



CITY OF PLAINFIELD

Business Administrator
515 Watchung Avenue
Plainfield NJ, 07060



ADRIAN O. MAPP
MAYOR

ABBY LEVENSON
BUSINESS ADMINISTRATOR &
PERSONNEL DIRECTOR

To: Abby Levenson, Business Administrator & Personnel Director

From: Abby Levenson, Business Administrator & Personnel Director

Date: June 9, 2022

Subject: **Resolution Ratifying the Execution of an Agreement Between the City of Plainfield and the United Service Worker Union, Local 255 (USWU)**

RECOMMENDATION

Adopt the attached Resolution authorizing the execution of the United Service Worker Union, Local 255 (USWU) collective bargaining agreement for the period retroactive to January 1, 2022 through December 31, 2025.

BACKGROUND

The City entered into negotiations with the United Service Worker Union, Local 255 (USWU) for the purpose of negotiating a successor agreement. The City and the USW reached a tentative agreement which establishes the cost of living adjustments for the period retroactive to January 1, 2022 through December 31, 2025. The agreement provides for the following cost of living increases:

Period	Negotiated COLA
January 1, 2022 - December 31, 2022	4.0%
January 1, 2023 - December 31, 2023	3.5%
January 1, 2024 - December 31, 2024	2.5%
January 1, 2025 - December 31, 2025	1.5%

FISCAL IMPACT

Below is a table reflecting the cost associated with above noted cost of living adjustments:

Year	Estimated COLA
2022	\$109,354
2023	\$85,636
2024	\$54,058
2025	\$38,935

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MEMORANDUM OF AGREEMENT

Agreement made this 14th day of July 2022, by and between the City of Plainfield (herein the "City") and United Service Worker Union Local 255 (herein the "USWU").

WHEREAS, the City and USWU are parties to a collective negotiations agreement ("CNA") covering the period January 1, 2022 through December 31, 2025; and

WHEREAS, the City and USWU have been engaged in good faith collective negotiations for the purpose of reaching agreement on terms and conditions of employment for additional Civil Service job titles added to the CNA due to the dissolution of the Plainfield Municipal Utilities Authority (herein the "PMUA").

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

1. Except as herein modified, the terms and conditions set forth in the 2022-2025 CNA between the City and USWU shall remain in full force and effect.
2. Counsel for the parties shall review the draft successor agreement and have the authority to correct non-substantive errors such as typos.
3. **Article I, Recognition**

Add

Custodian Worker, General Supervisor of Garage Services, Mechanic Helper, Mechanic/Welder, Radio Dispatch, Recycling Operator, Sanitation Driver, Sanitation Inspector, Sanitation Worker, Security Guard, Senior Custodian, Sewer Repairer 1, Sewer Repairer 2, Supervisor of Public Works- Sanitation, Supervisor of Public Works- Sanitation, Tractor Trailer Driver, Weighmaster

4. **Article X, Vacation and Holidays**
10-2. **Holidays** (Modified language)

1. The City agrees to grant the following official holidays with pay to employees of the bargaining unit (Excluding the titles set forth in 10-2.1.b):

New Year's Day	Independence Day	Friday after Thanksgiving Day
Martin Luther King's Birthday	Day before Labor Day	Half-Day Christmas Eve
Washington's Birthday	Labor Day	Christmas Day
Good Friday	Election Day	Half-Day New Year's Eve
Memorial Day	Veteran's Day	
Juneteenth	Thanksgiving Day	

New Section

1.b The City agrees to grant the following official holidays with pay to particular employees of the bargaining unit (Custodian Worker, General Supervisor of Garage Services, Mechanic Helper, Mechanic/Welder, Radio Dispatch, Recycling Operator, Sanitation Driver, Sanitation Inspector, Sanitation Worker, Security Guard, Senior Custodian, Sewer Repairer 1, Sewer Repairer 2, Supervisor of Public Works- Sanitation, , Tractor Trailer Driver, Weighmaster):

New Year's Day	Labor Day	1 Floating Holiday
Memorial Day	Thanksgiving Day	
Independence Day	Christmas Day	

1. c The Floating Holiday request must be made to the Direct Supervisor at least one (1) month in advance. The determination will be made on the needs of the business (i.e. amount of people scheduled off) and seniority. For purpose of holiday and vacation scheduling only, PMUA seniority will be adhered to.

**5. Article XII, Uniforms
New Section**

12-3 City Employees with the following titles (Custodian Worker, General Supervisor of Garage Services, Mechanic Helper, Mechanic/Welder, Radio Dispatch, Recycling Operator, Sanitation Driver, Sanitation Inspector, Sanitation Worker, Security Guard, Senior Custodian, Sewer Repairer 1, Sewer Repairer 2, Supervisor of Public Works- Sanitation, , Tractor Trailer Driver, Weighmaster) will receive the following

A. The City shall provide uniforms to each unit member mentioned in 12-3 that is required to wear a uniform at no cost to the employee. The uniform provided by the City will consist of the following:

Five (5) pairs of pants, five (5) short sleeve shirts, five (5) long sleeve shirts, two (2) spring jackets, one (1) winter coat or overalls, rain gear, winter hat, baseball hat, reflective vest, safety glasses, ear protection, safety gloves (as needed), back brace.

In addition, each bargaining unit member (12-3) will receive two (2) pairs of safety work shoes or steel toe boots per year or one (1) pair of high-quality Vibracon boots. The City shall be responsible for providing for the maintenance of the employee's uniforms.

- A. Employees mentioned above (12-3) not properly dressed will not be permitted to work.
- B. Employees mentioned above (12-3) are not entitled to 12.1(b and c) and 12.2

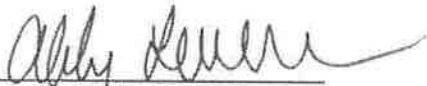
WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS 14

DAY OF July __, 2022

UNITED SERVICE WORKERS

CITY OF PLAINFIELD

JOHN CASTELLA
INT'L REPRESENTATIVE



ABBY LEVENSON
BUSINESS ADMINISTRATOR

AGREEMENT

BETWEEN THE

CITY OF PLAINFIELD

AND

UNITED SERVICE WORKER

UNION LOCAL 255

(USWU)

Effective January 1, 2022 through December 31, 2025

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PREAMBLE

This Agreement entered into the day and year set opposite the signatures of the parties, by and between the City of Plainfield, a municipal corporation of the State of New Jersey, hereinafter called the "City" and the United Service Worker Union, Local 255 hereinafter referred to as "LOCAL 255."

WITNESSETH

WHEREAS, the City and Local 255 recognize and declare that providing quality service to the public is their mutual aim; and

WHEREAS, the City Council and the City Administration retain the basic decision-making powers over fiscal management questions, although they are willing to consult with employee representatives on employee oriented matters; and

WHEREAS, it is the purpose of this Agreement to prescribe the legitimate rights of those municipal employees working in the City of Plainfield who are members of Local 255 and to provide orderly and peaceful procedures for presenting employee grievances and proposals and to protect the rights of the public in the City of Plainfield.

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement; and

NOW, THEREFORE, in consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

The City hereby recognizes Local 255 as the exclusive and sole representative for collective negotiations concerning the terms and conditions of employment for employees of the maintenance force of the City of Plainfield including clerical employees, that perform in the following classifications: Assistant Supervisor Public Works; Building Maintenance Worker; Clerk Transcriber; Equipment Operator; Laborer, Mechanic; Mechanic's Helper; Motor Broom Driver; Parking Enforcement Officer; Meter Worker Supervisor, Public Works Repairer; Public Works Trainee; Maintenance Worker 1 Grounds, Secretarial Assistant Typing, Senior Building Maintenance Worker; Senior Clerk Typist; Senior Public Works Repairer; Laborer 1, Senior Recreation Maintenance Worker; Senior Road Repairer, Senior Sewer Maintenance Worker; Sewer Maintenance Worker; Supervising Mechanic; Supervisor Building Services; Supervisor Streets; Supervisor Trees; Supervisor Public Works; Maintenance Supervisor Grounds, Supervisor Sanitation, Senior Tree Climber; Tree Climber; General Supervisor Public Works; Senior Sign Designer Processor and Letter; Sign Designer Processor and Letter; Cashier; and Clerk 1.

ARTICLE II

NEGOTIATION PROCEDURE

2-1. The parties agree to enter into collective negotiations over a successor Agreement in accordance with N.J.S.A. 34:13a-1 et seq., as amended in good faith efforts to reach agreement on all matters concerning the terms and conditions of employment.

2-2. Neither party in any negotiations shall have any control of the negotiating representatives of the other party.

2-3. **Continuing review of this Agreement.**

Representatives of the City and Local 255 negotiating committee shall meet at least once each month, unless waived by both parties, for the purpose of reviewing the administration of this Agreement, and to resolve problems which may arise. These meetings are not intended to by-pass the grievance procedure.

2-4. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment, applicable on the effective date of this Agreement to employees covered by this Agreement shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any negotiated benefit reduced to writing and existing prior to its effective date. This document constitutes the sole and complete agreement between the parties, and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may not be) subject to collective bargaining. Any prior commitment or agreement between the City and Local 255 or any individual employee covered by this Agreement is hereby superseded.

2-5. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matters whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

2-6. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE III

AGENCY SHOP

3-1. Upon receiving the written voluntary authorization and assignment of an employee covered by this Agreement (in the form agreed upon between the City and Local 255 and consistent with applicable law) the City agrees to deduct membership dues (and initiation fees where applicable), or representation fees in such amount as shall be fixed pursuant to the Bylaws and Constitution of Local 255 during the full term of this Agreement and any extension or renewal thereof. The City shall promptly remit monthly any and all amounts so deducted with a list of such deductions to Local 255.

3-2. If, during the life of this Agreement, there shall be any changes in the rate of membership dues, Local 255 shall furnish the City written notice thirty (30) days prior to the effective date of such changes.

3-3. Local 255 shall indemnify, defend and save the City harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon information and/or action submitted in writing by Local 255 to the City in accordance with this Article.

ARTICLE IV

GRIEVANCE PROCEDURE

4-1. **Grievance Definition.**

A grievance, as used herein, is a claimed breach, misinterpretation or improper application of the terms of this Agreement.

4-2. **Statement of Policy and Purpose.**

It is the policy of the City that every employee at all times be treated fairly, courteously and with respect. Conversely, each employee is expected to accord the same treatment to his associates, supervisors and to the public. To this end, the following procedure is intended to provide an exclusive vehicle for the prompt and equitable settlement of employee grievances.

No grievance settlement reached under the terms of this Agreement shall add to, subtract from or modify any terms of this Agreement.

4-3. **Steps of the Grievance Procedure.**

The following constitutes the sole and exclusive method of resolving grievances between the parties covered by this Agreement, with the exception of major disciplinary action and other matters which are cognizable under the New Jersey Civil Service Law and the rules and regulations promulgated by the New Jersey Department of Personnel. The steps of the grievance procedure shall be followed in their entirety unless waived in writing by mutual consent:

Step One: Immediate Supervisor

A grievance, as defined herein, shall first be presented informally (verbally) to an employee's immediate supervisor. A grievance must be submitted within seven (7) calendar days of the occurrence giving rise to the grievance or it shall be deemed waived. The supervisor shall attempt to arrange a mutually satisfactory solution of the grievance or advise the grievant in writing within ten (10) calendar days of his/her inability to do so.

Step Two: Division Head

If the grievance is not settled at Step One, the grievant shall file a formal written grievance with the Division Head, with a copy being given to the Director of Personnel and the immediate supervisor to whom the grievance was first submitted, within ten (10) calendar days of the date

the Step One answer was received or should have been received. A meeting shall be held between the Division Head, the grievant and Local 255 Business Agent (or his designee) to facilitate a satisfactory solution to the grievance. The Division Head shall provide a written answer to the grievance within ten (10) calendar days after receipt of the grievance.

Step Three: Department Head

If the grievance is not satisfactorily resolved at Step Two, the grievant shall file the written grievance with the Department Head, with a copy being given to the Director of Personnel, within ten (10) calendar days of the date the Step Two answer was received or should have been received. The Department Head shall meet with the grievant and Local 255 Business Agent (or his designee) to facilitate a satisfactory resolution of the grievance. The Department Head shall file a written answer to the grievance within ten (10) calendar days of the receipt of the grievance.

Step Four: Business Administrator

If the grievance is not satisfactorily resolved at Step Three, the grievant shall file the written grievance with the Business Administrator, with a copy being given to the Director of Personnel, within ten (10) calendar days of the date the Step Three answer was received or should have been received. The Business Administrator shall submit a written answer to the grievance within ten (10) days after the grievance was received.

Step Five: Arbitration

If the grievance is not satisfactorily resolved at Step Four, Local 255 shall have the right within ten (10) calendar days of the date the Step Four answer was received or should have been received to make a written demand for arbitration to the New Jersey Public Employment Relations Commission, with a copy of the demand being delivered to the Business Administrator and Director of Personnel. The written demand for arbitration shall set forth the specific nature of the

dispute and specific provisions of the Agreement claimed to be violated. The selection of an arbitrator as well as the conduct of the arbitration hearing shall be in accordance with the rules and regulations of the New Jersey Public Employment Relations Commission then in effect. The cost for the services of the arbitrator shall be borne equally by the parties. Any other expenses, including, but not limited to, the presentation of witnesses and attorney fees, shall be paid by the party incurring same. The arbitrator so selected shall hear the dispute at a mutually agreeable date, time and place. The decision of the arbitrator shall be final and binding and shall be in writing setting forth the findings of fact, reasons and conclusions on the issue submitted. No one arbitrator shall have more than one grievance submitted to him/her, and under consideration by him/her at any one time unless the parties otherwise agree in writing. A grievance shall be deemed under the consideration by an arbitrator until he/she has rendered a written decision which shall be done within thirty (30) days from the close of the hearing. 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 City any obligation or liability not expressly assumed by the City under the provisions of this Agreement; nor may the arbitrator deprive the City of any right reserved, expressed or implied, by it for its benefit hereunder.

4-4. **Time Limitations**

The time limits specified in the foregoing grievance procedure shall be construed as maximum and shall be strictly adhered to. The time limits may be extended upon mutual written agreement signed by a representative of the City and a representative of Local 255. Failure by the City to respond shall be deemed to be a denial of the grievance and shall permit the employee or Local 255, as the case may be, to proceed to the next step in the grievance procedure. If the grievant

does not adhere to the time limit specified in any step of the grievance procedure, the disposition of the grievance at the last preceding step shall be deemed to be conclusive.

4-5. Written grievances shall be presented on the form prepared by the City. An employee grievance must be signed by the employee. An employee grievant shall have the right to be represented by a Local 255 representative through the steps of the grievance procedure.

4-6. All papers and documents relating to a grievance and its disposition will be placed in the employee's personnel file. Notification of all actions taken concerning the grievance shall be transmitted in writing to the employee.

4-7. Pending the completion of the grievance procedure, neither Local 255 nor the employee shall make public the proceedings in process by press releases, public interviews or the like.

ARTICLE V

EMPLOYEES' RIGHTS AND RESPONSIBILITIES

5-1. Employees' rights and responsibilities shall be in accordance the Chapter 11 of the Municipal Code of the City of Plainfield. The City agrees to provide specific Rules and Regulations for those employees in the Public Works, Recreation and Police Divisions.

ARTICLE VI

CITY'S RIGHTS AND PRIVILEGES

6-1. Management Responsibilities.

It is recognized that the management of the City Government, the control of its properties and the maintenance of order and safety, is solely a responsibility of the City. Accordingly, the City hereby retains and reserves unto itself, without limitation, all rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws

and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the City Government and its properties and facilities, and the activities of its employees.
2. The selection and direction of the work forces, including the right to hire, suspend or discharge for just cause, assign, promote or transfer.

The exercise of the foregoing powers, rights authority, duties or responsibilities of the City, 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 specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States and the ordinances of the City of Plainfield.

The City shall have the right to take action to comply with the mandatory requirements of federal and state laws and regulations. Prior to taking such action, the City will negotiate with the Local 255 over any mandatory subject of bargaining.

Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority under R.S.40A and 11 or any other national, state, county or local laws or ordinances.

6-2. **Maintenance of Operations.**

Local 255 covenants and agrees that during the term of the Agreement, neither Local 255 nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or concerted willful absence of an employee from his or her duties of employment), work stoppage, slowdown, walkout or other

mass absenteeism against the City. Local 255 agrees that such action would constitute a material breach of the Agreement.

In the event of a strike, slowdown, walkout or organized mass absenteeism, it is covenanted and agreed that participation in any such activity by any employee represented by Local 255 shall be deemed grounds for disciplinary action including possible termination of employment of such employee or employees.

Nothing contained in this Agreement pursuant to Article 6-2 shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damage, or both, in the event of such breach by Local 255 or its members.

ARTICLE VII

SALARIES

7-1 (a) The salary guides for employees for 2022, 2023, 2024 and 2025 are set forth in Schedule A of this Agreement which reflects the following

Effective and Retroactive to January 1, 2022:	4% across the board
Effective and Retroactive to January 1, 2023:	3.5% across the board
Effective and Retroactive to January 1, 2024:	2.5% across the board
Effective and Retroactive to January 1, 2025:	1.5% across the board

Re-Opener: The parties agree that if any other bargaining unit receives a greater percentage increase in any year of the agreement, USWU members will receive the additional increase in order to maintain parity with the other bargaining units.

7-2. **Overtime.**

a. Employees shall be compensated for overtime work when such compensation has been authorized by the Department Director.

b. Overtime compensation shall be computed at an hourly rate equal to one and one-half (1 ½) times the equivalent regular hourly rate of the employee.

c. Whenever an employee is required to work the seventh day in the normally prescribed work week or on holidays, authorized overtime compensation shall be computed at an hourly rate equal to two (2) times the equivalent regular hourly rate of the employee.

d. In all instances, overtime compensation shall commence only after the employee has worked the normal number of hours in any work day or of his normally prescribed work week. Holiday, vacation days and authorized sick days shall be counted toward the normal work week and as consecutive work days.

e. At the discretion of the Department Director, compensatory leave may be given in lieu of overtime. Compensatory leave, when granted, must be scheduled and used within 90 days from the time earned, unless otherwise requested by the employee and approved by the Department Head. Compensatory leave shall be granted on the same basis as overtime compensation as set forth above.

f. Management shall post a general overtime list but retains the right to utilize the best qualified person for each overtime assignment.

7-3. **Emergency Call-In.**

When it becomes necessary for personnel eligible for overtime to be called out on an emergency call, such personnel will be credited with a minimum of two hours time at the appropriate overtime rates. Effective upon the signing of the contract, employees will receive a three (3) hour minimum for snow emergency overtime only.

ARTICLE VIII

LONGEVITY

8-1. For employees hired prior to January 1, 1994, the City shall pay longevity, subject to the conditions of Section 11:4-1 of the Municipal Code, to all employees having completed the following years of service:

10 years of service	-	\$	500.00
15 years of service	-	\$	900.00
20 years of service	-	\$	1,200.00
25 years of service	-	\$	1,500.00

8-2. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for longevity pay through years of service on or before June 30th of the calendar year. Employees hired after June 30th, the base year will become effective the following full calendar year.

8-3. In addition, the City agrees to the following exception: Any full-time employee who was a full-time on or before July 1, 1976 is eligible, under the constraints of Section 8-2 of the Agreement and the provisions of Section 11:4-1 of the Municipal Code, to receive his or her first longevity payment after eight (8) years of service.

8-4. Employees hired on or after January 1, 1994 and who are subject to this Agreement shall have no right or entitlement to any longevity pay.

ARTICLE IX

INSURANCE PROTECTION

9-1. The City shall provide medical insurance in accordance with the New Jersey State Health Benefits Program (“SHBP” or “Program”) to all employees who are employed with the

City pursuant to plan requirements, except as noted below. The City will comply with all SHBP regulations regarding eligibility and enrollment. The City has the right to change insurance carriers and/or no longer participate in the Program at any time during the term of this Agreement as long as the benefits provided are equal to or greater than the benefits currently provided.

- (a) All employees participating in the Program shall contribute towards the premium cost pursuant to Chapter 78, P.L. 2011. The percentage of premium is based on salary, pay roll schedule and the type of medical plan as well as the level of coverage. There will be no Chapter 78 relief provided by the City unless required by New Jersey State statute.
- (b) All full-time permanent employees and their eligible dependents as defined in Section C below are covered by the Program. Employees must be enrolled during the first 60 days of employment. The Program includes basic and extended hospital and medical-surgical benefits, as well as reimbursement for major medical expenses.
- (c) Dependents are defined as the employee's lawful spouse and unmarried children to the age of twenty-six (26) (coverage normally ends on December 31st of the year the child turns age twenty-six (26)) who live with the employee in a regular parent-child relationship. Children shall include stepchildren and adopted children provided that such children are dependent on the employee for support and maintenance.

9-2. The City further agrees to provide a long-term disability plan at no cost to employees who have less than ten (10) years in the Public Employees Retirement System. Such plan shall provide, when combined with other existing benefits, at least fifty (50%) percent of the

employee's salary up to a maximum of \$1,500 per week. However, such plan will not be effective until such time as the employee has exhausted all of his or her sick leave, vacation, workmen's compensation benefits and the one hundred and eighty (180) day waiting period, whichever coverage lasts the longest.

In the event an employee exhausts his or her accumulated sick and vacation leave prior to the expiration of the one hundred and eighty (180) day waiting period, the City agrees to pay fifty (50%) percent of the employee's salary up to the expiration of the one hundred and eighty (180) day waiting period. Such payment of the fifty (50%) percent of salary up to a maximum of \$1,500 per week will be provided following a determination by the City Physician that the employee's illness or injury is of sufficient quality and duration that it could qualify the employee for long-term coverage. An employee dissatisfied with the opinion of the City Physician may appeal his determination to the Business Administrator on the basis of another medical opinion.

9.3. The City may allow, with the approval of the Business Administrator, employees who experience a lengthy off-duty illness or injury to borrow up to two (2) years future sick and vacation time upon exhaustion of accumulated sick and vacation time. To be eligible, the employee must have at least one (1) year of service and accept the obligation to pay back the time during future service. This obligation shall be accepted in writing if approval is granted by the Business Administrator.

9-4. The City agrees to provide health insurance coverage for retirees in accordance with Chapter 78 premium contribution requirements.

9-5. If negotiations with other bargaining units results in changes in health coverage, the parties to this Agreement agree to immediately reopen this Agreement for the purpose of negotiating similar changes to the insurance coverage set forth in this article.

9-6. **Dental Plan.**

Effective January 1, 2006, the City agrees to provide a dental plan to the members of the USWU, Local 255 under the following terms.

a. The City's financial obligation for the dental plan shall not exceed \$18.05 per employee per month, The difference between the cost of the dental plan and the City's obligation shall be paid by the employees.

b. The dental coverage will be provided by the current carrier, Delta Dental. The City retains the right to change or select an alternative dental carrier.

9-7. Employees may opt out of the medical plan pursuant to City Ordinance and consistent with State law, in effect upon the signing of this agreement.

9-8. The City shall reimburse current and future eligible retirees and their eligible spouses, civil union partners, or same sex domestic partners for the premium cost for Medicare Part B only.

ARTICLE X

VACATION AND HOLIDAYS

10-1. **Vacations.**

1. (a) All full-time employees covered by this Agreement shall earn vacation on the basis of the following schedule:

1-5 years of service -- 13 working days vacation during each year of service;

6-10 years of service--16 working days vacation during each year of service;

11-15 years of service--19 working days vacation during each year of service;

16-20 years of service -- 22 working days vacation during each year of service;

21 years of service and over -- 26 working days vacation during each year of service,

(b). All full-time employees covered by this Agreement hired after January 1, 2015 shall earn vacation on the basis of the following schedule:

1 - 5 years of service -- 12 working days' vacation during each year of service;

6-10 years of service -- 15 working days' vacation during each year of service;

11- 15 years of service -- 18 working days' vacation during each year of service;

16 -20 years of service -- 21 working days' vacation during each year of service;

21 years of service and over -- 25 working days' vacation during each year of service.

2. For purposes of computing years of service for vacation leave, any one whose date of employment falls between January 1 through September 30th inclusive is entitled to count that period as a year of service. Vacation shall be computed on a calendar year basis, that is, January 1 to December 31.

3. New full-time employees shall be entitled to one working day of vacation leave for each month during the first calendar year of service. A person employed before the 15th of the month shall be considered to have been employed for the entire month. Employees shall not be eligible to take earned vacation leave unless they have been employed for six consecutive months.

4. Permanent part-time employees are eligible for vacation leave on a prorated basis. Temporary, part time and seasonal employees shall not be eligible for vacation leave.

5. Employees will be allowed to carry over up to fifteen (15) vacation days, without the need for approval to the next calendar year.

6. Vacation schedules shall be established taking into account the desires of the employees and the needs of the City. When there is a conflict in the choice of vacation time among employees, job seniority shall prevail.

10-2. **Holidays.**

1. The City agrees to grant the following official holidays with pay to employees of the bargaining unit:

- a) New Year's Day
- b) Martin Luther King's Birthday
- c) Washington's Birthday
- d) Good Friday
- e) Memorial Day
- f) Juneteenth
- g) Independence Day
- h) Day before Labor Day
- i) Labor Day
- j) Election Day
- k) Veteran's Day
- l) Thanksgiving Day
- m) Friday after Thanksgiving Day
- n) Half-Day Christmas Eve
- o) Christmas Day
- p) Half-Day New Year's Eve

2. If a holiday falls on a Sunday, it shall be observed on the following Monday.
If a holiday falls on a Saturday, it shall be observed on a preceding Friday.

3. In the event a holiday is observed while an employee is on paid vacation or paid sick leave, that day shall not be deducted from the employee's accumulated sick or vacation leave.

4. To be eligible to receive holiday pay, an employee must work the regularly scheduled work day before the holiday and the regularly scheduled work day after the holiday, unless he has been excused by his superior or unless his superior is satisfied that his absence was justified.

5. The Mayor, in his sole discretion, may direct an alternate day of observance of the aforementioned official holidays.

ARTICLE XI

SICK LEAVE

11-1. In the first calendar year of employment, employees shall be entitled to one (1) day of sick leave for each month of employment. In each year thereafter, employees earn fifteen (15) days per year.

11-2. All unused sick leave accumulated in 1982 or prior to 1982 will be paid out at retirement on the basis of one-third (1/3) per full day accumulated or upon separation in good standing one-fourth (1/4) day per full day accumulated at salary rates earned in 1982. In subsequent years, accumulated time shall be paid at the salary rate earned during the year in which it is accumulated on the basis of one-third (1/3) day per full day accumulated upon retirement and one-fourth (1/4) day per full day accumulated upon separation. When current or accumulated time is used for illness, they are paid at current rates. They shall be used on a first in, first out basis.

11-3. Employees may take up to forty-four (44) work days leave of absence with pay just prior to retirement and have such time charged off to their accumulated sick days with the remaining number of accumulated sick days paid out at the time of retirement on a one (1) for three (3) basis as is present practice. A letter of commitment to retire must be given in advance of this leave of absence. Employees hired after May 21, 2011 shall not be entitled to terminal leave.

11-4. The USWU, Local 255 member has the option of utilizing three (3) days personal leave to his/her accumulated sick or vacation time. Personal days not used during the calendar year will be converted back into accumulated sick or vacation leave days effective the next following calendar year. Except in cases of emergencies, employees must notify their supervisor at least twenty-four (24) hours in advance in order to be eligible to take a personal day. In case of emergencies, employees must notify their supervisor as soon as possible.

11-5. Payment of accumulated sick leave under the provisions of this Article shall be capped in the amount of \$15,000, regardless of the number of such days accumulated. The forty-four (44) work days leave of absence set forth in section 11-3 above shall be excluded from the cap herein. Payment for employees hired after January 1, 2015 shall be entitled to a maximum payout of \$10,000.

11-6. **Bereavement Leave.**

Bereavement leave shall be in accordance with the Plainfield Municipal Code Section 11:9-9. The City agrees that the definition of immediate family shall be defined as an employee's spouse, domestic partner (see section 4 of P.L. 2003, c. 246), child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law, and other relatives residing in the employee's household. In addition, members of Local 255

shall be eligible for one (1) day of death leave with pay after the death of a relative not a member of the immediate family.

ARTICLE XII

UNIFORMS

12-1. (a) The \$300 boot allowance will no longer be by voucher. \$150 will be paid in January and \$150 will be paid thirty (30) days after the budget is adopted. Employees must report to work with steel toe shoes which are subject to inspection by management. If the employee fails to wear steel-toe shoes, he/ she will be sent home.

12-1 (b) Subject to the approval of the immediate supervisor, employees of the Parking Bureau shall be allowed to purchase non safety shoes in lieu of steel toe shoes. In some instances, Parking Bureau employees may be required to perform duties that require them to wear steel toe safety shoes. The Supervisor, in consultation with the Public Works Superintendent, shall determine whether a Parking Bureau employee shall be required to have a pair of steel toe safety shoes.

12-1 (c) Employees covered by this Agreement shall be entitled to a \$450 cleaning allowance annually. The cleaning allowance shall be paid on January 1st of each year. Effective and retroactive to January 1, 2022 and on January 1, 2023, employees shall receive a \$250.00 clothing allowance. Thereafter, employees shall not be entitled to a clothing allowance and uniforms will continue to be provided by the City.

12-2. The City shall supply gloves to members as needed up to maximum of four (4) pairs per year.

ARTICLE XIII

WORKWEEK

13-1. Standard work hours for the regular work force shall be 7:00 a.m. to 3:30 p.m., provided that during winter months there are no complaints or other operating problems as a result of earlier work hours. An unpaid lunch shall be observed from 11:30 p.m. to 12:00 noon.

There shall be a paid fifteen (15) minute rest period during the morning hours and another paid fifteen (15) minute rest period during the afternoon hours.

13-2. Standard work hours for the sanitation work force shall be 5:00 a.m. to 1:00 p.m., with two (2) paid fifteen (15) minute rest periods. There shall be no entitlement to a lunch period.

13-3. Standard work hours for the building maintenance work force shall be 4:00 p.m. to 12:00 a.m., with an option of either a one (1) hour paid lunch or two (2) paid fifteen (15) minute rest periods with an unpaid thirty minute lunch period,

13-4. The City, in its sole discretion, may establish a winter shift with work hours from 3:30 p.m. to 12:00 a.m., with two (2) fifteen-minute rest periods and an unpaid thirty (30) minute lunch period. This shift may be implemented for the period November 1 through March 31 of each year (or any portion thereof) and, if implemented, shall remain in effect for the entire period, unless terminated sooner by the City. If the City terminates the shift prior to March 31 of a given year, it may not thereafter reinstate the shift for that year.

Shift Differential: Employees assigned to the winter shift shall be paid an additional fifty cents (\$.50) per hour above their regular base compensation during the period they work the winter shift.

Selection: The City will assign employees to the winter shift utilizing the following procedure. First, it shall request volunteers beginning with the most senior employee on the

seniority list. A more senior employee shall be selected over a less senior employee, provided the more senior employee has the proven skill and ability to perform the work which shall be determined in the sole discretion of the City. If an insufficient number of employee's volunteer for the winter shift, the City shall then assign employees to the shift, starting with the least senior employee, provided the employee has the proven skill and ability to perform the work which shall be determined in the sole discretion of the City.

Notice: The City shall provide written notice to Local 255 and the employees who are selected for the winter shift two (2) weeks prior to the implementation of the shift in any given year. The City will endeavor to give reasonable advance written notice to Local 255 and employees should it discontinue the winter shift prior to March 31 of any given year.

13-3. When an employee is requested to work twelve (12) or more consecutive hours, he shall be granted a second period of one-half (1/2) hour duration at no loss of pay, and he shall be granted an additional one-half (1/2) hour lunch period for each five (5) consecutive hours over the above mentioned twelve (12) consecutive hours at no loss of pay.

ARTICLE XIV

MISCELLANEOUS

14-1. This agreement constitutes City policy for the terms of said Agreement, and the City shall carry out the commitments contained herein and give full force and effect as City policy.

14-2. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to the contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

14-3. The City and Local 255 agree that there shall be no discrimination and that all practices, procedures and policies of the City system shall clearly exemplify that there is no discrimination in the hiring, training, assignment, promotion, transfer or discipline of employees on the basis of race, creed, color, religion, national origin, marital status or sex.

14-4. Copies of this Agreement together with copies of the City Personnel Ordinance shall be available for review to members of Local 255.

14-5. If there is any conflict between the terms of this Agreement and any ordinance hereafter enacted, the terms of this Agreement shall prevail unless modified in writing by the parties hereto.

14-6. Any member working eight (8) hours or more in the course of any one work week in a higher classification shall receive the rate of pay of the higher classification. The rate of pay to be received will be determined by use of the promotional formula. The employee in such a situation will be paid at the higher rate of pay for all hours actually worked in that classification, provided that the individual is qualified to perform the duties of such classification and provided further that the individual is authorized to perform the duties of the higher classification by his or her Department Director. This shall not apply to those employees who are considered Public Works Trainees. In cases where Trainees are assigned to perform a particular higher function for one month or more, they shall be paid at the higher classification for the entire month.

14-7. The City agrees that it will continue the current practice of assigning employees to snowplowing during night hours of darkness. Further, the City agrees to pay \$2.50 meal money to each employee who works two (2) hours over the normal (eight 8 hour) shift (within a twenty-four

(24) hour period) in performing snow removal duties. For purposes of this section, the normal shift must occur within a twenty-four (24) hour period, with the twenty-four (24) hour period beginning at 12:01 a.m., and ending at midnight. Effective upon the signing of the agreement, any emergency exceeding four (4) hours the meal money shall be increased to \$5.00. Meal money shall be paid within thirty (30) days.

14-8. The City will provide a tax-sheltered annuity deduction system whereby each employee may deduct up to ten (10%) percent of gross salary and apply it to a tax-sheltered annuity program to be designed by the City.

14-9. Drug Policy. The parties agree to the Drug policy of the City which is annexed hereto as Attachment Bas amended and annexed hereto as Attachment C.

14-10. Worker's Compensation, all workers' compensation claims filed after the date of adoption of this Agreement by the Employer, whether for temporary or for permanent disability, shall be pursuant to and in such amounts as provided by the New Jersey Workers' Compensation Law.

The City agrees that employees suffering from a work-related injury will be allowed to seek medical treatment while on duty. It is further understood that appointments for all follow up medical treatment and/or physical therapy that is required as a result of an on the job injury, will be scheduled while on duty prior to the end of the employee's shift in order to minimize disruption to the work schedule.

ARTICLE XV

BULLETIN BOARD

15-1. One bulletin board will be made available to Local 255 for the purpose of posting LOCAL 255 notices relating to meetings, dues, entertainment, health and safety, and general Local

255 activities, at each location where men assemble for work assignments. The City shall post job vacancies on the bulletin board as vacancies arise. Notice of said job vacancies will be sent to the Local 255 shop steward.

ARTICLE XVI

FULLY BARGAINED AGREEMENT

16-1. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiation. 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.

16-2. If, during the term of this Agreement, the State of New Jersey, The Federal Government or any agency thereof mandates minimum benefits in any area, the parties agree to reopen negotiations to bargain over the effect and impact of such mandated benefits on the parties' Agreement.

ARTICLE XVII

DURATION OF AGREEMENT

17-1. This Agreement shall be effective as of January 1, 2022 and shall continue in effect through December 31, 2025, subject to Local 255's and the City's right to negotiate over a successor Agreement as provided in Article II. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

UNITED SERVICE WORKER UNION, LOCAL 255

ATTEST:

By: _____

Date: _____

CITY OF PLAINFIELD

ATTEST:

By: _____

Adrian O. Mapp, Mayor

Date: _____

EXHIBIT A

SALARY ORDINANCE AND SALARY RANGES

**AN ORDINANCE AMENDING THE SCHEDULE OF SALARIES AND WAGES
ADOPTED PURSUANT TO ARTICLE 14, CHAPTER 11 OF THE
MUNICIPAL CODE OF THE CITY OF PLAINFIELD, NEW JERSEY, 1971.**

UNITED SERVICE WORKER UNION LOCAL 255 (USWU)

MC

(SALARY AMENDMENT NO.)

Be it enacted by the Council of the City of Plainfield:

Sec. 1. The schedule of positions, salaries, fringe benefits, and wage ranges of the United Service Worker Union, Local 255 (USWU, Local 255), the amendments and supplements, heretofore adopted pursuant to Chapter 11, Article 14 of the Municipal Code of the City of Plainfield, New Jersey, 1971, are hereby amended.

Sec. 2. The following schedule of job titles, positions, salaries, wage ranges and fringe benefits of the United Service Worker Union, Local 255 are hereby adopted pursuant to Section 11:14-1:

a. Minimum and maximum salary for each salary grade retroactive to January 1, 2022 to December 31, 2022:

Title	Grade	Salary Range 1/1/2022-12/31/2022
Cashier	5	36,223-49,459
Parking Enforcement Officer	5	36,223-49,459
Laborer 1	10	45,590-62,386
Public Works Trainee	10	45,590-62,386
Building Maintenance Worker	12	49,968-68,350
Laborer 2	12	49,968-68,350
Mechanic Helper	12	49,968-68,350
Public Works Repairer	12	49,968-68,350
Maintenance Worker 1 Grounds	12	49,968-68,350
Tree Maintenance Worker 1	12	49,968-68,350
Senior Public Works Repairer	14	54,906-75,103
Tree Maintenance Worker 2	14	54,906-75,103
Sign Maker Wood and Metal	14	54,906-75,103

Equipment Operator	15	57,533-78,602
Motor Broom Driver	15	57,533-78,602
Senior Building Maintenance Worker	15	57,533-78,602
Senior Road Repairer	15	57,533-78,602
Assistant Supervisor Public Works	16	60,286-82,391
Mechanic	16	60,286-82,391
Meter Worker Supervisor	18	66,280-90,457
Maintenance Supervisor Grounds	18	66,280-90,457
Supervising Mechanic	18	66,280-90,457
Supervisor Building Services	18	66,280-90,457
Supervisor Public Works	18	66,280-90,457
Supervisor Public Works Sanitation	18	66,280-90,457
Supervisor Public Works Sewers	18	66,280-90,457
Supervisor Public Works Streets	18	66,280-90,457
Supervisor Public Works Trees	18	66,280-90,457
Meter Worker Supervisor	18	66,280-90,457

b. Minimum and maximum salary for each salary grade effective January 1, 2023 through December 31, 2023:

Title	Grade	Salary Range 1/1/2023-12/31/2023
Cashier	5	37,491-51,190
Parking Enforcement Officer	5	37,491-51,190
Laborer 1	10	47,186-64,569
Public Works Trainee	10	47,186-64,569
Building Maintenance Worker	12	51,717-70,742
Labor 2	12	51,717-70,742
Mechanic Helper	12	51,717-70,742

Public Works Repairer	12	51,717-70,742
Maintenance Worker 1 Grounds	12	51,717-70,742
Tree Climber	12	51,717-70,742
Senior Public Works Repairer	14	56,827-77,732
Senior Tree Climber	14	56,827-77,732
Sign Maker Wood and Metal	14	56,827-77,732
Equipment Operator	15	59,547-81,853
Motor Broom Driver	15	59,547-81,853
Senior Building Maintenance Worker	15	59,547-81,853
Senior Road Repairer	15	59,547-81,853
Assistant Supervisor Public Works	16	62,396-85,275
Mechanic	16	62,396-85,275
Meter Worker Supervisor	18	68,600-93,623
Maintenance Supervisor Grounds	18	68,600-93,623
Supervising Mechanic	18	68,600-93,623
Supervisor Building Services	18	68,600-93,623
Supervisor Public Works	18	68,600-93,623
Supervisor Public Works Sanitation	18	68,600-93,623
Supervisor Public Works Sewers	18	68,600-93,623
Supervisor Public Works Streets	18	68,600-93,623
Supervisor Public Works Trees	18	68,600-93,623
Meter Worker Supervisor	18	68,600-93,623

c. Minimum and maximum salary for each salary grade effective January 1, 2024 through December 31, 2024:

Title	Grade	Salary Range 1/1/2024-12/31/2024
Cashier	5	38,428-52,469
Parking Enforcement Officer	5	38,428-52,469
Laborer 1	10	48,366-66,183
Public Works Trainee	10	48,366-66,183

Building Maintenance Worker	12	53,010-72,511
Laborer 2	12	53,010-72,511
Mechanic Helper	12	53,010-72,511
Public Works Repairer	12	53,010-72,511
Maintenance Worker 1 Grounds	12	53,010-72,511
Tree Climber	12	53,010-72,511
Senior Public Works Repairer	14	58,448-79,675
Senior Tree Climber	14	58,448-79,675
Sign Maker Wood and Metal	14	58,448-79,675
Equipment Operator	15	61,036-83,386
Motor Broom Driver	15	61,036-83,386
Senior Building Maintenance Worker	15	61,036-83,386
Senior Road Repairer	15	61,036-83,386
Assistant Supervisor Public Works	16	63,956-87,407
Mechanic	16	63,956-87,407
Title	Grade	Salary Range 1/1/2024 – 12/31/2024
Meter Worker Supervisor	18	
Maintenance Supervisor Grounds	18	70,315- 95,964
Supervising Mechanic	18	70,315- 95,964
Supervisor Building Services	18	70,315- 95,964
Supervisor Public Works	18	70,315- 95,964
Supervisor Public Works Sanitation	18	70,315- 95,964
Supervisor Public Works Sewers	18	70,315- 95,964
Supervisor Public Works Streets	18	70,315- 95,964
Supervisor Public Works Trees	18	70,315- 95,964
Meter Worker Supervisor	18	70,315- 95,964

- d. Minimum and maximum salary for each salary grade effective January 1, 2025 through December 31, 2025

Title	Grade	Salary Range 1/1/2025-12/31/2025
Cashier	5	39,005-53,257
Parking Enforcement Officer	5	39,005-53,257
Laborer 1	10	49,091-67,176
Public Works Trainee	10	49,091-67,176
Building Maintenance Worker	12	53,805-73,599
Labor 2	12	53,805-73,599
Mechanic Helper	12	53,805-73,599
Public Works Repairer	12	53,805-73,599
Maintenance Worker 1 Grounds	12	53,805-73,599
Tree Climber	12	53,805-73,599
Senior Public Works Repairer	14	59,122-80,870
Senior Tree Climber	14	59,122-80,870
Sign Maker Wood and Metal	14	59,122-80,870
Equipment Operator	15	61,951-84,637
Motor Broom Driver	15	61,951-84,637
Senior Building Maintenance Worker	15	61,951-84,637
Senior Road Repairer	15	61,951-84,637
Assistant Supervisor Public Works	16	64,915-88,718
Mechanic	16	64,915-88,718
Meter Worker Supervisor	18	71,369-97,403
Maintenance Supervisor Grounds	18	71,369-97,403
Supervising Mechanic	18	71,369-97,403
Supervisor Building Services	18	71,369-97,403
Supervisor Public Works	18	71,369-97,403
Supervisor Public Works Sanitation	18	71,369-97,403
Supervisor Public Works Sewers	18	71,369-97,403
Supervisor Public Works Streets	18	71,369-97,403
Supervisor Public Works Trees	18	71,369-97,403

Sec. 3. In addition to the salaries established pursuant to the preceding sections, longevity pay shall be paid to each employee of the USWU, Local 255, who have completed the number of years shown on the following schedule, and shall be payable at the same time in the same manner as the base pay. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for the longevity pay on or before June 30th of the calendar year. Longevity pay shall be subject to the merit conditions set forth in Section 11:4-1 and Section 11:14-1 and shall be paid in accordance with the following schedules:

- a. Longevity schedule effective January 1, 2022 through December 31, 2025:

8 Years of Service (full Time Employee as of 7/1/76)	\$500
10 Years of Service	\$500
15 Years of Service	\$900
20 Years of Service	\$1,200
25 Years of Service	\$1,500

- b. Employees hired on or after January 1, 1994 and who are subject to the USWU Local 255 agreement shall have no right or entitlement to longevity pay.

Sec. 4. This ordinance shall take effect twenty (20) days after final passage and approval as provided by law.

Salary Ranges

2022

4.00%												
GRADE	Increment	1	2	3	4	5	6	7	8	9	10	11
1	1,114	30,212	31,325	32,441	33,553	34,665	35,779	36,892	38,008	39,120	40,232	41,345
2	1,159	31,618	32,777	33,933	35,092	36,252	37,409	38,568	39,728	40,887	42,044	43,203
3	1,214	33,025	34,239	35,452	36,666	37,881	39,094	40,308	41,521	42,735	43,948	45,162
4	1,272	34,573	35,843	37,116	38,388	39,660	40,932	42,205	43,475	44,749	46,019	47,292
5	1,323	36,223	37,547	38,871	40,193	41,518	42,841	44,166	45,489	46,811	48,136	49,459
6	1,392	37,903	39,293	40,685	42,078	43,470	44,860	46,252	47,644	49,037	50,427	51,819
7	1,460	39,689	41,149	42,608	44,068	45,527	46,987	48,447	49,906	51,366	52,825	54,285
8	1,527	41,545	43,071	44,598	46,125	47,654	49,181	50,708	52,235	53,764	55,291	56,819
9	1,603	43,525	45,126	46,728	48,331	49,932	51,534	53,135	54,738	56,340	57,941	59,544
10	1,680	45,590	47,270	48,948	50,628	52,307	53,987	55,667	57,346	59,026	60,706	62,386
11	1,753	47,755	49,508	51,262	53,017	54,772	56,525	58,279	60,032	61,787	63,542	65,298
12	1,837	49,968	51,805	53,646	55,483	57,321	59,162	60,999	62,836	64,675	66,513	68,350
13	1,923	52,402	54,325	56,246	58,169	60,092	62,015	63,935	65,858	67,781	69,704	71,627
14	2,019	54,906	56,928	58,946	60,965	62,985	65,005	67,024	69,044	71,063	73,084	75,103
15	2,106	57,533	59,640	61,746	63,853	65,959	68,066	70,172	72,279	74,389	76,495	78,602
16	2,211	60,286	62,497	64,706	66,917	69,127	71,338	73,550	75,760	77,971	80,180	82,391
17	2,314	63,217	65,529	67,843	70,157	72,471	74,785	77,100	79,414	81,728	84,042	86,356
18	2,418	66,280	68,698	71,115	73,532	75,952	78,368	80,785	83,204	85,620	88,040	90,457
19	2,544	69,461	72,004	74,548	77,093	79,637	82,180	84,724	87,269	89,813	92,356	94,900
20	2,670	72,801	75,474	78,140	80,811	83,483	86,153	88,822	91,492	94,163	96,831	99,502
21	2,799	76,293	79,093	81,894	84,693	87,492	90,291	93,092	95,892	98,689	101,490	104,289
22	2,929	80,022	82,952	85,879	88,808	91,738	94,668	97,598	100,523	103,454	106,384	109,313
23	3,078	83,896	86,974	90,053	93,131	96,208	99,284	102,364	105,441	108,519	111,597	114,676
24	3,233	87,956	91,192	94,425	97,656	100,892	104,124	107,357	110,591	113,824	117,056	120,291
25	3,378	92,281	95,661	99,039	102,419	105,799	109,176	112,556	115,932	119,312	122,692	126,070
26	3,541	96,761	100,302	103,842	107,383	110,926	114,465	118,006	121,545	125,086	128,628	132,167
27	3,723	101,464	105,185	108,906	112,631	116,352	120,073	123,796	127,517	131,241	134,962	138,684
28	3,899	106,435	110,336	114,235	118,135	122,036	125,935	129,836	133,735	137,636	141,536	145,435
29	4,096	111,647	115,744	119,840	123,938	128,035	132,134	136,231	140,327	144,424	148,523	152,620
30	4,292	117,128	121,419	125,712	130,004	134,294	138,586	142,879	147,169	151,461	155,753	160,045
31	4,499	122,915	127,412	131,913	136,411	140,910	145,409	149,908	154,406	158,907	163,404	167,902
32	4,725	128,933	133,658	138,384	143,107	147,833	152,558	157,284	162,009	166,735	171,460	176,184
33	4,955	135,249	140,206	145,159	150,114	155,071	160,024	164,979	169,936	174,890	179,845	184,802

2023

3.50%												
GRADE	Increment	1	2	3	4	5	6	7	8	9	10	11
1	1,153	31,270	32,421	33,576	34,727	35,879	37,032	38,183	39,338	40,489	41,640	42,792
2	1,199	32,724	33,924	35,121	36,320	37,521	38,719	39,918	41,119	42,318	43,516	44,715
3	1,256	34,181	35,437	36,693	37,949	39,207	40,463	41,719	42,974	44,230	45,486	46,742
4	1,316	35,783	37,097	38,415	39,732	41,048	42,364	43,682	44,997	46,315	47,629	48,947
5	1,370	37,491	38,861	40,232	41,600	42,971	44,340	45,712	47,081	48,449	49,820	51,190
6	1,440	39,230	40,668	42,109	43,551	44,991	46,430	47,871	49,311	50,753	52,192	53,633
7	1,511	41,078	42,590	44,099	45,611	47,120	48,632	50,143	51,653	53,164	54,674	56,185
8	1,581	42,999	44,578	46,159	47,739	49,322	50,902	52,483	54,064	55,646	57,227	58,807
9	1,659	45,048	46,705	48,364	50,022	51,679	53,338	54,995	56,654	58,312	59,969	61,628
10	1,738	47,186	48,924	50,661	52,400	54,138	55,877	57,615	59,354	61,092	62,831	64,569
11	1,815	49,426	51,241	53,056	54,873	56,689	58,504	60,319	62,133	63,950	65,766	67,583
12	1,902	51,717	53,618	55,524	57,425	59,327	61,232	63,134	65,036	66,939	68,841	70,742
13	1,990	54,236	56,226	58,215	60,205	62,195	64,186	66,173	68,163	70,154	72,144	74,134
14	2,090	56,827	58,921	61,009	63,098	65,190	67,280	69,369	71,461	73,551	75,642	77,732
15	2,180	59,547	61,727	63,907	66,088	68,268	70,448	72,628	74,808	76,992	79,172	81,353
16	2,288	62,396	64,684	66,971	69,259	71,546	73,835	76,125	78,411	80,700	82,986	85,275
17	2,395	65,429	67,823	70,217	72,612	75,007	77,402	79,799	82,193	84,588	86,983	89,378
18	2,503	68,600	71,103	73,604	76,105	78,610	81,111	83,613	86,116	88,617	91,122	93,623
19	2,633	71,892	74,525	77,157	79,792	82,424	85,057	87,689	90,324	92,956	95,589	98,221
20	2,764	75,349	78,115	80,875	83,639	86,405	89,169	91,931	94,695	97,459	100,221	102,984
21	2,897	78,963	81,862	84,760	87,657	90,554	93,451	96,350	99,248	102,144	105,042	107,939
22	3,032	82,823	85,855	88,885	91,917	94,948	97,982	101,014	104,042	107,075	110,107	113,139
23	3,186	86,832	90,018	93,205	96,391	99,575	102,759	105,947	109,131	112,317	115,503	118,689
24	3,346	91,035	94,384	97,730	101,074	104,423	107,769	111,115	114,462	117,808	121,153	124,501
25	3,496	95,511	99,009	102,505	106,004	109,502	112,997	116,495	119,990	123,488	126,986	130,483
26	3,665	100,148	103,813	107,476	111,141	114,808	118,471	122,136	125,799	129,465	133,130	136,793
27	3,853	105,016	108,867	112,718	116,573	120,424	124,276	128,129	131,980	135,835	139,686	143,537
28	4,036	110,160	114,198	118,233	122,269	126,307	130,343	134,380	138,416	142,454	146,489	150,525
29	4,240	115,555	119,795	124,034	128,276	132,516	136,759	140,999	145,239	149,478	153,722	157,962
30	4,442	121,228	125,668	130,112	134,554	138,994	143,436	147,880	152,320	156,762	161,204	165,646
31	4,657	127,217	131,872	136,530	141,185	145,842	150,499	155,155	159,810	164,469	169,123	173,778
32	4,891	133,445	138,336	143,227	148,116	153,007	157,898	162,789	167,679	172,570	177,461	182,350
33	5,129	139,982	145,113	150,240	155,368	160,498	165,625	170,754	175,884	181,011	186,139	191,270

2024

2.50%												
GRADE	Increment	1	2	3	4	5	6	7	8	9	10	11
1	1,182	32,052	33,232	34,415	35,595	36,776	37,957	39,138	40,321	41,501	42,681	43,862
2	1,229	33,543	34,772	35,999	37,228	38,459	39,687	40,916	42,147	43,376	44,603	45,833
3	1,287	35,035	36,323	37,610	38,898	40,187	41,474	42,761	44,049	45,336	46,624	47,911
4	1,349	36,677	38,025	39,376	40,725	42,074	43,423	44,774	46,122	47,473	48,820	50,171
5	1,404	38,428	39,832	41,238	42,640	44,045	45,449	46,855	48,258	49,660	51,066	52,469
6	1,476	40,210	41,685	43,162	44,640	46,116	47,591	49,067	50,544	52,022	53,497	54,973
7	1,549	42,105	43,654	45,202	46,751	48,298	49,847	51,397	52,944	54,493	56,041	57,590
8	1,620	44,074	45,693	47,313	48,933	50,555	52,175	53,795	55,415	57,037	58,657	60,277
9	1,700	46,174	47,873	49,573	51,273	52,971	54,671	56,370	58,070	59,770	61,468	63,169
10	1,782	48,366	50,147	51,928	53,710	55,492	57,274	59,055	60,837	62,619	64,401	66,183
11	1,860	50,662	52,522	54,382	56,244	58,106	59,966	61,827	63,687	65,549	67,411	69,273
12	1,949	53,010	54,959	56,912	58,861	60,810	62,763	64,712	66,661	68,613	70,562	72,511
13	2,040	55,592	57,632	59,670	61,710	63,750	65,791	67,827	69,867	71,907	73,948	75,988
14	2,142	58,248	60,394	62,534	64,676	66,820	68,962	71,104	73,247	75,389	77,533	79,675
15	2,235	61,036	63,270	65,505	67,740	69,974	72,209	74,444	76,679	78,917	81,152	83,386
16	2,346	63,956	66,301	68,645	70,991	73,335	75,680	78,028	80,372	82,717	85,061	87,407
17	2,455	67,065	69,518	71,973	74,428	76,882	79,337	81,794	84,248	86,703	89,158	91,613
18	2,566	70,315	72,880	75,444	78,008	80,575	83,139	85,703	88,269	90,832	93,400	95,964
19	2,698	73,689	76,388	79,086	81,786	84,485	87,183	89,881	92,582	95,280	97,978	100,677
20	2,833	77,233	80,068	82,897	85,730	88,565	91,398	94,229	97,062	99,895	102,726	105,559
21	2,969	80,937	83,908	86,879	89,849	92,818	95,787	98,759	101,730	104,697	107,668	110,638
22	3,108	84,894	88,001	91,107	94,215	97,322	100,431	103,539	106,643	109,752	112,860	115,967
23	3,266	89,003	92,269	95,535	98,800	102,064	105,328	108,596	111,860	115,125	118,391	121,657
24	3,429	93,311	96,744	100,173	103,601	107,034	110,463	113,892	117,324	120,753	124,182	127,613
25	3,584	97,898	101,484	105,068	108,654	112,240	115,822	119,407	122,989	126,575	130,161	133,745
26	3,757	102,652	106,408	110,163	113,920	117,678	121,433	125,190	128,944	132,701	136,458	140,213
27	3,949	107,641	111,589	115,536	119,487	123,435	127,383	131,332	135,280	139,231	143,178	147,126
28	4,137	112,914	117,053	121,189	125,326	129,465	133,601	137,740	141,876	146,015	150,152	154,288
29	4,346	118,444	122,789	127,135	131,483	135,829	140,178	144,524	148,870	153,215	157,565	161,911
30	4,553	124,259	128,810	133,365	137,918	142,469	147,022	151,577	156,128	160,681	165,235	169,788
31	4,773	130,397	135,169	139,944	144,715	149,488	154,261	159,034	163,805	168,580	173,352	178,123
32	5,013	136,781	141,795	146,808	151,819	156,832	161,845	166,858	171,871	176,885	181,898	186,909
33	5,257	143,482	148,741	153,996	159,252	164,511	169,766	175,023	180,281	185,536	190,793	196,051

2025

1.50%												
GRADE	Increment	1	2	3	4	5	6	7	8	9	10	11
1	1,200	32,532	33,730	34,932	36,129	37,327	38,527	39,725	40,926	42,124	43,322	44,519
2	1,248	34,046	35,293	36,539	37,787	39,036	40,282	41,530	42,779	44,027	45,272	46,520
3	1,307	35,561	36,868	38,174	39,481	40,790	42,096	43,403	44,710	46,016	47,323	48,630
4	1,369	37,228	38,595	39,966	41,336	42,705	44,075	45,446	46,814	48,185	49,552	50,924
5	1,425	39,005	40,430	41,856	43,279	44,706	46,131	47,557	48,982	50,405	51,832	53,257
6	1,499	40,814	42,310	43,809	45,309	46,808	48,305	49,803	51,302	52,803	54,299	55,798
7	1,572	42,737	44,309	45,880	47,452	49,023	50,595	52,168	53,738	55,311	56,881	58,454
8	1,644	44,735	46,378	48,022	49,667	51,313	52,958	54,602	56,246	57,893	59,537	61,182
9	1,726	46,867	48,591	50,317	52,042	53,766	55,492	57,215	58,941	60,667	62,390	64,116
10	1,809	49,091	50,900	52,707	54,515	56,324	58,133	59,941	61,750	63,559	65,367	67,176
11	1,888	51,422	53,310	55,198	57,088	58,978	60,866	62,754	64,642	66,532	68,422	70,312
12	1,978	53,805	55,783	57,765	59,744	61,722	63,704	65,683	67,661	69,642	71,620	73,599
13	2,071	56,425	58,496	60,565	62,636	64,707	66,777	68,844	70,915	72,986	75,057	77,127
14	2,174	59,122	61,300	63,472	65,646	67,822	69,996	72,170	74,346	76,520	78,696	80,870
15	2,268	61,951	64,219	66,488	68,756	71,024	73,292	75,561	77,829	80,101	82,369	84,637
16	2,381	64,915	67,296	69,675	72,056	74,435	76,816	79,198	81,577	83,958	86,337	88,718
17	2,492	68,071	70,561	73,052	75,544	78,036	80,527	83,020	85,512	88,004	90,495	92,987
18	2,604	71,369	73,973	76,576	79,178	81,784	84,386	86,989	89,593	92,195	94,801	97,403
19	2,739	74,795	77,534	80,272	83,013	85,752	88,491	91,230	93,970	96,709	99,448	102,187
20	2,875	78,392	81,269	84,141	87,016	89,893	92,769	95,643	98,518	101,393	104,267	107,142
21	3,014	82,151	85,167	88,183	91,196	94,210	97,224	100,240	103,256	106,268	109,283	112,297
22	3,154	86,167	89,321	92,474	95,628	98,782	101,938	105,092	108,242	111,398	114,552	117,707
23	3,315	90,338	93,653	96,968	100,282	103,595	106,908	110,225	113,537	116,852	120,167	123,481
24	3,481	94,710	98,195	101,676	105,155	108,639	112,120	115,601	119,083	122,564	126,045	129,528
25	3,638	99,367	103,006	106,644	110,284	113,923	117,559	121,198	124,834	128,474	132,113	135,751
26	3,813	104,191	108,004	111,815	115,628	119,443	123,254	127,067	130,879	134,692	138,505	142,316
27	4,009	109,256	113,262	117,269	121,280	125,286	129,293	133,302	137,309	141,319	145,326	149,333
28	4,199	114,608	118,808	123,007	127,206	131,406	135,605	139,806	144,005	148,205	152,404	156,603
29	4,411	120,220	124,631	129,042	133,455	137,866	142,281	146,692	151,103	155,514	159,928	164,339
30	4,621	126,123	130,742	135,365	139,987	144,606	149,228	153,851	158,470	163,092	167,713	172,334
31	4,845	132,353	137,196	142,043	146,886	151,730	156,575	161,420	166,262	171,109	175,952	180,795
32	5,088	138,833	143,921	149,010	154,096	159,185	164,273	169,361	174,449	179,538	184,626	189,713
33	5,336	145,634	150,972	156,305	161,641	166,979	172,312	177,648	182,985	188,319	193,655	198,992