT CORNERSTONE BEHAVIORAL HEALTH HOSPITAL

Notwithstanding anything to the contrary in the parties' collective negotiations agreement, the parties agree that the following terms and conditions shall be implemented and be applicable to bargaining unit employees employed in the titles of LPN and Senior LPN at Cornerstone Behavioral Health. The terms and conditions of the parties' collective bargaining agreement for the period January 1, 1998 through December 31, 2000 are incorporated herein by reference, unless inconsistent with the terms hereinafter set forth.

WAGES

Effective January 1, 2001, LPNs and Senior LPNs will be paid in accordance with the salary schedule attached hereto as Exhibit E.

Effective January 1, 2009, the County will cover the cost of 2 year license renewal for LPN's.

SENIOR LPN DIFFERENTIAL

The Senior LPN differential shall remain at the current amount of \$1,071.00 for the duration of this Agreement.

CHARGE PAY

Effective June 1, 2001, for the duration of this Agreement, take charge pay for LPNs and Senior LPNs shall be \$11.25 per shift for each shift that they are required by the Employer to perform functions normally assigned to a "Head Nurse". This take charge pay is in addition to the normal pay received by the LPN and Senior LPN.

SHIFT HOURS

Effective May 28, 1989, the Employer may in its sole discretion implement the following shift hours:

7:00 a.m. - 3:15 p.m. -- 3:00 p.m. - 11:15 p.m. -- 11:00 P.M. - 7:15 a.m.

SHIFT DIFFERENTIAL

The Employer shall continue to pay shift differentials as illustrated in exhibit "E".

WEEKEND DIFFERENTIAL

The Employer shall continue to pay a weekend differential in the amount of \$3.23 per hour.

LUNCH PERIOD

Upon the effectuation of the change in shift hours as hereinabove set forth, the lunch period shall be increased from the present 30 minutes to 45 minutes. The lunch period shall be duty-free.

FINDERS FEE

During the term of this Agreement, LPNs and Senior LPNs who refer to Cornerstone Behavioral Health an RN or an LPN for employment shall continue to be entitled to receive upon the hiring and continued employment of such referred RN or LPN for a period of at least six consecutive months the following finders fee:

\$300 for a full-time RN

\$200 for a full-time LPN

To be entitled to the finders fee, the referring LPN or Senior LPN must advise both the potential employee and the nurse recruiter of the referral. The referred employee must set forth the name of the referring LPN or Senior LPN in the written employment application.

UNIFORM ALLOWANCE

Effective January 1, 2009, LPNs and Senior LPNs shall be entitled to a uniform allowance of \$390.00 for Full-Time Employees and \$255.00 for Part-Time Employees. This uniform allowance shall remain at the same rate for 2010, and increase by \$50.00 for 2011 for FT employees and \$25.00 for PT employees.

The uniforms are to be within a dress code established by the Administration of Cornerstone Behavioral Health.

The uniform allowance shall be a reimbursement to the employee and shall be paid in a lump sum. No voucher will be needed.

ATTENDANCE BONUS

LPNs, Senior LPNs, as well as CNAs, Institutional Attendants, Dietary, Laundry, Housekeepers and Nursing Services Clerks shall receive one day off with pay per quarter for perfect attendance during that quarter (no absenteeism/call-outs or lateness, with acceptable Time-Card Swiping Routines). An additional day off with pay will be provided to employees with perfect attendance throughout the whole year. Part-time employees shall receive a prorated attendance bonus. This program shall be on a calendar year basis. Instances where an employee calls-out for the day and later requests to change the sick day to another benefit day will not be eligible for an Attendance Bonus. Un-Acceptable Time-Card Swiping Routines shall be defined as any employee who neglects to swipe his/her time card in and/or out 6 times within one quarter; such instances shall be documented during daily payroll procedures. It is the right of CBH management to provide an exception for non-swiping in cases including but not limited to Time clock power failure, new employees who did not receive an ID-badge, Lost ID-badges unable to be replaced due to delays in picture taking unrelated to employee-initiated delays etc.

Employees shall continue to report to the Nursing Office every time they are without their employee ID/Time Card to be “signed in” to facilitate proper documentation for payroll purposes.

FLEX TIME

Effective January 1, 1990, the Employer may develop flexible work schedules within a 37-1/2 hour work week to accommodate the needs of the Employer and individual LPNs and Senior LPNS, provided there is consent of the employee and the Association.

EDUCATION

During the term of this Agreement, the County will continue to cover the cost of tuition, when LPNs, Senior LPNs, CNAs and Institutional Attendants are enrolled in a program leading to an RN license to a maximum of \$2,000.00 per employee per year. The employee must complete one year of service with Cornerstone Behavioral Health to become eligible for this benefit. The employee must maintain a passing grade as required by the course of study at the involved school. The school is to be approved by the Administration of Cornerstone Behavioral Health from amongst accredited schools. Such approval shall not be arbitrarily denied. Tuition reimbursement shall be paid upon completion of the semester, and presentation of the original transcript with passing grade and original receipt of payment. Prior to any reimbursement, the employee is to execute a written tuition reimbursement agreement. Provisions of the agreement will consist of the following:

- (a) After graduation, the employee will provide a written application to request to change job positions.
- (b) Provide a current NJ RN license for verification.
- (c) Attend a scheduled interview for open RN positions available for shift/unit

determined by staffing needs.

- (d) Applicants will be selected based upon interview, demonstrated performance and the availability of open positions.
- (e) Selected applicants will agree to work for Cornerstone Behavioral Health year for year on the shift/unit determined by the staffing needs of the department.
- (f) If the employee breaches the agreement, the employee is to repay the County on a proportional basis with interest a prime rate during a mutually agreed timeframe between Finance and the employee.
- (g) Employees who do not pass the NJ State Nursing Boards and do not receive a license following the completion of school will also be required to repay the County.
- (h) Employees must take the NJ State Boards and pass within a 6 month time period following the completion of school or will be required to repay the County.

Once the tuition agreement is signed, reimbursement shall begin with the following semester. Alternative work schedules to accommodate school attendance will be granted on the basis of staffing needs of the department. The employee must request an alternative work schedule in writing, providing documentation to support the request with beginning and ending dates, within a minimum of 30 days prior to the requested start date. The employee will receive a response in writing documenting the decision.

LPN Seminars for Continuing Education Units: The County will provide up to a maximum of \$300.00 per year per full-time LPN's and up to a maximum of \$200.00 per year for part-time LPN's for this purpose.

BANKING OF HOLIDAYS

Effective June 1, 2001, during the term of this Agreement, LPNs and Senior LPNs will continue to have the option of banking holidays in lieu of pay where the holiday is worked. There shall be no annual carry-over except for Christmas which may be carried over to February 1 of the following year.

Effective June 1, 2001, LPNs and Institutional Attendants at Cornerstone Behavioral Health shall be permitted to bank and carry a minimum of three (3) holidays into the next calendar year. In addition, they may take their Holidays up to 30 days in advance of the Holiday. All Holidays shall be paid at straight time.

PER DIEM STAFF

Effective December 19, 2013, the hospital shall be permitted to hire per diem staff including CNA/IA and LPNs, at an hourly rate with no benefits for weekend coverage.

DONATED LEAVE TIME

When an employee is on a leave of absence and using donated leave time for more than three months, the hospital shall have the right to hire a replacement for that employee on a temporary basis.

EXHIBIT B
COUNTY OF UNION
UNUSED SICK LEAVE PAYMENT REGULATIONS

1. EFFECT ON OTHER RETIREMENT BENEFITS:

The lump sum supplemental compensation provided herein for accumulated sick days shall in no way affect, increase or decrease any pension or retirement benefits to such retired employee under any other statute.

2. LIMITATIONS:

- a) no employee who elects a deferred retirement benefit shall be eligible.
- b) an individual may defer his request for lump sum payment but it must be submitted within one year of the effective date of any retirement.

3. ELIGIBILITY:

An employee must retire with at least twenty-five (25) years of service solely with the Employer and must be at least age 55, and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement to be eligible for this benefit.

4. DEATH OF AN EMPLOYEE:

In the event of an employee's death within one year after the effective date of retirement but before payment of the lump sum is made, the payment of the lump sum shall be made to the employee's estate. It should be noted that retirement is contingent upon the employee surviving 30 days after the effective date of retirement.

5. DISABILITY RETIREMENT:

County employees who retire as a result of an accidental or ordinary disability retirement,

and who meet all of their applicable regulations will be considered eligible for lump sum sick leave reimbursement upon retirement for unused sick leave. If such employees receive lump sum payment and subsequently reenter County employment, they will not be eligible to have their unused sick leave reinstated to their records. Employees re-entering County Service subsequent to an accidental or ordinary disability retirement will begin earning sick leave in a manner similar to a newly hired employee.

6. RETURN TO SERVICE AFTER RETIREMENT:

Any employee who has or shall retire on age and service and who subsequently re-enters County employment will be considered to have incurred a break in service.

7. LEAVE WITHOUT PAY:

In determining an individual's eligibility, leave without pay shall not be counted towards the requirement of 25 years service with the County; prior service with other governmental entities shall also not be counted toward the requirement of 25 years service with the County.

8. COMPUTATION:

a) Sick leave credit shall be computed from the date of employment; or if a break in service has occurred, only from the date of return to employment following the break in service except that an employee who has or shall incur a break in service as a result of separation due to lay-off shall be credited with sick leave accrued before separation and after return to employment.

b) The amount shall be computed at the rate of 1/2 the employee's daily rate of pay for each day of earned and unused accumulated sick leave at the effective date of retirement based upon the average annual compensation received during the last full year

of the employee's active employment prior to the effective date of retirement. Overtime, shift, differential, stipends or other supplemental pay shall not be included in the computation.

c) Effective June 1, 2001, payment for unused accumulated sick leave shall be according to the following schedule:

100-200 accumulated sick days – 50% of the daily rate, maximum of \$10,000

201-300 accumulated sick days – 60% of the daily rate, maximum of \$12,500

301-400 accumulated sick days – 70% of the daily rate, maximum of \$15,000

over 401 accumulated sick days – 80% of the daily rate, maximum of \$18,000

d) In computing the total amount of unused accumulated sick leave pay due, periods of leave of absence without pay shall be excluded in the computation.

e) The lump sum supplemental compensation payment shall be made within 60 days after the date of retirement, if possible.

f) A retiree must be officially off the County's payroll at the time of payment.

9. GENERAL PROCEDURES:

a) An employee who is about to retire should follow the regular procedures concerning retirement. When the employee receives a copy of the official notice of retirement approval issued by the approved pension board or authority, the employee may file a request with the County Personnel Office requesting the supplemental lump sum payment. Those employees who qualify and retire during calendar year 1986 will receive their supplemental payment no later than September 1, 1987, if elected by the employee. Those employees who qualify and retire during calendar year 1987 and thereafter, will receive their supplemental payment 60 days thereafter retirement, if elected by the

employee.

10. EMPLOYEES NOT IN THE CLASSIFIED SERVICE:

a) The eligibility of an employee will be determined by such class title held at any time during the employee's employment with the County of Union. Eligibility of class title will not be approved unless the following standards and guidelines have been adhered to:

- 1) Sick leave days were earned by all employees within that class title on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and 15 working days per calendar year thereafter.
- 2) Proof of need of sick leave usage was required when sick leave exceeded at least five consecutive days or a total of 10 days within one calendar year.
- 3) Sick leave was not advanced against anticipated sick leave to be earned in the next or future calendar years.
- 4) Sick leave or some other earned leave was charged for all compensable days when the employee was not working.
- 5) All sick leave was reportable and reported accordingly.
- 6) The time-keeping-procedure required certification of the accuracy of the employees pay time.
- 7) Sick leave records for each employee were maintained from the original date of appointment at one or more central points under the jurisdiction of the appointing authority with proper security and verification for use and

accrual.

- 8) All records are available for inspection.
- 9) Where other types of leave with pay or holidays or days off with pay were granted which were in excess of leave provided to classified employees, a detailed explanation of the character and extent of such practices shall be provided.

**EXHIBIT C
POLICY GOVERNING FAMILY AND MEDICAL LEAVES**

**THE COUNTY OF UNION
FAMILY LEAVE AND MEDICAL
LEAVE ACT POLICY**

I. STATEMENT OF PURPOSE: It is the policy of the County of Union to protect and to promote the stability and economic security of families by providing family and medical leaves of absence to eligible employees. The Family and Medical Leave Act of 1993, 29 U.S.C. §2611 et seq., (the “FMLA”) and the New Jersey Family Leave Act, N.J.S.A. 34:1113-1 et seq. (the “FLA”) provide that eligible employees may take an unpaid leave of absence due to certain qualifying events. All requests for a family or medical leave of absence under either the FMLA or the FLA or both are subject to this policy.

II. SCOPE AND EFFECTIVE DATE: This policy applies to all Union County employees who have worked for the County for at least 12 consecutive months and applies to all applications for a family or medical leave of absence made on or after the date of adoption. Employees who have not been employed by the County for at least 12 consecutive months are not eligible for family or medical leave.

III. ELIGIBILITY AND QUALIFYING EVENTS: You must be an eligible employee (employed by the County for at least 12 consecutive months), have worked a sufficient number of hours, and request to take a leave of absence because of one or more of the qualifying events described below. Generally, temporary and provisional employees will not be eligible for family or medical leave because they will not have completed 12 months of employment or will not have worked a sufficient number of hours in the prior 12 month period.

REASON FOR LEAVE
(Qualifying Events)

**ELIGIBILITY
REQUIREMENTS**

STATUTE

<p style="text-align: center;">MEDICAL LEAVE</p> <p>Your own serious health condition that prevents you from performing the essential functions of your job.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1250 hours during the 12 months immediately prior to starting your leave.</p>	<p style="text-align: center;">Family and Medical Leave Act ("FMLA")</p>
<p>FAMILY LEAVE ¹</p> <p>1. The birth of your child.</p> <p>2. The placement of a child with you for adoption or foster care.</p> <p>3. To care for a spouse, parent or dependent child who has a serious health condition that leaves them unable to work or attend school.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1250 hours (FMLA) or 1000 hours (FLA) during the 12 months immediately prior to starting your leave.</p>	<p style="text-align: center;">Family and Medical Leave Act ("FMLA") and Family Leave Act ("FLA")</p>
<p>FAMILY LEAVE ²</p> <p>To care for a parent in-law who has a serious health condition that leaves them unable to work or attend school.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1000 hours during the 12 months immediately prior to starting your leave.</p>	<p style="text-align: center;">Family Leave Act ("FLA")</p>

¹ Leave taken for the birth, adoption or placement of a child in foster care may only be taken within 12 months of the birth, adoption or placement. Under the FMLA, leave must be completed within the first twelve months, whereas, under the FLA, leave must start within the first twelve months following birth, adoption or foster care placement.

² Leave to care for a parent in-law is available only under the FLA.

IV. DURATION OF LEAVE: Employees can take up to 12 weeks of either family or medical leave, or a combination of each, in any 12 month period. Under the FMLA, eligible employees with qualifying circumstances can take up to 12 weeks of either family or medical leave or some of each, in any 12 month period. Under the FLA, eligible employees with qualifying circumstances can take up to 12 weeks of family leave in any 24 month period. Family leave will run simultaneously under both laws, so employees can take no more than a maximum of 12 weeks of family leave in any twelve month period. Because the FLA does not include medical leave, use of medical leave under the FMLA will not impact the right to take family leave under the FLA.

The 12 month (FMLA) or 24 month (FLA) period begins as of the first day of leave and continues forward for 12 or 24 months. For example, if an employee took 4 weeks of medical leave starting on June 1, 2000, he/she could take up to an additional 8 weeks of medical leave during the remainder of the 12 months through May 31, 2001.

V. DEFINITION OF "SERIOUS HEALTH CONDITION": A "serious health condition" is defined as an illness, injury, impairment or physical or mental condition that leaves the individual unable to perform the essential functions of his/her job (or leaves a child unable to attend school) and involves one of the following:

- Hospital Care - inpatient care (e.g., overnight stay) in a hospital or other medical care facility including any period of incapacity or treatment in connection with the inpatient care;
- Absence Plus Treatment - a period of incapacity of more than three consecutive calendar days that involves either treatment two or more times by a health care provider or treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment, such as physical therapy or a medication regimen;
- Pregnancy- any period of incapacity due to pregnancy or for prenatal care;
- Chronic Conditions Requiring Treatment - a chronic condition which requires periodic visits for treatment by a health care provider that continues over an extended period and may cause episodic periods of incapacity, such as asthma, diabetes, epilepsy or clinical depression;

- Permanent Long-Term Condition Requiring Supervision - a period of incapacity which is permanent or long-term for which treatment may not be effective, such as strokes or terminal cancer; or
- Multiple Treatments (Non-Chronic Conditions) - a period of absence to receive multiple treatments from a health care provider for restorative surgery after an accident or injury, such as chemotherapy for cancer or dialysis for kidney disease.

“Serious health condition” may include treatment for substance abuse but does not include absences due to an employee’s use or abuse of alcohol or other controlled substances.

“Serious health condition” does not include routine physical, eye, or dental examinations.

VI. ADVANCE NOTICE: In all cases, an employee requesting a family or medical leave must complete a Request for Leave of Absence form, which should be submitted to the County Human Resources Department at least 30 days before the date you want to start your leave. If the need for the leave of absence is unforeseeable (such as a medical emergency), you must notify the County Human Resources Department as soon as possible. If you do not complete and submit the required forms or if you fail to give advanced notice, the County may deny your leave request or delay the commencement of the leave. Any employee who takes a leave of absence without authorization may be considered to have voluntarily quit his/her job through job abandonment.

The County will respond in writing to all requests for leave by completing the Response to Request for Leave of Absence form.

VII. HOW LEAVE MAY BE TAKEN: Generally, leave is taken in consecutive days and/or weeks. Under certain circumstances, however, leave may be taken intermittently or on a reduced leave schedule. Intermittent leave is leave taken in separate blocks of time due to a single qualifying event, such as taking off a ½ day every Thursday to receive chemotherapy treatments. A reduced leave schedule is a leave schedule that reduces your usual number of

working hours per workweek or per workday, such as changing from a full time to a part-time schedule to care for a child recovering from surgery.

If a leave of absence is requested due to the birth or adoption of a child, intermittent or reduced leave only can be taken with the approval of your Department Head. If a leave is requested due to the serious health condition of the employee or an immediate family member, intermittent or reduced leave will be approved only if a health care provider states that the leave is medically necessary, meaning that the proposed intermittent or reduced leave schedule is the best way to accommodate the particular medical condition. Employees requesting an intermittent or reduced leave of absence for a planned medical treatment must work cooperatively with their supervisor and make efforts to schedule the leave and any corresponding treatment to minimize the disruption to County operations.

VIII. MEDICAL CERTIFICATION: If you are requesting a Leave of Absence due to your own serious health condition or the serious health condition of your spouse, parent, parent-in-law, or child, you must submit a Medical Certification form completed and signed by a health care provider. If you do not submit the Medical Certification Form prior to starting a foreseeable leave (or as soon as possible after starting an unforeseen leave), the County will delay or deny the leave. The County may require periodic recertifications from the health care provider. The County also may require, at its own expense, that you submit to a medical examination by a health care provider designated by the County concerning the information stated in the Medical Certification.

IX. SUBSTITUTION OF PAID LEAVE: Under the FMLA and the FLA, leaves of absence are unpaid. In order to assist employees and provide a level of financial security, the County will pay accrued, unused sick time to employees absent on a medical leave or a family

leave to care for an immediate family member, starting from the first day of absence and continuing until either the employee returns or exhausts his/her sick leave benefits. In addition, employees may choose to be paid for their accrued vacation and personal/religious leave following exhaustion of sick leave benefits (or at the start of leave when sick leave benefits are exhausted or not available, such as family leave for birth or adoption).

Once all time off benefits are exhausted, leave will be unpaid. Employees on medical leave for their own serious health condition, however, may be eligible for temporary disability benefits, if covered, or workers' compensation (depending on the cause of the serious health condition). Temporary disability benefits and workers' compensation are not available to employees absent on family leave.

Employees do not earn/accrue additional sick leave, personal time and vacation time during an unpaid family or medical leave. If, prior to your leave, you used more paid time off than you accrued as of that time, your negative balance will remain until after you return from your leave and again begin accruing time off benefits. The first benefits you accrue upon return from leave will be credited against your negative balance. Once you pay back any excess vacation or sick time, you will resume accruing sick and vacation time benefits. For example, if you used 12 sick days prior to starting a medical leave of absence, but had only 10 days available (including sick days earned that year and accrued from prior years), you will not be paid for any sick days and will not earn any additional sick days during your medical leave. The first two sick days you earn upon returning from medical leave will be used to pay back the extra two days you took before starting your leave.

Employees will not be paid for holidays occurring during a family or medical leave of absence.

X. CONTINUATION OF BENEFITS: During family or medical leave, the County will continue your group health care benefits at the level and under the conditions that coverage was provided prior to you starting your leave, subject to any benefit changes affecting other employees in similar positions. This means that to the extent you contribute to the cost of your health insurance, you must make arrangements and make timely payment of your share of the premium cost while on leave. If you fail to make timely payments, your health care benefits may be terminated.

Seniority rights will accrue for up to twelve weeks of family leave and/or medical leave, provided you return to work for the County at the scheduled end of the leave. If you do not return, seniority accruals will stop as of your last day of active (paid) employment prior to starting leave.

XI. SPOUSES EMPLOYED BY THE COUNTY: If a husband and wife are both employed by the County in the same department, family leave due to the birth or adoption of a child or to care for a parent with a serious health condition, will be limited to a total of 12 weeks between them. The 12 weeks can be taken entirely by either spouse or split between the two spouses.

XII. RETURN FROM LEAVE: Employees are expected to return to work on their scheduled return to work date. If you need to extend your leave you must submit a written request to your supervisor or the County Division of Personnel Management at least 7 calendar days before your scheduled return to work date. Employees should use a Request for Leave of Absence form to request an extension.

If you wish to return to work prior to the expiration of your approved leave, you must give written notice at least 5 working days prior to your planned return, by submitting a Notice

of Intention to Return from Leave form to your supervisor or the County Division of Personnel Management. Before permitting employees to return to work following a medical leave of absence due to their own serious health condition, the County may require that you provide a certificate from your treating health care provider. The certificate must state that you are able to resume working without restrictions or must list any restrictions your health care provider finds relative to your ability to perform the essential functions of the position. If you do not return to work at the expiration of an approved leave, you will be considered to have voluntarily resigned your employment with the County.

XIII. RESTORATION TO POSITION: For most employees, when you return from leave, you will be restored to your prior position. If that position was filled during your leave, you will be assigned to an equivalent job, with equivalent pay, benefits, status, and other terms and conditions of employment. If the position was eliminated during your leave and you would have been laid off had you been working, then you will not be eligible for reinstatement upon completion of your leave of absence.

An additional exception exists for certain “key” employees of the County who may not be guaranteed reinstatement if their absence will cause grievous economic harm to the County. Under the FMLA, you are a “key” employee if you are among the highest paid 10% of County employees. Under the FLA, you are a “key” employee if you are among the highest paid 5% of County employees. If you are a “key” employee, the County will notify you of that fact at the time you request leave.

XIV. COORDINATION OF FMLA AND FLA LEAVES: If your leave qualifies under both the FMLA and the FLA, the leave will run simultaneously under both laws. Family leave due to the birth or adoption of a child or to care for a parent, child or spouse with a serious

medical condition will be limited to 12 weeks because the time off will qualify simultaneously as both FMLA and FLA family leave. Employees should speak to a Human Resources representative to understand how much leave they are eligible to request.

XV. OUTSIDE EMPLOYMENT: Employees are prohibited from accepting new full time employment while absent on an approved family or medical leave of absence. This requirement does not preclude an employee who had a full time job outside of the County prior to starting his/her leave of absence from continuing that employment.

XVI. NON-RETALIATION: No employee will be subject to retaliation or any negative employment action as a result of requesting family or medical leave under this policy or as a result of testifying or reporting any actual violation of this policy or the law.

EXHIBIT D

**SIDE LETTER AGREEMENT
COMPENSATORY TIME/PROSECUTOR'S CLERICAL EMPLOYEES**

By and Between the County of Union (hereinafter the "County") and Union Council No. 8, New Jersey Civil Service Association (hereinafter "Council"), dated this 25th day of November, 2003.

Whereas, the County and Council 8 are parties to a duly executed collective negotiations agreement for the period of January 1, 2001 through December 31, 2004 (hereinafter the "Agreement"); and

Whereas, the parties mutually agreed to enter into negotiations regarding the utilization of compensatory time in lieu of overtime by the clerical employees in the County Prosecutors Office; and

Whereas, the parties did, in fact, enter into such negotiations and in good faith have reached an agreement as described below; and

Whereas, both parties agrees that this Sidebar Agreement will supplement the terms and conditions of employment set forth in the Agreement and that, where inconsistent with the Agreement, this Sidebar Agreement will be controlling; and

Whereas, both parties agree that the terms and conditions of this Sidebar Agreement shall be incorporated into the successor Agreement at such time as the full terms and conditions of the successor Agreement are mutually agreed to by the parties; and

Whereas, the parties agree and acknowledge that this Sidebar Agreement is made without prejudice or precedent to future collective negotiations between the parties;

Now, therefore, in consideration of the mutual promises and covenants contained herein, the parties agree as follows:

Clerical employees in the County Prosecutor's Office may choose compensatory time in lieu of overtime providing that accumulated compensatory time does not exceed forty (40) hours per year and is approved by the employee's supervisor. Compensatory time must be utilized within the calendar year in which it is earned, except for compensatory time earned in the last quarter of the calendar year which may be utilized within the first quarter of the next calendar year. In the event that the compensatory time off cannot be scheduled, overtime will be paid.

EXHIBIT E
SALARY SCHEDULES

TITLE	HRS	STPS	1/1/17 Min	1/1/17 Max	1/1/17 7 Step	1/1/18 Min	1/1/18 Max	1/1/18 Step	1/1/19 Min	1/1/19 Max	1/1/19 Step	1/1/20 Min	1/1/20 Max	1/1/20 Step
ACCOUNT CLERK AFTER 5/1/92	35	17	30,337	50,240	1,171	30,944	51,245	1,194	31,563	52,270	1,218	32,194	53,315	1,242
ACCOUNT CLERK AFTER 5/1/92	37.5	17	31,248	49,139	1,052	31,873	50,122	1,073	32,510	51,124	1,095	33,161	52,147	1,117
ACCOUNT CLERK AFTER 5/1/92	40	16	32,558	51,815	1,204	33,209	52,851	1,228	33,873	53,908	1,252	34,551	54,986	1,277
ACCOUNT CLERK PRIOR 5/1/92	35	16	33,562	49,999	1,027	34,233	50,999	1,048	34,918	52,019	1,069	35,616	53,059	1,090
ACCOUNT CLERK PRIOR 5/1/92	37.5	15	34,470	49,923	1,030	35,159	50,921	1,051	35,863	51,940	1,072	36,580	52,979	1,093
ACCOUNT CLERK PRIOR 5/1/92	40	15	35,781	51,534	1,050	36,497	52,565	1,071	37,227	53,616	1,093	37,971	54,688	1,114
ACCOUNTING ASSISTANT	35	16	33,839	50,327	1,031	34,516	51,334	1,051	35,206	52,360	1,072	35,910	53,407	1,094
ADMINISTRATIVE CLERK	35	16	40,119	59,775	1,229	40,921	60,971	1,253	41,740	62,190	1,278	42,575	63,434	1,304
ASSISTANT CHIEF CLERK (CO CLERK)	35	16	44,118	64,520	1,275	45,000	65,810	1,301	45,900	67,127	1,327	46,818	68,469	1,353
ASSISTANT COMMUNICATIO NS TECHNICIAN	40	16	43,222	60,226	1,063	50,385	70,206	1,239	51,392	71,610	1,264	52,420	73,043	1,289
ASSISTANT COMMUNICATIO NS TECHNICIAN	35	16	43,222	60,226	1,063	44,086	61,431	1,084	44,968	62,659	1,106	45,868	63,912	1,128
ASSISTANT HEAD COOK	37.5	15	35,668	51,783	1,074	36,381	52,819	1,096	37,109	53,875	1,118	37,851	54,953	1,140
ASSISTANT PAYROLL SUPERVISOR	35	16	41,199	58,020	1,051	42,023	59,180	1,072	42,863	60,364	1,094	43,721	61,571	1,116
ASSISTANT STOREKEEPER	37.5	13	39,782	60,604	1,602	40,578	61,816	1,634	41,389	63,052	1,666	42,217	64,313	1,700
ASSISTANT SUPERVISING BRIDGE REPAIRER	40	16	40,968	61,825	1,304	41,787	63,062	1,330	42,623	64,323	1,356	43,476	65,609	1,383
ASSISTANT SUPERVISING BRIDGE REPAIRER/MASO N	40	17	42,005	63,057	1,238	42,845	64,318	1,263	43,702	65,605	1,288	44,576	66,917	1,314
ASSISTANT SUPERVISING CARPENTER	40	15	50,321	71,067	1,383	51,327	72,488	1,411	52,354	73,938	1,439	53,401	75,417	1,468
ASSISTANT SUPERVISING ELECTRICIAN	40	16	49,578	70,016	1,277	50,570	71,416	1,303	51,581	72,845	1,329	52,613	74,302	1,356
ASSISTANT SUPERVISING MAINTENANCE REPAIRER	40	14	47,807	66,817	1,358	48,763	68,153	1,385	49,738	69,516	1,413	50,733	70,907	1,441
ASSISTANT SUPERVISING	40	15	50,567	71,318	1,383	51,578	72,744	1,411	52,610	74,199	1,439	53,662	75,683	1,468

MECHANIC														
ASSISTANT SUPERVISING OMNIBUS OPERATOR	37.5	14	39,511	58,698	1,371	40,301	59,872	1,398	41,107	61,069	1,426	41,929	62,291	1,454
ASSISTANT SUPERVISING PAINTER	40	15	50,321	71,067	1,383	51,327	72,488	1,411	52,354	73,938	1,439	53,401	75,417	1,468
ASSISTANT SUPERVISOR ACCOUNTS	35	15	38,123	57,408	1,286	38,885	58,556	1,311	39,663	59,727	1,338	40,456	60,922	1,364
ASSISTANT SUPERVISOR BUILDING SERVICES	37.5	15	38,750	58,133	1,292	39,525	59,296	1,318	40,316	60,482	1,344	41,122	61,691	1,371
ASSISTANT SUPERVISOR BUILDING SERVICES	40	14	39,826	58,581	1,340	40,623	59,753	1,366	41,435	60,948	1,394	42,264	62,167	1,422
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	40	16	40,968	61,825	1,304	41,787	63,062	1,330	42,623	64,323	1,356	43,476	65,609	1,383
BRIDGE CONSTRUCTION INSPECTOR	35	14	37,375	55,509	1,295	38,123	56,619	1,321	38,885	57,752	1,348	39,663	58,907	1,375
BRIDGE CONSTRUCTION INSPECTOR	40	15	45,740	65,611	1,325	46,655	66,923	1,351	47,588	68,262	1,378	48,540	69,627	1,406
BRIDGE OPERATOR	40	15	38,146	56,442	1,220	38,909	57,571	1,244	39,687	58,722	1,269	40,481	59,897	1,294
BRIDGE REPAIRER	40	16	38,686	59,173	1,280	39,460	60,356	1,306	40,249	61,564	1,332	41,054	62,795	1,359
BUILDING MAINTENANCE WORKER AFTER 5/1/92	40	17	34,527	54,162	1,155	35,218	55,245	1,178	35,922	56,350	1,202	36,640	57,477	1,226
BUILDING MAINTENANCE WORKER PRIOR 5/1/92	40	15	37,751	53,880	1,075	38,506	54,958	1,097	39,276	56,057	1,119	40,062	57,178	1,141
BUILDING MAINTENANCE WORKER/ASST FOREMAN	37.5	13	35,461	53,075	1,355	36,170	54,137	1,382	36,894	55,219	1,410	37,631	56,324	1,438
BUILDING MAINTENANCE WORKER/SIGN MAKER PRIOR 1/1/03	40	14	40,759	59,692	1,352	41,574	60,886	1,379	42,406	62,104	1,407	43,254	63,346	1,435
BUILDING SERVICE WORKER	40	15	33,667	49,155	1,033	34,340	50,138	1,053	35,027	51,141	1,074	35,728	52,164	1,096
BUYER	37.5	14	37,794	56,106	1,308	38,550	57,228	1,334	39,321	58,373	1,361	40,107	59,540	1,388
CARPENTER	37.5	14	38,411	56,852	1,317	39,179	57,989	1,344	39,963	59,149	1,370	40,762	60,332	1,398
CARPENTER	40	13	44,406	62,400	1,384	45,294	63,648	1,412	46,200	64,921	1,440	47,124	66,219	1,469

CARPENTER/CONSTRUCTION COORD	40	15	49,578	70,016	1,363	50,570	71,416	1,390	51,581	72,845	1,418	52,613	74,302	1,446
CARPENTER/MASON	40	13	46,992	66,208	1,478	47,932	67,532	1,508	48,890	68,883	1,538	49,868	70,260	1,569
CARPENTER/LOCKSMITH	40	14	42,005	61,171	1,369	42,845	62,394	1,396	43,702	63,642	1,424	44,576	64,915	1,453
CARPENTERS HELPER	37.5	13	35,058	51,173	1,240	35,759	52,196	1,264	36,474	53,240	1,290	37,204	54,305	1,315
CARPENTERS HELPER	40	14	37,855	56,239	1,313	38,612	57,364	1,339	39,384	58,511	1,366	40,172	59,681	1,394
CASHIER	35	15	37,089	56,160	1,271	37,831	57,283	1,297	38,587	58,429	1,323	39,359	59,597	1,349
CHIEF CLERK	37.5	13	40,280	61,298	1,617	41,086	62,524	1,649	41,907	63,774	1,682	42,745	65,050	1,716
CHIEF COURT CLERK	35	15	45,229	64,076	1,256	46,134	65,358	1,282	47,056	66,665	1,307	47,997	67,998	1,333
CHIEF PROBATE CLERK	35	15	44,676	63,421	1,250	45,570	64,689	1,275	46,481	65,983	1,300	47,411	67,303	1,326
CHILDRENS SUPERVISOR	40	15	37,114	53,122	1,067	37,856	54,184	1,089	38,613	55,268	1,110	39,386	56,373	1,133
CLASSIFICATION OFFICER 2	40	15	48,000	68,000	1,333	48,960	69,360	1,360	49,939	70,747	1,387	50,938	72,162	1,415
CLERK 1 AFTER 5/1/92	35	15	29,922	49,745	1,322	30,520	50,740	1,348	31,131	51,755	1,375	31,753	52,790	1,402
CLERK 1 AFTER 5/1/92	20	1	17,098	28,426	PT	17,440	28,994	PT	17,789	29,574	PT	18,145	30,166	PT
CLERK 1 AFTER 5/1/92	37.5	17	30,534	48,307	1,045	31,145	49,273	1,066	31,768	50,259	1,088	32,403	51,264	1,109
CLERK 1 AFTER 5/1/92	40	15	32,143	51,323	1,279	32,786	52,349	1,304	33,442	53,396	1,330	34,110	54,464	1,357
CLERK 1 PRIOR 5/1/92	35	15	33,147	49,503	1,090	33,810	50,493	1,112	34,486	51,503	1,134	35,176	52,533	1,157
CLERK 1 PRIOR 5/1/92	37.5	15	33,759	49,076	1,021	34,434	50,058	1,042	35,123	51,059	1,062	35,825	52,080	1,084
CLERK 1 PRIOR 5/1/92	40	15	35,366	51,041	1,045	36,073	52,062	1,066	36,795	53,103	1,087	37,531	54,165	1,109
CLERK 2	35	16	35,552	52,232	1,043	36,263	53,277	1,063	36,988	54,342	1,085	37,728	55,429	1,106
CLERK 2	21	1	21,331	31,339	PT	21,758	31,966	PT	22,193	32,605	PT	22,637	33,257	PT
CLERK 2	37.5	15	35,509	51,160	1,043	36,219	52,183	1,064	36,944	53,227	1,086	37,682	54,291	1,107
CLERK 2	40	15	37,889	53,888	1,067	38,647	54,966	1,088	39,420	56,065	1,110	40,208	57,186	1,132
CLERK 2 (Former Sr Docket Clk)	35	15	35,638	54,436	1,253	36,351	55,525	1,278	37,078	56,635	1,304	37,819	57,768	1,330
CLERK 3	35	15	39,369	58,873	1,300	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380
CLERK 3	37.5	13	41,337	61,817	1,575	42,164	63,053	1,607	43,007	64,314	1,639	43,868	65,600	1,672
CLERK 3	40	14	43,404	64,907	1,536	44,272	66,206	1,567	45,158	67,530	1,598	46,061	68,880	1,630
CLERK 3 BI-LI	35	15	39,369	58,873	1,300	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380
CLERK 3 BI-LI	37.5	13	36,338	54,380	1,388	42,164	63,053	1,607	43,007	64,314	1,639	43,868	65,600	1,672
CLERK 4	37.5	14												

			37,628	55,916	1,306	48,000	71,400	1,671	48,960	72,828	1,705	49,939	74,285	1,739
CLERK 4	40	14	40,341	59,203	1,347	48,000	74,970	1,926	48,960	76,469	1,965	49,939	77,999	2,004
CLERK 4 (CO CLERK)	35	15	38,123	57,394	1,285	48,000	68,000	1,333	48,960	69,360	1,360	49,939	70,747	1,387
CLERK DRIVER	35	15	37,660	53,897	1,082	38,413	54,975	1,104	39,181	56,074	1,126	39,965	57,196	1,149
CLERK DRIVER	37.5	15	36,338	52,146	1,054	37,065	53,189	1,075	37,806	54,253	1,096	38,562	55,338	1,118
CLERK DRIVER	40	15	38,765	55,368	1,107	39,540	56,475	1,129	40,331	57,605	1,152	41,138	58,757	1,175
CLERK STENOGRAPHER 1 AFTER 5/1/92	35	18	31,376	51,474	1,117	32,004	52,503	1,139	32,644	53,554	1,162	33,296	54,625	1,185
CLERK STENOGRAPHER 1 AFTER 5/1/92	37.5	15	32,076	54,393	1,488	32,718	55,481	1,518	33,372	56,590	1,548	34,039	57,722	1,579
CLERK STENOGRAPHER 1 AFTER 5/1/92	40	17	33,594	53,052	1,145	34,266	54,113	1,167	34,951	55,195	1,191	35,650	56,299	1,215
CLERK STENOGRAPHER 1 PRIOR 5/1/92	35	16	34,602	51,232	1,039	35,294	52,257	1,060	36,000	53,302	1,081	36,720	54,368	1,103
CLERK STENOGRAPHER 1 PRIOR 5/1/92	37.5	15	35,300	50,910	1,041	36,006	51,928	1,061	36,726	52,967	1,083	37,461	54,026	1,104
CLERK STENOGRAPHER 1 PRIOR 5/1/92	40	15	36,819	52,771	1,063	37,555	53,826	1,085	38,306	54,903	1,106	39,073	56,001	1,129
CLERK STENOGRAPHER 2	35	16	35,638	52,456	1,051	36,351	53,505	1,072	37,078	54,575	1,094	37,819	55,667	1,115
CLERK STENOGRAPHER 2	37.5	15	36,338	52,146	1,054	37,065	53,189	1,075	37,806	54,253	1,096	38,562	55,338	1,118
CLERK STENOGRAPHER 2	40	14	37,650	55,989	1,310	38,403	57,109	1,336	39,171	58,251	1,363	39,954	59,416	1,390
CLERK STENOGRAPHER 3	35	15	36,464	55,419	1,264	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380
CLERK STENOGRAPHER 3	37.5	13	37,170	55,366	1,300	42,164	63,053	1,607	43,007	64,314	1,639	43,868	65,600	1,672
CLERK STENOGRAPHER 3	40	14	38,685	57,225	1,324	44,272	66,206	1,567	45,158	67,530	1,598	46,061	68,880	1,630
CLERK STENOGRAPHER 4	35	15	38,949	58,376	1,295	39,728	62,000	1,485	40,523	63,240	1,514	41,333	64,505	1,545
CLERK TRANSCRIBER AFTER 5/1/92	35	17	30,961	50,978	1,177	31,580	51,998	1,201	32,212	53,038	1,225	32,856	54,098	1,250
CLERK TRANSCRIBER AFTER 5/1/92	37.5	15	31,869	54,127	1,484	32,506	55,210	1,514	33,157	56,314	1,544	33,820	57,440	1,575
CLERK TRANSCRIBER	40	16	33,179	52,558	1,211	33,843	53,609	1,235	34,519	54,681	1,260	35,210	55,775	1,285

AFTER 5/1/92														
CLERK TRANSCRIBER PRIOR 5/1/92	35	16	34,184	50,737	1,035	34,868	51,752	1,055	35,565	52,787	1,076	36,276	53,843	1,098
CLERK TRANSCRIBER PRIOR 5/1/92	37.5	15	35,095	50,667	1,038	35,797	51,680	1,059	36,513	52,714	1,080	37,243	53,768	1,102
CLERK TRANSCRIBER PRIOR 5/1/92	40	15	36,406	52,277	1,058	37,134	53,323	1,079	37,877	54,389	1,101	38,634	55,477	1,123
COMMUNICATIO NS TECHNICIAN 1	35	13	46,319	66,478	1,551	47,245	67,808	1,582	48,190	69,164	1,613	49,154	70,547	1,646
COMMUNICATIO NS TECHNICIAN 1	40	13	49,000	69,000	1,538	49,980	70,380	1,569	50,980	71,788	1,601	51,999	73,223	1,633
COMMUNICATIO NS TECHNICIAN 2	40	13	51,450	72,450	1,615	52,479	73,899	1,648	53,529	75,377	1,681	54,599	76,885	1,714
COMMUNICATIO NS TECHNICIAN 3	40	13	54,023	76,073	1,696	55,103	77,594	1,730	56,205	79,146	1,765	57,329	80,729	1,800
COMMUNITY SERVICE AIDE	35	15	32,148	50,321	1,212	32,791	51,327	1,236	33,447	52,354	1,260	34,116	53,401	1,286
COMMUNITY YOUTH WORKER	40	15	34,821	50,679	1,057	35,517	51,693	1,078	36,228	52,726	1,100	36,952	53,781	1,122
COMPUTER OPERATOR	35	15	37,506	54,680	1,145	38,256	55,774	1,168	39,021	56,889	1,191	39,802	58,027	1,215
COMPUTER OPERATOR	37.5	15	39,835	58,539	1,247	40,632	59,710	1,272	41,444	60,904	1,297	42,273	62,122	1,323
COMPUTER OPERATOR	40	17	39,722	56,223	971	40,516	57,347	990	41,327	58,494	1,010	42,153	59,664	1,030
COMPUTER OPERATOR TRAINEE	35	15	35,382	52,245	1,124	36,090	53,290	1,147	36,811	54,356	1,170	37,548	55,443	1,193
COMPUTER OPERATOR TRAINEE	40	15	37,603	53,783	1,079	38,355	54,859	1,100	39,122	55,956	1,122	39,905	57,075	1,145
COOK	37.5	15	32,893	47,666	985	33,551	48,619	1,005	34,222	49,592	1,025	34,906	50,584	1,045
COOK	40	18	37,853	56,247	1,022	38,610	57,372	1,042	39,382	58,519	1,063	40,170	59,690	1,084
COORDINATOR OF VOLUNTEERS	35	16	34,710	52,889	1,136	35,404	53,947	1,159	36,112	55,026	1,182	36,835	56,126	1,206
CUSTOMER SERVICE REPRESENTATIVE	35	10	36,406	47,024	1,062	37,134	47,964	1,083	37,877	48,924	1,105	38,634	49,902	1,127
DATA CONTROL CLERK	35	15	32,319	48,517	1,080	32,965	49,487	1,101	33,625	50,477	1,123	34,297	51,487	1,146
DATA CONTROL CLERK	37.5	16	35,509	51,160	978	36,219	52,183	998	36,944	53,227	1,018	37,682	54,291	1,038
DATA CONTROL CLERK	40	17	34,537	50,059	913	35,228	51,060	931	35,932	52,081	950	36,651	53,123	969
DATA ENTRY OPERATOR 1	35	16	33,767	50,244	1,030	34,442	51,249	1,050	35,131	52,274	1,071	35,834	53,319	1,093
DATA ENTRY OPERATOR 1	37.5	16	35,606	51,124	970	36,318	52,146	989	37,044	53,189	1,009	37,785	54,253	1,029
DATA ENTRY OPERATOR 1	40	13	35,987	51,789	1,216	36,707	52,825	1,240	37,441	53,881	1,265	38,190	54,959	1,290
DATA ENTRY OPERATOR 2	35	16	34,702	51,356	1,041	35,396	52,383	1,062	36,104	53,431	1,083	36,826	54,499	1,105
DATA ENTRY	37.5	15												

OPERATOR 2			39,378	56,864	1,166	40,166	58,001	1,189	40,969	59,161	1,213	41,788	60,345	1,237
DATA ENTRY OPERATOR 3	35	15	34,330	52,879	1,237	35,017	53,937	1,261	35,717	55,015	1,287	36,431	56,116	1,312
DATA ENTRY OPERATOR 3	37.5	14	43,150	62,482	1,381	44,013	63,732	1,408	44,893	65,006	1,437	45,791	66,306	1,465
DATA ENTRY OPERATOR 3 (ADM/FINANCE)	35	15	35,441	54,201	1,251	36,150	55,285	1,276	36,873	56,391	1,301	37,610	57,519	1,327
DATA ENTRY OPERATOR 4	35	15	35,013	53,691	1,245	35,713	54,765	1,270	36,428	55,860	1,296	37,156	56,977	1,321
DATA ENTRY OPERATOR 4	37.5	15	45,742	65,129	1,292	46,657	66,432	1,318	47,590	67,760	1,345	48,542	69,115	1,372
DATA ENTRY OPERATOR 4 (PROS)	35	15	45,692	64,592	1,260	46,606	65,884	1,285	47,538	67,202	1,311	48,489	68,546	1,337
DATA PROCESSING PROGRAMMER (PROS)	35	15	36,412	55,354	1,263	37,140	58,500	1,424	37,883	59,670	1,452	38,641	60,863	1,482
DATA PROCESSING PROGRAMMER TRAINEE	35	15	36,411	55,354	1,263	37,139	56,461	1,288	37,882	57,590	1,314	38,640	58,742	1,340
DATA PROCESSING PROGRAMMER TRAINEE	40	15	41,613	63,261	1,443	42,445	64,526	1,472	43,294	65,817	1,502	44,160	67,133	1,532
DIETICIAN HELPER	37.5	15	34,317	50,591	1,085	35,003	51,603	1,107	35,703	52,635	1,129	36,417	53,688	1,151
DRAFTING TECHNICIAN	35	15	37,478	53,397	1,061	38,228	54,465	1,082	38,992	55,554	1,104	39,772	56,665	1,126
DRIVER (JTPA)	40	16	24,306	45,077	1,298	24,792	45,979	1,324	25,288	46,898	1,351	25,794	47,836	1,378
ELECTRICIAN	37.5	13	37,013	57,041	1,541	37,753	58,182	1,571	38,508	59,345	1,603	39,278	60,532	1,635
ELECTRICIAN	40	14	43,039	62,412	1,384	43,900	63,660	1,411	44,778	64,933	1,440	45,673	66,232	1,468
ELECTRICIAN/HEATING & AIR COND MECHANIC	40	14	43,039	62,412	1,384	43,900	63,660	1,411	44,778	64,933	1,440	45,673	66,232	1,468
ELECTRICIANS HELPER	40	14	39,927	58,704	1,341	40,726	59,878	1,368	41,540	61,076	1,395	42,371	62,297	1,423
ENGINEERING AIDE	35	15	36,856	52,657	1,053	37,593	53,710	1,074	38,345	54,784	1,096	39,112	55,880	1,118
ENGINEERING AIDE/TRAFFIC	40	15	42,120	60,179	1,204	42,962	61,383	1,228	43,822	62,610	1,253	44,698	63,862	1,278
EQUIPMENT OPERATOR	40	16	40,137	61,376	1,327	40,940	62,604	1,354	41,759	63,856	1,381	42,594	65,133	1,409
EXECUTION CLERK	35	16	35,638	52,456	1,051	36,351	53,505	1,072	37,078	54,575	1,094	37,819	55,667	1,115
FOOD SERVICE WORKER AFTER 5/1/92	37.5	17	24,611	43,339	1,102	25,103	44,206	1,124	25,605	45,090	1,146	26,117	45,992	1,169
FOOD SERVICE WORKER PRIOR 5/1/92	37.5	15	31,562	46,083	968	32,193	47,005	987	32,837	47,945	1,007	33,494	48,904	1,027
FOOD SERVICE WORKER/SUPERV	37.5	15	32,457	48,499	1,069	33,106	49,469	1,091	33,768	50,458	1,113	34,444	51,468	1,135

ISOR														
GLAZIER	40	14	40,969	59,939	1,355	41,788	61,138	1,382	42,624	62,361	1,410	43,477	63,608	1,438
HEAD COOK	37.5	14	36,497	54,001	1,250	37,227	55,081	1,275	37,971	56,183	1,301	38,731	57,306	1,327
HEAD COOK	40	14	42,678	61,977	1,379	43,532	63,217	1,406	44,402	64,481	1,434	45,290	65,770	1,463
HEALTH INSURANCE BENEFITS CLERK	37.5	14	37,170	55,366	1,300	37,913	56,473	1,326	38,672	57,603	1,352	39,445	58,755	1,379
HEATING & AIR CONDITIONING MECHANIC	40	13	39,773	58,529	1,443	40,568	59,700	1,472	41,380	60,894	1,501	42,207	62,111	1,531
HEAVY EQUIPMENT OPERATOR	40	14	41,382	62,859	1,534	42,210	64,116	1,565	43,054	65,399	1,596	43,915	66,706	1,628
HEAVY EQUIPMENT OPERATOR/INSPECTOR MOSQUITO EXTERM	40	14	41,382	60,429	1,361	42,210	61,638	1,388	43,054	62,870	1,415	43,915	64,128	1,444
HEAVY EQUIPMENT OPERATOR/TRACTOR TRAILER	40	16	42,340	64,000	1,354	43,187	65,280	1,381	44,051	66,586	1,408	44,932	67,917	1,437
INSPECTOR MOSQUITO EXTERMINATION	35	14	38,519	56,863	1,310	39,289	58,000	1,336	40,075	59,160	1,363	40,877	60,343	1,390
INSPECTOR MOSQUITO EXTERMINATION	40	14	44,021	64,987	1,498	44,901	66,287	1,528	45,799	67,612	1,558	46,715	68,965	1,589
INSPECTOR ROAD OPENINGS	35	14	38,519	56,863	1,310	39,289	58,000	1,336	40,075	59,160	1,363	40,877	60,343	1,390
INSPECTOR TRAINEE MOSQUITO EXTERMINATION 40	40	14	41,521	62,487	1,498	42,351	63,737	1,528	43,198	65,011	1,558	44,062	66,312	1,589
INSTITUTIONAL ATTENDANT (PER DIEM)	PD	1		25.46		-	25.97	-	-	26.49	-	-	27.02	-
INSTITUTIONAL ATTENDANT AFTER 5/1/92	37.5	18	30,022	47,878	992	30,622	48,836	1,012	31,235	49,812	1,032	31,860	50,809	1,053
INSTITUTIONAL ATTENDANT AFTER 5/1/92	22.5	18	18,013	28,727	595	18,373	29,301	607	18,741	29,887	619	19,116	30,485	632
INSTITUTIONAL ATTENDANT AFTER 5/1/92	30	18	24,018	38,302	794	24,498	39,068	809	24,988	39,850	826	25,488	40,647	842
INSTITUTIONAL ATTENDANT PRIOR 5/1/92	37.5	15	35,165	50,866	1,047	35,868	51,883	1,068	36,586	52,921	1,089	37,317	53,979	1,111
INVENTORY CONTROL CLERK	35	15	39,163	58,627	1,298	39,946	59,800	1,324	40,745	60,996	1,350	41,560	62,215	1,377
INVENTORY CONTROL CLERK	40	14	38,709	57,255	1,325	39,483	58,400	1,351	40,273	59,568	1,378	41,078	60,759	1,406
INVESTIGATOR	37.5	13												

CONSUMER PROTECTION			26,109	40,266	1,089	26,631	41,071	1,111	27,164	41,893	1,133	27,707	42,731	1,156
INVESTIGATOR COUNTY ADJUSTER	35	15	36,464	55,419	1,264	37,193	56,527	1,289	37,937	57,658	1,315	38,696	58,811	1,341
INVESTIGATOR COUNTY MEDICAL EXAMINER	40	13	40,969	62,167	1,631	41,788	63,410	1,663	42,624	64,679	1,696	43,477	65,972	1,730
INVESTIGATOR COUNTY MEDICAL EXAMINER (PER DIEM)	PD	1	-	148.11	-	-	151.07	-	-	154.09	-	-	157.18	-
JUVENILE DETENTION OFFICER	40	15	39,618	56,994	1,158	40,410	58,134	1,182	41,219	59,297	1,205	42,043	60,482	1,229
JUVENILE DETENTION OFFICER (PART TIME)	PT	1	19.06	27.41	-	19.44	27.96	-	19.83	28.52	-	20.23	29.09	-
KEYBOARDING CLERK 1 AFTER 5/1/92	35	17	30,337	50,240	1,171	30,944	51,245	1,194	31,563	52,270	1,218	32,194	53,315	1,242
KEYBOARDING CLERK 1 AFTER 5/1/92	30	1	26,003	43,063	PT	26,523	43,924	PT	27,054	44,803	PT	27,595	45,699	PT
KEYBOARDING CLERK 1 AFTER 5/1/92	21	1	18,202	30,144	PT	18,566	30,747	PT	18,938	31,362	PT	19,316	31,989	PT
KEYBOARDING CLERK 1 AFTER 5/1/92	16	1	13,868	22,967	PT	14,146	23,426	PT	14,429	23,895	PT	14,717	24,373	PT
KEYBOARDING CLERK 1 AFTER 5/1/92	37.5	16	31,248	50,163	1,182	31,873	51,166	1,206	32,510	52,190	1,230	33,161	53,233	1,255
KEYBOARDING CLERK 1 AFTER 5/1/92	40	14	32,558	51,815	1,376	33,209	52,851	1,403	33,873	53,908	1,431	34,551	54,986	1,460
KEYBOARDING CLERK 1 BI-LI AFTER 5/1/92	35	17	30,337	50,240	1,171	30,944	51,245	1,194	31,563	52,270	1,218	32,194	53,315	1,242
KEYBOARDING CLERK 1 BI-LI AFTER 5/1/92	40	14	32,558	51,815	1,376	33,209	52,851	1,403	33,873	53,908	1,431	34,551	54,986	1,460
KEYBOARDING CLERK 1 BI-LI PRIOR 5/1/92	35	14	33,562	49,999	1,174	34,233	50,999	1,198	34,918	52,019	1,222	35,616	53,059	1,246
KEYBOARDING CLERK 1 BI-LI PRIOR 5/1/92	40	14	35,781	51,534	1,125	36,497	52,565	1,148	37,227	53,616	1,171	37,971	54,688	1,194
KEYBOARDING CLERK 1 PRIOR 5/1/92	35	14	33,562	49,999	1,174	34,233	50,999	1,198	34,918	52,019	1,222	35,616	53,059	1,246
KEYBOARDING CLERK 1 PRIOR 5/1/92	37.5	13	34,470	53,357	1,453	35,159	54,424	1,482	35,863	55,513	1,512	36,580	56,623	1,542
KEYBOARDING CLERK 1 PRIOR	40	13	35,781	51,534	1,212	36,497	52,565	1,236	37,227	53,616	1,261	37,971	54,688	1,286

5/1/92														
KEYBOARDING CLERK 1/ELECTION CLERK	35	16	34,369	51,024	1,041	35,056	52,044	1,062	35,758	53,085	1,083	36,473	54,147	1,105
KEYBOARDING CLERK 2	35	16	34,807	51,477	1,042	35,503	52,507	1,063	36,213	53,557	1,084	36,937	54,628	1,106
KEYBOARDING CLERK 2	37.5	15	35,509	51,160	1,043	36,219	52,183	1,064	36,944	53,227	1,086	37,682	54,291	1,107
KEYBOARDING CLERK 2	40	15	38,135	54,111	1,065	38,898	55,193	1,086	39,676	56,297	1,108	40,469	57,423	1,130
KEYBOARDING CLERK 2/ADM ASST (SHERIFF)	35	16	40,119	59,775	1,229	40,921	60,971	1,253	41,740	62,190	1,278	42,575	63,434	1,304
KEYBOARDING CLERK 2/ELECTION CLERK (CO CLERK)	35	15	36,337	52,145	1,054	37,064	53,188	1,075	37,805	54,252	1,096	38,561	55,337	1,118
KEYBOARDING CLERK 2/OFFICE MANAGER	35	16	44,118	64,520	1,275	45,000	65,810	1,301	45,900	67,127	1,327	46,818	68,469	1,353
KEYBOARDING CLERK 2/RESERVATION SPCLST (PARKS)	35	16	44,118	64,519	1,275	45,000	65,809	1,301	45,900	67,126	1,327	46,818	68,468	1,353
KEYBOARDING CLERK 3	35	15	35,638	54,437	1,253	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380
KEYBOARDING CLERK 3	37.5	13	36,338	54,381	1,388	42,164	63,053	1,607	43,007	64,314	1,639	43,868	65,600	1,672
KEYBOARDING CLERK 3	40	14	38,845	56,817	1,284	44,272	66,206	1,567	45,158	67,530	1,598	46,061	68,880	1,630
KEYBOARDING CLERK 4	35	15	38,123	57,394	1,285	38,885	62,000	1,541	39,663	63,240	1,572	40,456	64,505	1,603
KEYBOARDING CLERK 4/FORMS DESIGN TECH 1	35	15	38,949	58,377	1,295	39,728	62,000	1,485	40,523	63,240	1,514	41,333	64,505	1,545
LABORATORY ASSISTANT	37.5	15	35,805	51,179	1,025	36,521	52,203	1,045	37,252	53,247	1,066	37,997	54,312	1,088
LABORATORY TECHNICIAN	37.5	14	36,131	52,792	1,190	36,854	53,848	1,214	37,591	54,925	1,238	38,343	56,023	1,263
LABORER 1 AFTER 5/1/92	37.5	16	32,282	56,450	1,511	32,928	57,579	1,541	33,586	58,731	1,572	34,258	59,905	1,603
LABORER 1 AFTER 5/1/92	12	1	10,576	17,045		10,787	17,386	-	11,003	17,733	-	11,223	18,088	-
LABORER 1 AFTER 5/1/92	40	18	35,253	56,816	1,198	35,958	57,952	1,222	36,677	59,111	1,246	37,411	60,294	1,271
LABORER 1 PRIOR 5/1/92	37.5	16	35,509	52,950	1,090	36,219	54,009	1,112	36,944	55,089	1,134	37,682	56,191	1,157
LABORER 1 PRIOR 5/1/92	40	16	38,477	56,534	1,129	39,247	57,665	1,151	40,031	58,818	1,174	40,832	59,994	1,198
LAUNDRY WORKER	37.5	15	34,568	50,038	1,031	35,259	51,039	1,052	35,965	52,060	1,073	36,684	53,101	1,094
LEGAL STENOGRAPHER	35	16	35,638	52,456	1,051	36,351	53,505	1,072	37,078	54,575	1,094	37,819	55,667	1,115
LIBRARY ASSISTANT	37.5	15	35,634	51,308	1,045	36,347	52,334	1,066	37,074	53,381	1,087	37,815	54,448	1,109
LINEN ROOM ATTENDANT	37.5	16	23,010	44,200	1,324	23,470	45,084	1,351	23,940	45,986	1,378	24,418	46,905	1,405

MAIL CLERK	37.5	15	34,470	49,923	1,030	35,159	50,921	1,051	35,863	51,940	1,072	36,580	52,979	1,093
MAIL CLERK	40	15	35,781	51,534	1,050	36,497	52,565	1,071	37,227	53,616	1,093	37,971	54,688	1,114
MAINTENANCE REPAIRER	37.5	14	36,959	53,783	1,202	37,698	54,859	1,226	38,452	55,956	1,250	39,221	57,075	1,275
MAINTENANCE REPAIRER	40	15	38,186	55,291	1,140	38,950	56,397	1,163	39,729	57,525	1,186	40,523	58,675	1,210
MAINTENANCE REPAIRER WELDER	40	14	40,969	59,939	1,355	41,788	61,138	1,382	42,624	62,361	1,410	43,477	63,608	1,438
MASON	40	14	41,064	60,048	1,356	41,885	61,249	1,383	42,723	62,474	1,411	43,577	63,723	1,439
MASON/PLASTERER	37.5	14	36,959	54,678	1,266	37,698	55,772	1,291	38,452	56,887	1,317	39,221	58,025	1,343
MASON/PLASTERER	40	15	43,073	61,284	1,214	43,934	62,510	1,238	44,813	63,760	1,263	45,709	65,035	1,288
MECHANIC	37.5	14	36,959	53,783	1,202	37,698	54,859	1,226	38,452	55,956	1,250	39,221	57,075	1,275
MECHANIC	40	17	40,969	62,188	1,248	41,788	63,432	1,273	42,624	64,700	1,299	43,477	65,994	1,325
MECHANIC (CDL)	40	18	42,829	64,405	1,199	43,686	65,693	1,223	44,559	67,007	1,247	45,450	68,347	1,272
MECHANIC HYDRAULICS	40	17	40,970	62,188	1,248	41,789	63,432	1,273	42,625	64,700	1,299	43,478	65,994	1,325
MECHANICS HELPER	40	15	34,531	50,046	1,034	35,222	51,047	1,055	35,926	52,068	1,076	36,645	53,109	1,098
MECHANICS HELPER/TRUCK DRIVER	40	15	39,307	58,292	1,117	40,093	59,458	1,291	40,895	60,647	1,317	41,713	61,860	1,343
MEDICAL RECORDS CLERK	37.5	15	36,131	51,900	1,051	36,854	52,938	1,072	37,591	53,997	1,094	38,343	55,077	1,116
MEDICAL TRANSCRIBER	35	16	35,430	52,218	1,049	36,139	53,262	1,070	36,861	54,328	1,092	37,599	55,414	1,113
MEDICAL TRANSCRIBER	37.5	15	35,300	50,910	1,041	36,006	51,928	1,061	36,726	52,967	1,083	37,461	54,026	1,104
MEDICAL TRANSCRIBER	40	15	37,650	53,760	1,074	38,403	54,835	1,095	39,171	55,932	1,117	39,954	57,051	1,140
MESSENGER	35	16	34,285	50,856	1,036	34,971	51,873	1,056	35,670	52,911	1,078	36,384	53,969	1,099
MESSENGER	37.5	15	34,470	49,923	1,030	35,159	50,921	1,051	35,863	51,940	1,072	36,580	52,979	1,093
MESSENGER	40	15	36,391	52,263	1,058	37,119	53,308	1,079	37,861	54,374	1,101	38,618	55,462	1,123
MESSENGER/DELIVERY WORK	40	15	38,478	56,980	1,233	39,248	58,120	1,258	40,033	59,282	1,283	40,833	60,468	1,309
MOTOR BROOM DRIVER	40	16	40,137	61,376	1,327	40,940	62,604	1,354	41,759	63,856	1,381	42,594	65,133	1,409
MOTOR VEHICLE OPERATOR 1	37.5	16	37,250	54,756	1,094	37,995	55,851	1,116	38,755	56,968	1,138	39,530	58,108	1,161
MOTOR VEHICLE OPERATOR 1	40	15	39,734	58,406	1,245	40,529	59,574	1,270	41,339	60,766	1,295	42,166	61,981	1,321
NURSING SERVICES CLERK PRIOR 9/1/95	37.5	15	36,204	51,845	1,043	36,928	52,882	1,064	37,667	53,940	1,085	38,420	55,018	1,107
OCCUPATIONAL THERAPY AIDE	37.5	15	36,131	51,900	1,051	36,854	52,938	1,072	37,591	53,997	1,094	38,343	55,077	1,116
OCCUPATIONAL	37.5	14												

THERAPY ASST			37,582	55,861	1,306	38,334	56,978	1,332	39,100	58,118	1,358	39,882	59,280	1,386
OFFICE APPLIANCE OPERATOR	40	17	34,674	54,408	1,161	35,367	55,496	1,184	36,075	56,606	1,208	36,796	57,738	1,232
OFFICE APPLIANCE OPERATOR AFTER 5/1/92	35	17	30,337	50,240	1,171	30,944	51,245	1,194	31,563	52,270	1,218	32,194	53,315	1,242
OFFICE APPLIANCE OPERATOR AFTER 5/1/92 (PROS)	35	17	30,663	50,629	1,174	31,276	51,642	1,198	31,902	52,674	1,222	32,540	53,728	1,246
OFFICE APPLIANCE OPERATOR PRIOR 5/1/92	35	16	33,562	49,999	1,027	34,233	50,999	1,048	34,918	52,019	1,069	35,616	53,059	1,090
OFFICE APPLIANCE OPERATOR PRIOR 5/1/92 (PROS)	35	16	33,888	50,387	1,031	34,566	51,395	1,052	35,257	52,423	1,073	35,962	53,471	1,094
OMNIBUS OPERATOR	37.5	14	38,326	56,262	1,281	39,093	57,387	1,307	39,874	58,535	1,333	40,672	59,706	1,360
PAINTER	37.5	13	37,688	56,291	1,431	38,442	57,417	1,460	39,211	58,565	1,489	39,995	59,736	1,519
PAINTER	40	14	40,969	59,939	1,355	41,788	61,138	1,382	42,624	62,361	1,410	43,477	63,608	1,438
PARKING ATTENDANT	40	15	36,714	52,649	1,062	37,448	53,702	1,084	38,197	54,776	1,105	38,961	55,872	1,127
PAYROLL CLERK	35	15	34,578	49,946	1,025	35,270	50,945	1,045	35,975	51,964	1,066	36,694	53,003	1,087
PAYROLL SUPERVISOR	35	15	41,804	59,606	1,187	42,640	60,798	1,211	43,493	62,014	1,235	44,363	63,254	1,259
PAYROLL SUPERVISOR	37.5	14	42,244	61,400	1,368	43,089	62,628	1,396	43,951	63,881	1,424	44,830	65,158	1,452
PERSONNEL ASSISTANT	37.5	14	42,006	61,124	1,366	42,846	62,346	1,393	43,703	63,593	1,421	44,577	64,865	1,449
PHYSICAL THERAPY AIDE	37.5	15	36,131	51,900	1,051	36,854	52,938	1,072	37,591	53,997	1,094	38,343	55,077	1,116
PHYSICAL THERAPY ASSISTANT	37.5	14	37,582	55,861	1,306	38,334	56,978	1,332	39,100	58,118	1,358	39,882	59,280	1,386
PLUMBER & STEAMFITTER	37.5	14	39,243	57,833	1,328	40,028	58,990	1,354	40,828	60,169	1,382	41,645	61,373	1,409
POLICE SIGNAL TECHNICIAN	40	18	37,582	55,525	997	38,334	56,636	1,017	39,100	57,768	1,037	39,882	58,924	1,058
PRINCIPAL ACCOUNT CLERK	35	15	36,464	55,419	1,264	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380
PRINCIPAL ACCOUNT CLERK	37.5	14	37,170	55,366	1,300	42,164	63,053	1,492	43,007	64,314	1,522	43,868	65,600	1,552
PRINCIPAL ACCOUNT CLERK	40	14	38,685	57,225	1,324	44,272	66,206	1,567	45,158	67,530	1,598	46,061	68,880	1,630
PRINCIPAL ACCOUNT CLERK STENOGRAPHY	35	15	36,464	55,419	1,264	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380
PRINCIPAL ACCOUNT CLERK STENOGRAPHY	37.5	14	37,170	55,366	1,300	42,164	63,053	1,492	43,007	64,314	1,522	43,868	65,600	1,552
PRINCIPAL	40	14												

ACCOUNT CLERK STENOGRAPHY			38,685	57,225	1,324	44,272	66,206	1,567	45,158	67,530	1,598	46,061	68,880	1,630
PRINCIPAL BUYER	37.5	15	44,432	64,007	1,305	45,321	65,287	1,331	46,227	66,593	1,358	47,152	67,925	1,385
PRINCIPAL CASHIER	35	15	42,063	62,869	1,387	42,904	64,126	1,415	43,762	65,409	1,443	44,638	66,717	1,472
PRINCIPAL CLERK TRANSCRIBER	35	15	36,260	55,175	1,261	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380
PRINCIPAL CLERK TRANSCRIBER	37.5	14	36,915	55,060	1,296	42,164	63,053	1,492	43,007	64,314	1,522	43,868	65,600	1,552
PRINCIPAL CLERK TRANSCRIBER	40	14	38,477	56,980	1,322	44,272	66,206	1,567	45,158	67,530	1,598	46,061	68,880	1,630
PRINCIPAL COURT CLERK PROBATE	35	16	41,288	61,158	1,242	42,114	62,381	1,267	42,956	63,629	1,292	43,815	64,901	1,318
PRINCIPAL DATA CONTROL CLERK	35	15	35,638	54,436	1,253	36,351	55,525	1,278	37,078	56,635	1,304	37,819	57,768	1,330
PRINCIPAL DATA CONTROL CLERK	40	14	38,279	56,239	1,283	39,045	57,364	1,309	39,825	58,511	1,335	40,622	59,681	1,361
PRINCIPAL DRAFTING TECHNICIAN	35	16	40,612	60,353	1,234	41,424	61,560	1,258	42,253	62,791	1,284	43,098	64,047	1,309
PRINCIPAL ENGINEERING AIDE	35	14	41,010	59,829	1,344	41,830	61,026	1,371	42,667	62,246	1,399	43,520	63,491	1,426
PRINCIPAL LEGAL STENOGRAPHER	35	15	38,123	57,394	1,285	38,885	58,542	1,310	39,663	59,713	1,337	40,456	60,907	1,363
PRINCIPAL LIBRARY ASSISTANT	37.5	14	40,944	59,861	1,351	41,763	61,058	1,378	42,598	62,279	1,406	43,450	63,525	1,434
PRINCIPAL MEDICAL RECORDS CLERK	37.5	14	39,841	58,547	1,336	40,638	59,718	1,363	41,451	60,912	1,390	42,280	62,131	1,418
PRINCIPAL PAYROLL CLERK	35	9	42,513	55,653	1,460	43,363	56,766	1,489	44,231	57,901	1,519	45,115	59,059	1,549
PRINCIPAL PAYROLL CLERK	37.5	14	37,794	56,106	1,308	38,550	57,228	1,334	39,321	58,373	1,361	40,107	59,540	1,388
PRINCIPAL PURCHASING ASSISTANT	35	12	43,193	68,139	2,079	44,057	69,502	2,120	44,938	70,892	2,163	45,837	72,310	2,206
PRINCIPAL PURCHASING ASSISTANT	37.5	14	43,936	63,419	1,392	44,815	64,687	1,419	45,711	65,981	1,448	46,625	67,301	1,477
PRINTING MACHINE OPERATOR 1 AFTER 5/1/92	35	17	30,337	50,240	1,171	30,944	51,245	1,194	31,563	52,270	1,218	32,194	53,315	1,242
PRINTING MACHINE OPERATOR 1 PRIOR 5/1/92	35	16	33,562	49,999	1,027	34,233	50,999	1,048	34,918	52,019	1,069	35,616	53,059	1,090
PRINTING MACHINE OPERATOR 2	35	16	38,123	57,394	1,204	38,885	58,542	1,229	39,663	59,713	1,253	40,456	60,907	1,278
PROBATE ASSISTANT	35	15	37,506	56,652	1,276	38,256	57,785	1,302	39,021	58,941	1,328	39,802	60,120	1,355
PROBATE CLERK	35	15	39,369	58,873	1,300	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380

PROBATE CLERK TYPING	35	15	39,369	58,873	1,300	40,156	60,050	1,326	40,960	61,251	1,353	41,779	62,476	1,380
PROGRAM DEVELOPMENT AIDE	35	16	34,702	51,356	1,041	35,396	52,383	1,062	36,104	53,431	1,083	36,826	54,499	1,105
PROGRAM MONITOR	35	19	32,148	50,321	956	32,791	51,327	976	33,447	52,354	995	34,116	53,401	1,015
PROGRAM SPECIALIST 2	35	15	36,769	55,607	1,256	37,504	56,719	1,281	38,254	57,854	1,307	39,020	59,011	1,333
PROGRAM SPECIALIST 3	35	16	26,991	48,118	1,320	27,531	49,080	1,347	28,081	50,062	1,374	28,643	51,063	1,401
PROPERTY CLERK	35	15	35,638	54,436	1,253	36,351	55,525	1,278	37,078	56,635	1,304	37,819	57,768	1,330
PROPERTY CLERK/KEYBOARDING CLERK 1	35	15	38,539	57,887	1,290	39,310	59,045	1,316	40,096	60,226	1,342	40,898	61,430	1,369
PURCHASING ASSISTANT	35	16	35,638	52,456	1,051	36,351	53,505	1,072	37,078	54,575	1,094	37,819	55,667	1,115
PURCHASING ASSISTANT	37.5	14	35,225	52,564	1,239	35,930	53,615	1,263	36,648	54,688	1,289	37,381	55,781	1,314
RECEPTIONIST AFTER 5/1/92	35	17	30,337	50,240	1,171	30,944	51,245	1,194	31,563	52,270	1,218	32,194	53,315	1,242
RECEPTIONIST AFTER 5/1/92	40	17	33,594	53,052	1,145	34,266	54,113	1,167	34,951	55,195	1,191	35,650	56,299	1,215
RECEPTIONIST PRIOR 5/1/92	35	16	33,562	49,999	1,027	34,233	50,999	1,048	34,918	52,019	1,069	35,616	53,059	1,090
RECEPTIONIST PRIOR 5/1/92	40	15	36,819	52,771	1,063	37,555	53,826	1,085	38,306	54,903	1,106	39,073	56,001	1,129
RECORDS SUPPORT TECHNICIAN 1	35	16	33,721	50,188	1,029	34,395	51,192	1,050	35,083	52,216	1,071	35,785	53,260	1,092
RECORDS SUPPORT TECHNICIAN 1	40	16	38,538	57,358	1,176	39,309	58,505	1,200	40,095	59,675	1,224	40,897	60,869	1,248
RECORDS SUPPORT TECHNICIAN 2	35	16	36,050	52,955	1,057	36,771	54,014	1,078	37,506	55,094	1,099	38,257	56,196	1,121
RECORDS SUPPORT TECHNICIAN 2 (CO CLERK)	35	15	36,922	52,894	1,065	37,660	53,952	1,086	38,414	55,031	1,108	39,182	56,132	1,130
RECORDS SUPPORT TECHNICIAN 3	35	16	41,288	61,158	1,242	42,114	62,381	1,267	42,956	63,629	1,292	43,815	64,901	1,318
RECORDS SUPPORT TECHNICIAN 4	35	15	48,000	68,000	1,333	48,960	69,360	1,360	49,939	70,747	1,387	50,938	72,162	1,415
RECREATION AIDE	35	15	32,148	50,321	1,212	32,791	51,327	1,236	33,447	52,354	1,260	34,116	53,401	1,286
RECREATION AIDE	37.5	15	36,131	51,900	1,051	36,854	52,938	1,072	37,591	53,997	1,094	38,343	55,077	1,116
RECREATION THERAPY AIDE	37.5	15	36,131	51,900	1,051	36,854	52,938	1,072	37,591	53,997	1,094	38,343	55,077	1,116
RECYCLING PROGRAM AIDE	35	16	34,807	51,476	1,042	35,503	52,506	1,063	36,213	53,556	1,084	36,937	54,627	1,106
RECYCLING PROGRAM AIDE	28	1	27,846	41,181	PT	28,403	42,004	PT	28,971	42,845	PT	29,550	43,701	PT
ROAD INSPECTOR	35	14	37,375	55,509	1,295	38,123	56,619	1,321	38,885	57,752	1,348	39,663	58,907	1,375

ROAD REPAIRER 1	40	17	39,100	57,568	1,086	39,882	58,719	1,108	40,680	59,894	1,130	41,493	61,092	1,153
ROAD REPAIRER 2	40	15	42,183	60,447	1,218	43,027	61,656	1,242	43,887	62,889	1,267	44,765	64,147	1,292
ROAD REPAIRER 3	40	16	42,580	63,470	1,306	43,432	64,739	1,332	44,300	66,034	1,358	45,186	67,355	1,386
SECRETARIAL ASSISTANT	37.5	18	41,589	66,530	1,386	42,421	67,861	1,413	43,269	69,218	1,442	44,135	70,602	1,470
SECRETARIAL ASSISTANT AFTER 1/1/73	35	18	40,378	64,592	1,345	41,186	65,884	1,372	42,009	67,202	1,400	42,849	68,546	1,428
SECRETARIAL ASSISTANT PRIOR 1/1/73	35	19	46,544	71,926	1,336	47,475	73,365	1,363	48,424	74,832	1,390	49,393	76,328	1,418
SECRETARIAL ASSISTANT PRIOR 1/1/78 (OPER SVC)	35	19	47,754	73,176	1,338	48,709	74,640	1,365	49,683	76,132	1,392	50,677	77,655	1,420
SECRETARIAL ASSISTANT STENOGRAPHY AFTER 1/1/78	35	18	40,378	64,592	1,345	41,186	65,884	1,372	42,009	67,202	1,400	42,849	68,546	1,428
SECRETARIAL ASSISTANT STENOGRAPHY PRIOR 1/1/78	35	18	45,023	70,117	1,394	45,923	71,519	1,422	46,842	72,950	1,450	47,779	74,409	1,479
SECRETARIAL ASSISTANT TRANSCRIBING	35	18	41,963	66,476	1,362	42,802	67,806	1,389	43,658	69,162	1,417	44,531	70,545	1,445
SECURITY GUARD	40	15	36,714	52,649	1,062	37,448	53,702	1,084	38,197	54,776	1,105	38,961	55,872	1,127
SENIOR ACCOUNT CLERK	35	16	34,702	51,356	1,041	35,396	52,383	1,062	36,104	53,431	1,083	36,826	54,499	1,105
SENIOR ACCOUNT CLERK	37.5	14	36,338	53,807	1,248	37,065	54,883	1,273	37,806	55,981	1,298	38,562	57,100	1,324
SENIOR ACCOUNT CLERK	40	15	36,921	52,895	1,065	37,659	53,953	1,086	38,413	55,032	1,108	39,181	56,133	1,130
SENIOR ACCOUNTANT	37.5	14	41,525	60,549	1,359	42,356	61,760	1,386	43,203	62,995	1,414	44,067	64,255	1,442
SENIOR BUILDING MAINTENANCE WORKER	40	15	40,257	56,575	1,088	41,062	57,707	1,110	41,883	58,861	1,132	42,721	60,038	1,154
SENIOR BUYER	37.5	14	40,548	59,386	1,346	41,359	60,574	1,372	42,186	61,785	1,400	43,030	63,021	1,428
SENIOR CARPENTER	37.5	14	41,598	60,261	1,333	42,430	61,466	1,360	43,279	62,696	1,387	44,144	63,949	1,415
SENIOR CARPENTER	40	15	44,079	63,635	1,304	44,961	64,908	1,330	45,860	66,206	1,356	46,777	67,530	1,384
SENIOR CASHIER	35	15	39,575	59,910	1,356	40,367	61,108	1,383	41,174	62,330	1,410	41,997	63,577	1,439
SENIOR CITIZEN PROGRAM AIDE (PART TIME)	PT	1		22.16		-	22.60	-	-	23.06	-	-	23.52	-
SENIOR CLERK TRANSCRIBER	35	16	36,714	53,527	1,051	37,448	54,598	1,072	38,197	55,689	1,093	38,961	56,803	1,115
SENIOR CLERK TRANSCRIBER	37.5	15	40,970	56,833	1,058	41,789	57,970	1,079	42,625	59,129	1,100	43,478	60,312	1,122
SENIOR CLERK TRANSCRIBER	40	15	37,777	53,888	1,074	38,533	54,966	1,096	39,303	56,065	1,117	40,089	57,186	1,140

SENIOR CLERK TRANSCRIBER BI- LI (PROS)	35	16	35,430	52,218	1,049	36,139	53,262	1,070	36,861	54,328	1,092	37,599	55,414	1,113
SENIOR COMMUNICATIO NS TECHNICIAN	35	15	53,516	75,042	1,435	54,586	76,543	1,464	55,678	78,074	1,493	56,792	79,635	1,523
SENIOR COMMUNITY SERVICE AIDE	35	14	39,037	56,449	1,244	39,818	57,578	1,269	40,614	58,730	1,294	41,426	59,904	1,320
SENIOR COMPUTER OPERATOR	35	16	39,994	59,615	1,226	40,794	60,807	1,251	41,610	62,023	1,276	42,442	63,264	1,301
SENIOR COOK	37.5	14	34,788	50,738	1,139	35,484	51,753	1,162	36,193	52,788	1,185	36,917	53,844	1,209
SENIOR COOK	40	14	38,870	56,940	1,291	39,647	58,079	1,317	40,440	59,240	1,343	41,249	60,425	1,370
SENIOR COURT CLERK PROBATE	35	16	40,612	60,353	1,234	41,424	61,560	1,258	42,253	62,791	1,284	43,098	64,047	1,309
SENIOR CUSTOMER SERVICE REPRESENTATIVE	35	15	38,226	51,900	912	38,991	52,938	930	39,770	53,997	948	40,566	55,077	967
SENIOR DATA CONTROL CLERK	35	16	34,496	51,109	1,038	35,186	52,131	1,059	35,890	53,174	1,080	36,607	54,237	1,102
SENIOR DRAFTING TECHNICIAN (JTPA)	35	15	39,765	56,107	1,089	40,560	57,229	1,111	41,372	58,374	1,133	42,199	59,541	1,156
SENIOR DRIVER	40	17	30,776	50,694	1,172	31,392	51,708	1,195	32,019	52,742	1,219	32,660	53,797	1,243
SENIOR ELECTRICIAN	37.5	15	43,190	62,037	1,256	44,054	63,278	1,282	44,935	64,543	1,307	45,834	65,834	1,333
SENIOR ELECTRICIAN	40	15	46,154	66,108	1,330	47,077	67,430	1,357	48,019	68,779	1,384	48,979	70,154	1,412
SENIOR ENGINEERING AIDE	35	15	39,139	55,371	1,082	39,922	56,478	1,104	40,720	57,608	1,126	41,535	58,760	1,148
SENIOR FOOD SERVICE WORKER	37.5	15	33,664	48,388	982	34,337	49,356	1,001	35,024	50,343	1,021	35,725	51,350	1,042
SENIOR INSPECTOR MOSQUITO EXTERMINATION	35	14	43,113	62,305	1,371	43,975	63,551	1,398	44,855	64,822	1,426	45,752	66,119	1,455
SENIOR INVESTIGATOR CONSUMER PROTECTION	37.5	16	32,990	49,419	1,027	33,650	50,407	1,047	34,323	51,416	1,068	35,009	52,444	1,090
SENIOR INVESTIGATOR COUNTY ADJUSTER	35	15	37,644	56,823	1,279	38,397	57,959	1,304	39,165	59,119	1,330	39,948	60,301	1,357
SENIOR INVESTIGATOR COUNTY MEDICAL EXAMINER	35	16	43,828	66,470	1,415	44,705	67,799	1,443	45,599	69,155	1,472	46,511	70,538	1,502
SENIOR INVESTIGATOR COUNTY	40	16	45,066	68,384	1,457	45,967	69,751	1,487	46,887	71,146	1,516	47,824	72,569	1,547

MEDICAL EXAMINER														
SENIOR JUVENILE DETENTION OFFICER	40	14	42,107	61,294	1,371	42,949	62,520	1,398	43,808	63,770	1,426	44,684	65,046	1,454
SENIOR LAUNDRY WORKER	37.5	12	36,380	57,269	1,741	37,108	58,414	1,776	37,850	59,583	1,811	38,607	60,774	1,847
SENIOR LEGAL STENOGRAPHER	35	15	36,464	55,419	1,264	37,193	56,527	1,289	37,937	57,658	1,315	38,696	58,811	1,341
SENIOR LIBRARY ASSISTANT	37.5	13	35,943	53,872	1,379	36,662	54,949	1,407	37,395	56,048	1,435	38,143	57,169	1,464
SENIOR MAIL CLERK	40	15	37,770	53,903	1,076	38,525	54,981	1,097	39,296	56,081	1,119	40,082	57,202	1,141
SENIOR MAINTENANCE REPAIRER	37.5	14	38,411	56,848	1,317	39,179	57,985	1,343	39,963	59,145	1,370	40,762	60,328	1,398
SENIOR MAINTENANCE REPAIRER	40	15	44,079	63,635	1,304	44,961	64,908	1,330	45,860	66,206	1,356	46,777	67,530	1,384
SENIOR MAINTENANCE REPAIRER CARPENTER	35	15	42,761	61,419	1,244	43,616	62,647	1,269	44,489	63,900	1,294	45,378	65,178	1,320
SENIOR MAINTENANCE REPAIRER CARPENTER	37.5	14	38,411	56,848	1,317	39,179	57,985	1,343	39,963	59,145	1,370	40,762	60,328	1,398
SENIOR MAINTENANCE REPAIRER CARPENTER	40	15	44,079	63,635	1,304	44,961	64,908	1,330	45,860	66,206	1,356	46,777	67,530	1,384
SENIOR MAINTENANCE REPAIRER PAINTER	37.5	14	38,411	56,848	1,317	39,179	57,985	1,343	39,963	59,145	1,370	40,762	60,328	1,398
SENIOR MASON	40	15	44,080	63,635	1,304	44,962	64,908	1,330	45,861	66,206	1,356	46,778	67,530	1,383
SENIOR MECHANIC	37.5	14	38,411	56,848	1,317	39,179	57,985	1,343	39,963	59,145	1,370	40,762	60,328	1,398
SENIOR MECHANIC	40	18	43,039	64,664	1,201	43,900	65,957	1,225	44,778	67,276	1,250	45,673	68,622	1,275
SENIOR MECHANIC (CDL)	40	18	44,899	66,879	1,221	45,797	68,217	1,246	46,713	69,581	1,270	47,647	70,973	1,296
SENIOR MEDICAL RECORDS CLERK	37.5	13	36,338	54,380	1,388	37,065	55,468	1,416	37,806	56,577	1,444	38,562	57,708	1,473
SENIOR MEDICAL TRANSCRIBER	35	16	37,243	54,379	1,071	37,988	55,467	1,092	38,748	56,576	1,114	39,523	57,707	1,137
SENIOR MESSENGER	40	16	40,119	59,775	1,229	40,921	60,971	1,253	41,740	62,190	1,278	42,575	63,434	1,304
SENIOR OCCUPATIONAL THERAPY AIDE	37.5	15	38,507	54,495	1,066	39,277	55,585	1,087	40,063	56,697	1,109	40,864	57,831	1,131
SENIOR OFFICE APPLIANCE OPERATOR	35	16	36,050	52,955	1,057	36,771	54,014	1,078	37,506	55,094	1,099	38,257	56,196	1,121
SENIOR PAINTER	37.5	14	39,353	57,969	1,330	40,140	59,128	1,356	40,943	60,311	1,383	41,762	61,517	1,411
SENIOR PAINTER	40	15	44,079	63,635	1,304	44,961	64,908	1,330	45,860	66,206	1,356	46,777	67,530	1,384

SENIOR PAYROLL CLERK	35	13	35,818	53,667	1,373	36,534	54,740	1,400	37,265	55,835	1,428	38,010	56,952	1,457
SENIOR PAYROLL CLERK	37.5	14	37,170	55,366	1,300	37,913	56,473	1,326	38,672	57,603	1,352	39,445	58,755	1,379
SENIOR PHYSICAL THERAPY AIDE	37.5	15	38,507	54,495	1,066	39,277	55,585	1,087	40,063	56,697	1,109	40,864	57,831	1,131
SENIOR PLANNING AIDE	35	15	37,113	55,755	1,243	37,855	56,870	1,268	38,612	58,008	1,293	39,385	59,168	1,319
SENIOR PROBATE CLERK	35	16	41,947	61,817	1,242	42,786	63,053	1,267	43,642	64,314	1,292	44,514	65,601	1,318
SENIOR PURCHASING ASSISTANT	35	17	38,673	56,075	1,024	39,446	57,197	1,044	40,235	58,340	1,065	41,040	59,507	1,086
SENIOR RECEPTIONIST	35	15	35,638	54,436	1,253	36,351	55,525	1,278	37,078	56,635	1,304	37,819	57,768	1,330
SENIOR RECREATION THERAPY AIDE	37.5	15	37,170	53,132	1,064	37,913	54,195	1,085	38,672	55,279	1,107	39,445	56,384	1,129
SENIOR SECURITY GUARD	40	15	37,130	53,424	1,086	37,873	54,492	1,108	38,630	55,582	1,130	39,403	56,694	1,153
SENIOR STOCK CLERK	37.5	14	36,545	53,290	1,196	37,276	54,356	1,220	38,021	55,443	1,244	38,782	56,552	1,269
SENIOR STOREKEEPER	37.5	15	45,509	64,973	1,298	46,419	66,272	1,324	47,348	67,598	1,350	48,295	68,950	1,377
SENIOR TELEPHONE OPERATOR	35	16	37,001	53,785	1,049	37,741	54,861	1,070	38,496	55,958	1,091	39,266	57,077	1,113
SENIOR TELEPHONE OPERATOR	37.5	15	41,008	56,833	1,055	41,828	57,970	1,076	42,665	59,129	1,098	43,518	60,312	1,120
SENIOR TRAFFIC ANALYST	35	14	38,846	56,763	1,280	39,623	57,898	1,305	40,415	59,056	1,331	41,224	60,237	1,358
SENIOR TRAFFIC ENUMERATOR	40	14	38,846	56,763	1,280	39,623	57,898	1,305	40,415	59,056	1,331	41,224	60,237	1,358
SENIOR TRAFFIC MAINTENANCE WORKER	40	17	43,353	62,327	1,116	44,220	63,574	1,138	45,104	64,845	1,161	46,007	66,142	1,184
SENIOR WELDER	40	14	43,671	63,710	1,431	44,544	64,984	1,460	45,435	66,284	1,489	46,344	67,610	1,519
SEWER REPAIRER 1	40	16										43,078	63,825	1,297
SEWER REPAIRER 2	40	16	39,100	60,144	1,315	39,882	61,347	1,342	40,680	62,574	1,368	41,460	64,907	1,297
SIGN MAKER 2	40	15	44,160	64,907	1,383	45,043	66,205	1,411	45,944	67,529	1,439	46,863	68,880	1,468
SIGN MAKER 3	40	17	45,076	66,478	1,259	45,978	67,808	1,284	46,897	69,164	1,310	47,835	70,547	1,336
SIGN MAKER 4	40	14	50,166	69,901	1,410	51,169	71,299	1,438	52,193	72,725	1,467	53,237	74,180	1,496
SIGN MAKER WOOD AND METAL	40	14	40,759	59,692	1,352	41,574	60,886	1,379	42,406	62,104	1,407	43,254	63,346	1,435
SOCIAL SERVICE ASSISTANT	35	15	35,638	54,436	1,253	36,351	55,525	1,278	37,078	56,635	1,304	37,819	57,768	1,330
STOCK CLERK	35	15	34,884	50,418	1,036	35,582	51,426	1,056	36,293	52,455	1,077	37,019	53,504	1,099
STOCK CLERK	37.5	15	37,377	53,981	1,107	38,125	55,061	1,129	38,887	56,162	1,152	39,665	57,285	1,175

STOCK CLERK	40	15	37,713	57,545	1,322	38,467	58,696	1,349	39,237	59,870	1,376	40,021	61,067	1,403
STOCK CLERK/ASST STOREKEEPER	37.5	13	39,782	60,604	1,602	40,578	61,816	1,634	41,389	63,052	1,666	42,217	64,313	1,700
STOCK HANDLER	35	14	33,386	48,530	1,082	34,054	49,501	1,103	34,735	50,491	1,125	35,429	51,500	1,148
STOCK HANDLER	37.5	15	35,165	50,866	1,047	35,868	51,883	1,068	36,586	52,921	1,089	37,317	53,979	1,111
STOCK HANDLER	40	15	38,477	54,744	1,084	39,247	55,839	1,106	40,031	56,956	1,128	40,832	58,095	1,151
STOCK HANDLER/LABORER	37.5	15	37,641	53,720	1,072	38,394	54,794	1,093	39,162	55,890	1,115	39,945	57,008	1,138
STOREKEEPER	37.5	12	40,696	63,197	1,875	41,510	64,461	1,913	42,340	65,750	1,951	43,187	67,065	1,990
SUPERVISING ACCOUNT CLERK	35	15	38,123	57,394	1,285	38,885	62,000	1,541	39,663	63,240	1,572	40,456	64,505	1,603
SUPERVISING ACCOUNT CLERK	37.5	15	39,734	58,406	1,245	40,529	62,000	1,431	41,339	63,240	1,460	42,166	64,505	1,489
SUPERVISING ACCOUNT CLERK	40	14	40,697	59,273	1,327	41,511	62,000	1,464	42,341	63,240	1,493	43,188	64,505	1,523
SUPERVISING CASHIER	35	16	49,246	71,630	1,399	50,231	73,063	1,427	51,236	74,524	1,456	52,260	76,014	1,485
SUPERVISING CLERK TRANSCRIBER	35	15	38,599	57,885	1,286	39,371	62,000	1,509	40,158	63,240	1,539	40,962	64,505	1,570
SUPERVISING DATA CONTROL CLERK	35	15	38,123	57,394	1,285	48,000	68,000	1,333	48,960	69,360	1,360	49,939	70,747	1,387
SUPERVISING DRAFTING TECHNICIAN	35	14	43,087	61,953	1,348	43,949	63,192	1,375	44,828	64,456	1,402	45,724	65,745	1,430
SUPERVISING ENGINEERING AIDE	35	15	45,693	64,592	1,260	46,607	65,884	1,285	47,539	67,202	1,311	48,490	68,546	1,337
SUPERVISING HEALTH INSURANCE BENEFITS CLERK	35	14	42,000	61,500	1,393	42,840	62,730	1,421	43,697	63,985	1,449	44,571	65,264	1,478
SUPERVISING HEALTH INSURANCE BENEFITS CLERK	37.5	14	44,015	63,508	1,392	44,895	64,778	1,420	45,793	66,074	1,449	46,709	67,395	1,478
SUPERVISING OMNIBUS OPERATOR	37.5	13	40,696	61,134	1,572	41,510	62,357	1,604	42,340	63,604	1,636	43,187	64,876	1,668
SUPERVISING PROPERTY CLERK	35	15	37,419	57,157	1,316	38,167	62,000	1,589	38,931	63,240	1,621	39,709	64,505	1,653
SUPERVISING RECEPTIONIST	35	16	42,489	62,595	1,257	43,339	63,847	1,282	44,206	65,124	1,307	45,090	66,426	1,334
SUPERVISING TELEPHONE OPERATOR,	35	16	42,489	62,595	1,257	43,339	63,847	1,282	44,206	65,124	1,307	45,090	66,426	1,334
SUPERVISING TELEPHONE OPERATOR	37.5	13	42,302	63,046	1,596	43,148	64,307	1,628	44,011	65,593	1,660	44,891	66,905	1,693
SUPERVISOR OF ACCOUNTS	35	15	39,163	58,627	1,298	39,946	59,800	1,324	40,745	60,996	1,350	41,560	62,215	1,377

SUPERVISOR OF ACCOUNTS/OFFICE MGR	35	16	45,038	67,422	1,399	45,939	68,770	1,427	46,858	70,146	1,456	47,795	71,549	1,485
SUPERVISOR OF CENTRAL MAILING ROOM	40	16	40,465	60,344	1,242	41,274	61,551	1,267	42,100	62,782	1,293	42,942	64,038	1,318
SUPERVISOR OF ELECTRONICS REPAIR	37.5	18	44,900	66,879	1,221	45,798	68,217	1,245	46,714	69,581	1,270	47,648	70,973	1,296
TECHNICIAN MANAGEMENT INFORMATION SYSTEMS	35	16	40,612	60,353	1,234	41,424	61,560	1,258	42,253	62,791	1,284	43,098	64,047	1,309
TELEPHONE OPERATOR AFTER 5/1/92	35	18	31,169	51,224	1,114	31,792	52,248	1,136	32,428	53,293	1,159	33,077	54,359	1,182
TELEPHONE OPERATOR AFTER 5/1/92	37.5	15	31,869	54,127	1,484	32,506	55,210	1,514	33,157	56,314	1,544	33,820	57,440	1,575
TELEPHONE OPERATOR PRIOR 5/1/92	35	16	34,394	50,978	1,037	35,082	51,998	1,057	35,784	53,038	1,078	36,499	54,098	1,100
TELEPHONE OPERATOR PRIOR 5/1/92	37.5	15	35,095	50,667	1,038	35,797	51,680	1,059	36,513	52,714	1,080	37,243	53,768	1,102
TELEPHONE SYSTEM INSTALLER REPAIRER	35	15	37,819	52,695	992	38,575	53,749	1,012	39,347	54,824	1,032	40,134	55,920	1,052
TELEPHONE SYSTEM INSTALLER REPAIRER	40	15	43,221	60,226	1,134	44,085	61,431	1,156	44,967	62,659	1,179	45,866	63,912	1,203
TRAFFIC ANALYST	40	15	37,170	55,366	1,213	37,913	56,473	1,237	38,672	57,603	1,262	39,445	58,755	1,287
TRAFFIC ENUMERATOR	40	15	37,170	55,366	1,213	37,913	56,473	1,237	38,672	57,603	1,262	39,445	58,755	1,287
TRAFFIC MAINTENANCE WORKER	40	18	39,100	59,359	1,126	39,882	60,546	1,148	40,680	61,757	1,171	41,493	62,992	1,194
TRAFFIC SAFETY COORDINATOR	35	15	33,691	50,830	1,143	34,365	51,847	1,165	35,052	52,884	1,189	35,753	53,941	1,213
TRUCK DRIVER	37.5	15	36,338	52,146	1,054	37,065	53,189	1,075	37,806	54,253	1,096	38,562	55,338	1,118
TRUCK DRIVER	40	17	39,307	58,292	1,117	40,093	59,458	1,139	40,895	60,647	1,162	41,713	61,860	1,185
WELDER	40	14	41,591	60,676	1,363	42,423	61,890	1,390	43,271	63,127	1,418	44,137	64,390	1,447
X-RAY TECHNICIAN	37.5	14	38,207	56,596	1,314	38,971	57,728	1,340	39,751	58,882	1,367	40,546	60,060	1,394
YOUTH WORKER	40	15	39,618	56,981	1,158	40,410	58,121	1,181	41,219	59,283	1,204	42,043	60,469	1,228

Public Safety Telecom Trainee				
		2%	2%	2% + 16HR
STEP	2017	2018	2019	2020
1	31,918	32,556	33,207	34,132
2	35,065	35,766	36,482	37,497
3	36,097	36,819	37,555	38,601
4	43,915	44,793	45,689	46,961
5	46,521	47,451	48,400	49,748
6	49,127	50,110	51,112	52,535
7	50,798	51,814	52,850	54,322

Public Safety Telecom				
		2%	2%	2% + 16HR
STEP	2017	2018	2019	2020
1	36,102	36,824	37,561	38,606
2	38,821	39,597	40,389	41,514
3	41,541	42,372	43,219	44,423
4	44,261	45,146	46,049	47,331
5	46,980	47,920	48,878	50,239
6	49,700	50,694	51,708	53,148
7	52,420	53,468	54,538	56,056
8	55,139	56,242	57,367	58,964

STEPS	03/26/20
TRAINEE	38,606
1	41,514
2	44,423
3	47,331
4	50,239
5	53,148
6	56,056
7	59,964

Senior Public Safety Telecom				
		2%	2%	2% + 16HR
STEP	2017	2018	2019	2020
1	54,621	55,713	56,828	58,410
2	57,388	58,536	59,706	61,369
3	60,169	61,372	62,600	64,343
4	62,942	64,201	65,485	67,308
5	65,716	67,030	68,371	70,275
6	68,490	69,860	71,257	73,241
7	71,263	72,688	74,142	76,207
8	76,157	77,680	79,234	81,440

EXHIBIT F

EMERGENCY CLOSING POLICY

UNION COUNTY BOARD OF CHOSEN FREEHOLDERS RESOLUTION NO. 391-01

4/11/2001

WHEREAS, on occasion it has been determined by the County Manager that County Offices should be closed due to a snow emergency, with the exception of 24 day per week facilities or operations, and those divisions directly involved in snow removal operations; and

WHEREAS, the Union County Board of Chosen Freeholders adopted official Policies in 1984 and 1993 and 2000 pertaining to snow emergency closing as they affect overtime, sick time, vacation time and other personnel matters; and

WHEREAS, the Union County Board of Chosen Freeholders now desires to rescind those policies and adopt a new policy that shall pertain to the closing of all County of Union offices due to an emergency, not limited to snow, effective January 1, 2001.

NOW, THEREFORE, BE IT RESOLVED by the Union County Board of Chosen Freeholders that the policy for a declared emergency day as it effects overtime, sick time, vacation time and compensation shall be as follows:

24HOUR FACILITIES:

- Employees who report and work between the hours of 12:00 a.m. and 11:59 p.m. shall receive one additional day's pay, or part thereof based upon actual hours worked, at straight time.
- Employees who call in but do not report for work due to the emergency shall have no change or charge to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.

- Employees who have a scheduled day off shall not receive any credit for additional time off.

RECORD OF VOTE																
FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP	FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP	
ESTRADA	X				X			STENDER								
HOLMES							X	SULLIVAN	X							
RUOTOLO	X					X		MINGO <i>VICE-CHAIRMAN</i>							X	
SCANLON	X															
SCUTARI	X				X			MIRABELLA <i>CHAIRMAN</i>	X							
APPROVED AS TO FORM					I hereby certify the above to be a true copy of a resolution adopted by the Board of chosen Freeholders of the County of Union on the date above mentioned.											
COUNTY ATTORNEY																

NON-24 — HOUR FACILITIES REQUIRED TO WORK DUE TO THE EMERGENCY DAY

- Employees who report and work between the hours of 12:00 a.m. and 11:59 p.m. shall receive one additional day pay, or part thereof based upon actual hours worked, at straight time.
- Employees who do not report to work due to the emergency shall have no charge to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.
- Employees who have a scheduled day off shall not receive any credit for additional time off.

NON 24 HOUR FACILITIES

- Employees who report and are required to work shall receive compensatory time for time actually worked.
- Employees who report to work and are subsequently sent home should not receive any credit for additional time off.
- Employees who do not report to work due to the emergency shall have no charge to sick time or personal time.

- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.
- Employees who have a scheduled day off shall not receive any credit for additional time off.

BE IT FURTHER RESOLVED that Union County Board of Chosen Freeholders recognizes the importance of maintaining all County operations during severe snow, and other emergency conditions to the greatest extent possible.

BE IT FURTHER RESOLVED that the County Manager shall only be authorized to declare a snow or other emergency closing in the future if the Governor declares a State of Emergency affecting the County of Union.

EXHIBIT G

JDO ACADEMY CLOTHING ALLOWANCE

Required Equipment for COTA [Sea Girt]

2 pair Trousers [Uniform of the Day]: Dickies Traditional	\$70.00
Work Pants Lot #874H	
Black Plain Toed Shoes	Annual Reimbursement
Athletic Shoes	\$75.00
Sufficient Underwear and handkerchiefs For 5 nights	Personal Items
Dress Socks [black]	Personal Items
Athletic Socks [white]	Personal Items
Cotton Sweat Suit [Stenciling Required]	\$60.00
Crew Neck Tee Shirts [Stenciling Required]	\$55.00
Mouth Piece	\$10.00
Gym Shorts [stenciling required]	\$55.00
Athletic Supporter [Male]	Personal Items
Athletic Bra [Female]	Personal Items
Black Leather Belt, silver buckle	\$25.00
White Sheets [2]	Personal Items
Blankets [white]	Personal Items
Pillow	Personal Item
Pillow Cases	Personal Items
Towels [bath and hand]	Personal Items
Laundry bag	\$10.00
Pajamas	Personal Items
Shoe Polish & Brush	\$10.00
Flashlights, Hangars, Water Bottle, Shower Slippers	\$25.00
Personal Hygiene Items	Personal Items
Est Total Out of Pocket:	\$300.00 - \$350.00

EXHIBIT H CANCER SCREENING RESOLUTION

12/9/99

WHEREAS, the Board of Chosen Freeholders of the County of Union desires to establish a Cancer Screening Policy for the County's employees effective January 1, 2000, and

WHEREAS, pursuant to this Policy, employees will be granted four (4) hours of paid leave each year for use for cancer screening; and

WHEREAS, the four (4) hours of paid leave will not be counted toward the employee's sick, personal or vacation time; and

WHEREAS, in order to be paid for such leave, an employee must submit a medical certification verifying that the employee was absent from work for the purpose of cancer screening. The medical certification must be signed by the physician or other qualified medical personnel performing the cancer screening. Failure to submit such a certification may result in forfeiture of time; and

WHEREAS, employees will be given one (1) four (4) hour block of time annually to be used for cancer screening. Employees may not break this block of time into smaller hourly increments; and

WHEREAS, employees will be responsible for the cost, if any, of the cancer screening; and

WHEREAS, the County seeks to offer this benefit to its exclusionary and represented employees:

NOW, THEREFORE, BE IT RESOLVED by the Board of Chosen Freeholders of the County of Union that it hereby adopts this policy for exclusionary employees and authorizes and directs the Director of Administrative Services to engage in collective negotiations with the various exclusive bargaining representatives for the purpose of providing such units with the benefits associated with the County's Cancer Screening Policy.

NO DEFICIENCY OF FUNDS REQUIRED

11/24/99 12/9/99

RECORD OF VOTE															
FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP	FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP
GONCALVES	X							SCANLON	X				X		
HOLMES	X							STENDER							X
MINGO	X							SULLIVAN VICE-CHAIRMAN	X				X		
MIRABELLA	X						X	SCUTARI CHAIRMAN	X						
FUOTOLO	X														

APPROVED AS TO FORM <div style="text-align: center;"><i>C.U.</i></div> COUNTY ATTORNEY	I hereby certify the above to be a true copy of a resolution adopted by the Board of Chosen Freeholders of the County of Union on the date so mentioned. <div style="text-align: right; margin-top: 20px;"> </div>
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EXHIBIT I

INDIVIDUAL AGREEMENT

THIS AGREEMENT made this ___ day of _____, 2008, by and between the **County of Union** (herein the “**County**”) and _____, (herein the “**Employee**”), with the approval and consent of **Union Council No. 8** (hereinafter “**Co8**”)

Insert Name of Individual Employee

WHEREAS, the County and Co8 are parties to a collective bargaining agreement (“**CBA**”) covering the period January 1, 2008 through December 31, 2011; and

WHEREAS, the Employee is a member of the Co8 bargaining unit covered by the CBA; and

WHEREAS, in order to obtain the agreement to enter into the CBA, the Co8 agreed to a zero percent increase to base pay for calendar years 2008 and 2010 and other agreements as more particularly set forth in the Memorandum of Agreement dated December 18, 2008, attached hereto as Appendix A (herein the “**Memorandum**”); and

WHEREAS, the Co8 and Employee only agreed to said zero percent increases based upon the assurances from the County and the Co8 that the retiree health insurance benefits set forth in the Memorandum were fully vested and would not be subsequently eliminated, modified or otherwise limited, except in accordance with the terms of said Memorandum; and

WHEREAS, all parties hereto acknowledge that the Employee has relied to his or her detriment upon the aforesaid assurances and that the elimination, modification or other limitation upon the bargained-for retiree health insurance benefits, except in accordance with the terms and conditions of the Memorandum, would constitute immediate, irreparable and substantial harm to the Employee and his/her dependents; and

WHEREAS, the County and Co8 agree that the development of the guarantees set forth in this Agreement were bargained for in good faith within the meaning of the New Jersey Employer-Employee Relations Act, N.J.S.A. 34:13A-1 *et seq.* (herein the "Act");

NOW, THEREFORE, in consideration of the mutual covenants, promises, and undertakings herein set forth the parties agree as follows:

WITNESSETH:

1. The County and the Co8 agree that the retiree health insurance benefits set forth in the Memorandum will not be changed except in accordance with the terms and conditions of the Memorandum.

2. The County and Co8 agree that the retiree health insurance benefits set forth in the Memorandum may only be changed as to the Employee and his/her eligible dependents with the written consent of the Employee.

3. The County and Co8 agree that any future collective bargaining agreement, sidebar agreement or other agreement or contract into which they may enter, whether written or oral, will be subject to the terms and conditions of this Agreement and the Memorandum of Agreement and that any provision of such future agreement which purports to change any terms or conditions of this Agreement shall be unenforceable as against the Employee and his/her dependents unless the Employee provides his/her written consent for such change(s).

4. The parties hereto agree that good and valuable consideration was provided for the covenants and guarantees set forth in this Agreement by all parties hereto and it is the intent of all such parties that this Agreement be fully enforceable according to its plain language which all parties agree is to be construed in favor of the Employee and against the County and the Co8.

5. This Agreement and its interpretation and performance shall be governed by the laws of the State of New Jersey without giving effect to its conflicts of law rules.

6. All parties are bound by this Agreement and each of its provisions. Anyone who succeeds to their rights and responsibilities, such as their successors and assigns, as well as the Employee's heirs and the executor of his/her estate, also are bound. This Agreement is made for the benefit of all the parties hereto and all who succeed to their rights and responsibilities, and expressly includes their officials, employees, agents, attorneys, successors and assigns.

7. This Agreement embodies the entire agreement between the parties hereto and supersedes any prior or contemporaneous agreement, representation or understanding, whether written or oral. This Agreement may not be modified except by written instrument executed by all the parties hereto.

[REMAINDER OF PAGE LEFT INTENTIONALLY BLANK]

WHEREFORE THE PARTIES HERETO SET THEIR HANDS THIS ____ DAY OF

_____, 2009.

COUNTY OF UNION

By: *George W. Devanney*
George W. Devanney
County Manager

ATTEST

Council No. 8

By: _____
Ed Lozinski
President

ATTEST

Employee Signature
_____, Employee
Print Name

ATTEST