

**AGREEMENT**

**BETWEEN**

**CITY OF ELIZABETH, NEW JERSEY**

**AND**

**UNION COUNCIL NO. 8 NEW JERSEY CIVIL SERVICE ASSOCIATION  
(CITY HALL EMPLOYEES)**

**JULY 1, 2005 THROUGH JUNE 30, 2009**

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AGREEMENT entered into this 26th day of March, 2007 by and between the CITY OF ELIZABETH, NEW JERSEY, hereinafter referred to as the "City" or "Employer", and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, hereinafter referred to as the "Association" or "Union", is designed to promote a harmonious relationship between the City, the Association and such of the City employees as are represented by the Association.

ARTICLE I

RECOGNITION

1. The City hereby recognizes Union Council No. 8, New Jersey Civil Service Association as the exclusive and sole representative for collective negotiations concerning salaries, hours and other terms and conditions of employment for all City Hall employees, but excluding all foremen and supervisors, managers and department heads.

2. Unless otherwise indicated, the terms "employee" or "employees", when used in this Agreement, refer to all persons represented by Union Council No. 8, New Jersey Civil Service Association.

ARTICLE II

ASSOCIATION SECURITY (MAINTENANCE OF MEMBERSHIP)

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. Individual authorization forms shall be furnished and filed by the Association with the appropriate business office of the Employer.

2. An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from the payroll of the City of Elizabeth. 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 City of Elizabeth to collect funds from his/her salary during such absence. Upon his return to employment at the termination of his/her leave, the City of Elizabeth shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

3. 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.

4. The above will be in compliance with N.J.S.A. 52:14-15.9e.

5. Assignees shall have no right or interest whatsoever in any money authorized withheld until such money is actually paid over to them. The City or any of its officers and employees shall not be liable for any delay in carrying out such deductions, and upon forwarding check in payment of such deductions by mail to the assignee's last known address,

the City and its officers and employees shall be released from all liability to the employee-assignors and to the assignees under such assignments.

6. If any provision of this Article is invalid under Federal law or the laws of the State of New Jersey, said provisions shall be modified to comply with the requirements of Federal or State Law or shall be re-negotiated for the purpose of adequate replacement.



ARTICLE IIA

UNION SECURITY

1. Upon the request of the Union, the Employer shall deduct a representation fee from the wages of each employee who is not a member of the Union,

2. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the Unit.

3. The amount of said representation fee shall be certified to the Employer by the Union, which amount shall not exceed 85% of the regular membership dues, fees and assessments charged by the Union to its own members.

4. The Union agrees to indemnify and hold the Employer harmless against any liability, cause of action, or claims of loss whatsoever arising as a result of said deductions.

5. The Employer shall remit the amounts deducted to the Union monthly, on or before the 15th of the month following the month in which such deductions were made.

6. The Union shall establish and maintain at all times a demand and return system as provided N.J.S.A. 34:13A-5.5(c) and 5.6 (L. 1979, c.477), and membership in the Union shall be available to all employees in the unit on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the Employer shall immediately cease making such deductions.

### ARTICLE III

#### BULLETIN BOARDS

The Association shall have the use of bulletin boards throughout City Hall. Such boards to be used solely for the purpose of exhibiting official business of the Association. All materials to be posted shall be submitted to the Business Administrator or his/her designee prior to posting.

ARTICLE IV

ASSOCIATION BUSINESS LEAVE

1. The Association shall advise the City 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.

2. Before any representative may leave his/her area or place of employment, he/she shall be required to obtain approval in advance *from* the Business Administrator or his/her designee.

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

- (a) Collective negotiations.
- (b) Time spent conferring with the City or employees on specific grievances as specified in the Grievance and Arbitration Procedures, Article V, provided that there shall be no unreasonable interference with work assignments, and in the event of a conflict, the work assignments shall have priority.

3. When an authorized representative is excused from his/her assigned duties, he/she shall:

- (a) Notify the supervisor of any City facility visited on arrival.
- (b) Notify his/her supervisor or designated representative upon return to the job.
- (c) Record his/her time out and time in with his/her supervisor upon leaving and returning to the job.

ARTICLE V

GRIEVANCE PROCEDURE

1. Any grievance or dispute that may arise between the parties, including the application, meaning or interpretation of this Agreement, shall be initiated in the following manner within twenty (20) working days after the aggrieved employee knew or reasonably should have discovered its occurrence or such grievance shall be deemed abandoned with all loss of retroactivity

- Step 1: The grievance shall be discussed at a time and place mutually agreed upon by both parties with the employee involved and a Union representative together with the supervisor designated by the City. If no answer is given within five (5) working days by the supervisor, the grievance shall be deemed to have been denied, and the Union may proceed to Step 2.
- Step 2: If the grievance is not settled through Step 1, the same shall be reduced to writing by the Union, setting forth a statement of the grievance and submitted within five (5) working days after the answer and/or denial in Step 1 to the Director or any person designated by him/her. A meeting will be held within five (5) days of the submission. The answer to such grievance shall be made in writing, with a copy to the Union, within five (5) working days of the meeting. If no answer is given within five (5) working days by the Director, the grievance shall be deemed to have been denied and the Union may proceed to Step 3.
- Step 3: If the grievance is not settled at Steps 1 and 2, then the Union shall have the right to submit such grievance to the Business Administrator within five (5) working days after the answer and/or denial in Step 2. A meeting will be held within five (5) days of the submission. A written answer to said grievance shall be served upon the individual and the Union within seven (7) working days after the meeting. If no answer is given within seven (7) working days by the Business Administrator, the grievance shall be deemed to have been denied at Step 3. Grievances involving minor discipline may be processed directly to Step 3 of the grievance procedure within five (5) working days from the date of Notice of Minor Discipline.
- Step 4: If the grievance is not settled through Steps 1, 2 and 3, and the grievance does not involve a matter appealable to the New Jersey Department of Personnel/Merit System Board, then the Union shall have the right to

request binding arbitration of the grievance within twenty (20) working days after the answer or denial at Step 3. If the parties are unable to agree upon an arbitrator, an arbitrator shall be selected in accordance with the rules and regulations of the New Jersey Public Employment Relations Commission. Grievances involving minor discipline may be submitted to binding arbitration to the extent permitted by law. The arbitrator shall have full power to hear the dispute and make a final determination which shall be binding on both parties and upon the grievant. The arbitrator shall have no authority to add to, subtract from or modify the language of this Agreement in any way. The cost of arbitration shall be borne by the City and the Union equally. The Business Administrator shall be given written notice on the same date the Union files for arbitration.

Any appeal from the final decision of a Step 3 grievance with respect to a major disciplinary or discharge action shall be made to the New Jersey Department of Personnel/Merit System Board in accordance with its procedures, rules and regulations, and there shall be no right to arbitration of any grievances pertaining to major discipline or discharge.

2. Any disposition of a grievance as herein defined which is accepted by the Union, or from which no appeal is taken within the time periods set forth in this grievance procedure, shall be final and conclusive and binding upon the employee, the Union and the City. If the City fails to respond to a grievance within the time limits provided, the Union may process the grievance to the next step.

3. If any grievance or dispute involving the construction of statutes, either party may proceed in court for a judicial determination of such statutory construction and shall not submit the same to arbitration.

4. The time limits provided for herein may be extended by mutual agreement of the parties which must be in writing.

## ARTICLE VI

### WORK WEEK

The Employer shall have the right, for the efficient operation of its facilities, to make changes in starting and stopping times of the daily work schedule and to vary the daily or weekly work schedule. However, prior to making any change, the director or directors involved shall meet with the Association to discuss the proposed changes.

## ARTICLE VI

### MANAGEMENT RESPONSIBILITY

1 It is recognized that the management of the City Hall, the control of its properties and the maintenance of order and efficiency are solely responsibilities of the City. Accordingly, the City retains the following rights, except as they may be abridged in this Agreement, including, but not limited to selection and direction of the force; to hire; to suspend or discharge for just cause; to assign, promote, demote or transfer; to determine the amount of overtime to be worked; to relieve employees from duty for reasons of economy as provided for in N.J.S.A. 11 A:8-1 and N.J.A.C. 4A:8-1.1 *et seq.*, or for other legitimate reasons, not inconsistent with the terms and provision of this Agreement; to decide on the number and locations of facilities, to determine the work to be performed; amount of supervision necessary, equipment, methods, together with the selection, procurement, designing, engineering and control of equipment and materials; and to purchase services of others by contract or otherwise. It also retains the right to discontinue this service, at any time, for reasons of economy.

2. City-wide employee benefits granted during the life of this agreement will include employees covered by this contract.

## ARTICLE VIII

### ACCESS

1. A duly authorized representative of the Association, designated in writing, after reporting to the Office of the Business Administrator, or his/her designee, shall be admitted to the premises for the purpose of assisting in the adjustment of grievances and for investigation of complaints that the contract is being breached. Upon request, the Association representative shall state the purpose of his/her visit. Except in an emergency, at least four (4) hours advance notice must be given by telephone. Such visits shall not be permitted to interfere with, hamper or obstruct normal operations.

2. Facilities in City Hall shall be made available to the Association for meetings that are scheduled after working hours provided advanced permission is received from the City.



ARTICLE IX

LONGEVITY

1. All permanent employees covered by this Agreement shall be entitled to be paid longevity pay in accordance with the schedule contained in this Article. Longevity pay shall be applied on the basis of the employee's anniversary date of employment as follows -- if the employee's anniversary falls between January 1 and June 30, he/she shall be entitled to adjusted longevity pay retroactive to January 1; if the employee's anniversary date falls between July 1 and December 31, he/she shall be entitled to adjusted longevity pay retroactive to July 1. Longevity pay, in the case of salary increases, will be credited retroactively to the January 1st preceding the execution date of this contract and will accordingly be computed on the new base salary. Employees hired on or after July 1, 2001 shall not be entitled to longevity pay.

2. The scale of longevity pay shall be as follows:

4th year of employment to completion of 7 <sup>th</sup> year.....	2%
8th year of employment to completion of 11 <sup>th</sup> year.....	4%
12th year of employment to completion of 15 <sup>th</sup> year.....	6%
16th year of employment to completion of 19 <sup>th</sup> year.....	8%
19th year of employment to completion of 24 <sup>th</sup> year.....	10%
25 <sup>th</sup> year of employment and over.....	12%

ARTICLE X

SENIORITY

1. Seniority is defined to mean the accumulated length of continuous service with the City, computed from the last date of hire. An employee's length of service shall not be reduced by time lost due to authorized leave with pay for a bona fide illness or injury certified by a physician. Seniority may be lost and employment terminated if any of the following occur:

- A. Discharge
- B. Resignation
- C. Absence for five (5) consecutive days without leave or notice
- D. Absence for illness, injury or leave without pay for more than one (1) continuous year.

2. Nothing in this paragraph shall restrict the powers of the Employer or the rights of the employee as set forth in New Jersey Department of Personnel Statutes, rules and regulations.

ARTICLE XI

HOLIDAYS

1. An employee not required to work shall receive time off with straight time pay for each of the following holidays:

- |  |                               |
|--|-------------------------------|
| New Year's Day   | Columbus Day                  |
| Lincoln's Birthday   | Election Day                  |
| Washington's Birthday  | Veteran's Day                 |
| Good Friday  | Thanksgiving Day              |
| Memorial Day   | Friday after Thanksgiving     |
| Independence Day   | Christmas                     |
| Labor Day  | Martin Luther King's Birthday |
| Floating holiday to be determined annually by the Business Administrator |                               |

2. If any of the holidays fall on Sunday, Monday shall be considered as the holiday. If the holiday falls on Saturday, the previous Friday shall be considered as the holiday.

3. If one of the above holidays falls within an employee's vacation period, the employee shall not be charged a vacation day for said holiday.

## ARTICLE XII

### PERSONAL DAYS

1. After one (1) year of service, computed from the last date of hire, full-time employees will be granted two (2) Personal Leave Days during each year of this contract for any of the following reasons:

- A. Religious observance
- B. Death of a blood relative not included in the Funeral Leave section.
- C. Personal, legal, business, household or family matters of an emergency nature, not covered elsewhere in this Agreement provided the employee states the specific reason for the request and such is approved in writing by the department head.

2. These days shall not be accumulated or cashed out.

3. Effective January 1, 2002, full-time employees may be granted up to three (3) Personal Leave Days during each year of this Agreement after one (1) year of service computed from the last date of hire, for use for any of the reasons listed in Section 1, above. These Personal Leave Days shall not be accumulated or cashed out.

ARTICLE XIII

VACATIONS

1. The employees covered by this Agreement shall be entitled to vacation leave with pay according to the following schedule:

First year -- One (1) working day per month

<u>BEGINNING</u>	<u>END</u>	
2nd year	5th year	13 working days
6th year	10th year	15 working days
11th year	15th year	18 working days
16th year	20th year	20 working days
21st year	25th year	23 working days
after 25 years		26 working days

2. Vacations shall normally begin following the regular days off of the employee.

3. When any vacation or part of it cannot be taken in the calendar year when earned because of work load in a department, the same can be taken in the following year, with the consent of the department head, but such accumulated vacations days may not be extended beyond the second year.

4. The vacation period shall be the calendar year from the 1st day of January to the 31st day of December. Vacations shall be scheduled by the Director, giving preference to employee choice according to seniority, where practicable and where consistent with continued, efficient operation.

5. Any City Hall employee covered by this Agreement, who is entitled to vacation leave at the time of retirement, shall receive the earned vacation which has not been taken prior to the date of retirement. In the event an employee is entitled to vacation leave at the time of death, the employee's estate shall receive the earned vacation pay on the same basis as an employee who is retiring.

6. Upon completion of twenty-five (25) years of continuous service, the employee shall receive five (5) extra days of vacation of that anniversary year only.

## ARTICLE XIV

### OVERTIME

1. All hours worked over forty (40) hours in the work week shall be paid at the rate of one and a half times an employee's regular rate of pay.
2. Regular rate of pay is an employee's base salary plus longevity.
3. Upon execution of this contract, employees required to work on a scheduled holiday, shall be paid time and one-half his/her regular rate of pay for all hours worked. This will be in addition to his/her regular pay.
4. Employees required to work over their required hours in a work week may elect to receive payment at the straight time or compensatory time rate for time worked up to forty (40) hours. Should an employee accrue compensatory time in lieu of payments, such compensatory time shall not exceed ninety (90) hours.

## ARTICLE XV

### CALL BACK

If an employee covered by this Agreement is called back to work at a time other than his/her regular working hours, he/she shall be guaranteed a minimum of three (3) hours of compensatory time, payment at straight time, or two (2) hours at time and one half, whichever applies as explained in Article XIV of this contract.



## ARTICLE XVI

### LEAVE WITHOUT PAY

1. The appointing authority may grant the privilege of a Leave of Absence without pay to a permanent employee for a period not to exceed six (6) months at any one time.

2. Such leaves of absence may be renewed for an additional period not to exceed six months only by formal action of the appointing authority with the approval of the governing body. No further renewal may be granted except upon the approval by the New Jersey Department of Personnel for reasons as established by Department Regulations.

3. Request for such leave shall be in writing to the appointing authority no less than two (2) weeks in advance of the date for which such leave is desired, except in the event of an emergency, stating the reason for the leave and the time requested.

ARTICLE XVII

DISCIPLINE AND DISCHARGE

1. Discipline and discharge of employees shall be as provided in New Jersey Department of Personnel statutes, rules and regulations.

2. Effective upon execution of the Agreement, records of minor and major discipline will remain on file but will not be used for the purposes of discipline after four (4) years of a clean record on the same or similar issues. ✱

ARTICLE XVIII

INSURANCE

1. All employees covered by this Agreement and eligible members of their families shall be entitled to full coverage of Blue Cross and Blue Shield hospitalization plans, including Rider "J" of the New Jersey Blue Cross and Major Medical Insurance, the premiums of which shall be paid for the City.

2. The City acknowledges that the rules and regulations of the State Health Benefits Commission established that Chapter 88, P.L. 1974 does;

A. Apply to all eligible present and future pensioners of the Employer and their dependents.

B. Continue as long as the State is paying the costs of its eligible pensioners and their dependents in accordance with the provisions of Chapter 75, Public Laws of 1972.

C. Provide for local Employer reimbursement of Federal Medicare premiums for eligible pensioners and/or their spouses, as well as the payment of health insurance premiums required by the program, on a basis comparable to the reimbursement made by the State to its eligible pensioners and their spouses in accordance with provisions of Chapter 75, Public Laws of 1972.

D. Require the local Employer to pay the full cost of such premiums and Medicare charges.

3. The City hereby agrees to pay the premium or periodic charges for the benefits provided to all eligible retired employees and their dependents covered under the program, but not including survivors, if such employees retired from a State or locally administered

retirement system effective after the date the Employer adopted the State Health benefits program on a benefit based on 25 years or more of service credited in such retirement system, and also to reimburse retired employees for their premium charges under Part B of the Federal Medicare Program covering the retired employees and their spouses in accordance with the regulations of the State Health Benefits Commission.

4. All employees covered by this Agreement and eligible members of their families will be covered by a Prescription Drug Plan. The premiums will be paid by the City, Effective January 1, 2002, the co-payment will be increased to \$3.00 for each prescription; effective January 1, 2004, the co-payment will be increased to \$5.00 for each prescription. Effective March 1, 2006, the prescription drug plan shall be as follows: (i) Retail (Participating Pharmacies up to 30 day supply) – generic mandated unless there is no generic equivalent with generic co-pay of \$5.00 and brand name co-pay of \$5.00, provided that if the employee insists on a brand name when a generic is permissible, the employee agrees to pay the difference between the cost of the brand name and the generic cost, in addition to a \$5.00 co-pay; (ii) Mail order (Up to a 90-day supply) – mail order co-pay generic \$0.00, brand name \$ 0.00, provided that if the employee insists on a brand name when a generic is permissible, the employee agrees to pay the difference between the cost of the brand name and the generic cost, in addition to a \$5.00 co-pay. A doctor certification must be prepared stating that the generic is not acceptable. In the event a brand name is specifically prescribed, the co-pay will be at the generic co-pay rate.

5. All employees covered by this Agreement and eligible members of their families will be covered by a Dental Plan. The premiums will be paid by the City.

6. All other insurance benefits presently in effect shall be maintained throughout the period of the contract.

7. All eligible employees covered by this Agreement and eligible members of their families will be covered by a vision plan, as selected by the City, and provided that all appropriate eligibility requirements are met.

8. In the event that there are legislative changes covering health benefits during the contract period for which the City may give notice of a re-opener for health benefits, then the Union shall have the right to re-open the salary increases (percentages) for the remaining years of the contract.

ARTICLE XIX

ASSOCIATION PRIVILEGES

Copies of general orders, rules and regulations affecting wages, hours and other terms and conditions of employment covered by this Agreement shall be furnished to the Association within two (2) working days of their promulgation.

## ARTICLE XXIII

### FUNERAL LEAVE

1. Leave with pay, not to exceed five (5) days, shall be granted to an employee in the event of the death of the employee's current spouse, children, step or foster children, brothers, sisters, parents of an employee, and any dependents other than those previously identified residing in the employee's household. For purposes of this provision, a "dependent" is any individual whom the employee may claim as a dependent for federal income tax purposes.

2. Leave with pay, not to extend three (3) days, shall be granted to an employee in the event of the death of the employee's current parents-in-law, current brothers-in-law, current sisters-in-law, current sons-in-law, current daughters-in-law, or grandparents, or grandchildren of employee or current spouse.

3. One (1) working day of Funeral leave shall be allowed in the event of the death of a blood-related aunt or uncle.

4. Special cases will be referred to the Director.

5. Leave with pay as provided for in this section is intended to be used for the purposes of handling necessary arrangements and attending the funeral of the deceased member of the immediate family and shall not be accumulated. If the employee does not attend the funeral of the deceased, pay allowance (as provided in this section) will not be allowed.

## ARTICLE XX

### RULES AND REGULATIONS

1. The City may establish and enforce binding rules and regulations in connection with its operation and maintenance of discipline, provided such rules and regulations are not in conflict with the provisions of this Agreement. Copies shall be furnished to the Association.

2. It is understood that employees shall comply with all rules and regulations made by the City from time to time. Employees shall promptly and efficiently execute the instructions and orders of the director and supervisors. If an employee or employees believes a rule, regulation, instruction or order of an officer or other supervisor is unreasonable or unjust, the employee or employees shall comply with the rule, regulation, order or instruction, but with further provision that such employee or employees may regard the rule, regulation, order or instruction as a grievance which shall be handled in accordance with the grievance procedure set forth in Article V of this contract.

3. In the event that an employee or employees shall refuse to execute promptly and efficiently any instruction or order of an officer or other supervisor, the City shall have the right, at its option, to suspend, or discharge the offending employee or employees.



ARTICLE XXI

SICK LEAVE

1. Sick leave shall be as provided for in the New Jersey Department of Personnel statutes, rules and regulations.

Donated Sick Leave

Employees are eligible to participate in the City's Donated Sick and Vacation Leave Program, in order to donate earned sick and/or vacation time to another City of Elizabeth employee who is suffering from a catastrophic health condition or injury which compels his/her prolonged absence from work. Details about the program are available from the Personnel Division or the Department Head.

Sick Leave Buy-Out

Effective July 1, 1997, an employee who retires or is laid off from employment with the City shall be reimbursed for accumulated unused sick time at the rate of fifty (50%) percent of the employee's daily rate of pay to a maximum payment of ten thousand (\$10,000) dollars. Payment shall be made within six (6) months of the effective separation date. For employees who are laid off, there is no length of service requirements. All employees must have at least thirty (30) accumulated sick days to be eligible for reimbursement.

Effective July 1, 1997, in the event of an employee's death while actively employed, the employee's estate shall be reimbursed for accumulated unused sick time at the rate of fifty (50%) percent of the employee's daily rate of pay to a maximum payment of ten thousand (\$10,000) dollars. Payment shall be made within six (6) months of the employee's death.

ARTICLE XXII

MILITARY LEAVE

Military leave shall be as provided by applicable Federal and State Statutes and/or Department of Personnel Rules and Regulations.

## ARTICLE XXIV

### MATERNITY LEAVE

1. Upon request in writing to the City, a regular, full-time employee shall be entitled to a maternity leave of absence not to exceed six (6) months. The employee may request that such leave shall be with pay to the extent of accrued sick leave; otherwise, the time on leave shall be without pay.

2. Employees on maternity leave must return to work not more than thirty (30) days after birth or termination of pregnancy, whichever occurs sooner, unless the employee submits a statement in writing from the treating physician stating the need for an extended leave and indicating the length of such extension.

3. Seniority shall be accrued while the employee is on paid leave, but shall only be retained during leave without pay.

ARTICLE XXV

EDUCATION

1. A. Employees enrolled for an associate's or a bachelor's degree program as a matriculated student in a government/employment related discipline shall be reimbursed as set forth below for the cost of tuition or part thereof at the State College rate when approved in advance, in writing by the Business Administrator. Such approval will not be unreasonably withheld.

B. Reimbursement will be as follows:

- (a) any grade of B or better - 100% of State College rate.
- (b) A grade of C - 75% of State College rate.
- (c) A grade less than a C - 0%

2. The taking of any such courses shall be on a voluntary basis only. Reimbursement shall be forfeited if the course requirements are not satisfactorily and fully completed.

ARTICLE XXVI

JURY DUTY

1. An employee who is called to jury duty shall immediately notify his/her supervisor.
2. An employee who is excused from jury duty service on any day shall report for work on such day.
3. An employee shall not be required to report back for work on any day he/she is in attendance at Court for jury duty service, regardless of the employee's shift.
4. The Employer retains the right to request that the employee be excused from jury duty because he/she is required on the job.

## ARTICLE XXVII

### BAN ON STRIKES

1. It is recognized that the need for continued and uninterrupted operation of the City's departments and agencies is of paramount importance to the Citizens of the community and that there should be no interference with such operation.

2. Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, the parties hereto agree that they will not engage in, encourage, sanction or suggest strikes, slowdowns, lockouts, or mass resignations, mass absenteeisms or other similar action which would include suspension of or interference with normal work performance.

3. The City shall have the right to discipline or discharge any employee encouraging, suggesting, fermenting or participating in a strike, slow down or other interference.

## ARTICLE XXVIII

### SAVINGS CLAUSE

In the event that any Federal or State legislation, governmental regulation or Court decision causes invalidation of any Article, said Article or portion of this Agreement shall have no force or effect. However, the invalidity of any Article or portion of this Agreement shall not affect the invalidity of the remaining Articles or portions of this Agreement. They will remain in full force and effect for the duration of this contract.

ARTICLE XXIX

DISCRIMINATION AGAINST ASSOCIATION MEMBERS

The City agrees that neither it nor any of its supervisors or representatives shall interfere with, coerce, intimidate or discriminate against any employee because of membership or activity in the Association.



ARTICLE XXX

WAGES

1. All regular, full time employees covered by this Agreement shall receive an across-the-board increase in their respective ranges as follows:

3.00% effective July 1, 2005

3.00% effective July 1, 2006

3.00% effective July 1, 2007

3.00% effective July 1, 2008

2. In addition, those covered employees eligible within the terms of the City's Salary Schedule, shall receive one (1) increment effective January 1, 2006, one (1) increment effective January 1, 2007, one (1) increment effective January 1, 2008, and one (1) increment effective January 1, 2009. However, no employee will be paid a salary rate above the maximum of the range for his/her title.

**CITY HALL EMPLOYEES ASSOCIATION**  
4 YEAR CONTRACT 7-01-2005 to 6-30-2009

TITLE	I/O	RANGE	STEPS	INCREMENT	7-01-2005 (3% incl)		7-01-2006 (3% incl)		7-01-2007 (3% incl)		7-01-2008 (3% incl)	
					Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
ACCOUNT CLERK	3	17-30	4	325	28,408	29,708	29,299	30,599	30,217	31,517	31,163	32,463
ACCOUNT CLERK/3S	1	3-35AC	4	325	39,958	41,258	41,196	42,496	42,471	43,771	43,784	45,084
ACCOUNTANT	2	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659
ADMINISTRATIVE ANALYST	1	03-40AN	4	325	37,240	38,540	38,396	39,696	39,587	40,887	40,814	42,114
ADMINISTRATIVE ANALYST	(2)	03-30	4	325	39,958	41,258	41,196	42,496	42,471	43,771	43,784	45,084
ADMINISTRATIVE ANALYST	1	03-30	4	325	39,958	41,258	41,196	42,496	42,471	43,771	43,784	45,084
ADMINISTRATIVE ANALYST (epd) +	1	03-40	4	375	52,500	54,000	54,120	55,620	55,789	57,289	57,508	59,008
ADMINISTRATIVE ANALYST	(3)	03-30	4	325	39,958	41,258	41,196	42,496	42,471	43,771	43,784	45,084
ADMINISTRATIVE ANALYST	1	03-35AN	4	325	40,263	41,563	41,510	42,810	42,794	44,094	44,117	45,417
ADMINISTRATIVE CLERK	4	05-30	4	325	38,838	40,138	40,042	41,342	41,282	42,582	42,559	43,859
ADMINISTRATIVE CLERK/40	1	05-40AC	4	325	45,529	46,829	46,934	48,234	48,381	49,681	49,871	51,171
ADMINISTRATIVE SECRETARY/30	(2)	02-30	4	325	40,888	42,188	42,154	43,454	43,458	44,758	44,801	46,101
ADMINISTRATIVE SECRETARY (adm)	1	01-35AD	4	375	47,722	49,222	49,199	50,699	50,720	52,220	52,287	53,787
ADMINISTRATIVE SECRETARY/30	1	02-30	4	325	40,888	42,188	42,154	43,454	43,458	44,758	44,801	46,101
ADMINISTRATIVE SECRETARY (ns)	1	01-35NS	4	375	47,722	49,222	49,199	50,699	50,720	52,220	52,287	53,787
ADMINISTRATIVE SECRETARY (hhs)	1	01-35HD	4	375	47,722	49,222	49,199	50,699	50,720	52,220	52,287	53,787
ADMINISTRATIVE SECRETARY (epd) +	1	01-35PD	4	375	47,722	49,222	49,199	50,699	50,720	52,220	52,287	53,787
AFFIRMATIVE ACTION OFFICER	1	06-30	4	325	38,283	39,583	39,470	40,770	40,693	41,993	41,953	43,253
AIR POLLUTION INSPECTOR	3	08-30	4	325	35,210	36,510	36,305	37,605	37,433	38,733	38,595	39,895
ANALYST GRANT APPLICATIONS	1	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659
ASSESSING CLERK TPG	1	14-30	4	325	30,084	31,384	31,026	32,326	31,996	33,296	32,995	34,295
ASST ASSESSOR (a)	1	10-30AA	4	325	48,994	50,294	50,503	51,803	52,057	53,357	53,658	54,958
ASST ASSESSOR (b)	1	10-30AB	4	325	45,228	46,528	46,624	47,924	48,062	49,362	49,543	50,843
ASST ASSESSOR (c)	1	10-30AC	4	325	34,043	35,343	35,103	36,403	36,195	37,495	37,320	38,620
ASST ENGINEER	2	03-30	4	325	39,958	41,258	41,196	42,496	42,471	43,771	43,784	45,084
ASST SUPT OF WEIGHTS & MEASURES	2	08-40DM	4	325	49,154	50,454	50,668	51,968	52,227	53,527	53,833	55,133
ASST PENSION FUND SUPERVISOR	(1)	02-35FS	4	325	40,888	42,188	42,154	43,454	43,458	44,758	44,801	46,101
ASST PENSION FUND SUPERVISOR	1	02-35FS	4	325	43,888	45,188	45,244	46,544	46,640	47,940	48,078	49,378
ASST PLANNER	1	05-30	4	325	36,838	38,138	40,042	41,342	41,282	42,582	42,559	43,859
ASST PUBLIC INFORMATION OFFICER	1	01-40CIN	4	325	53,210	54,510	54,845	56,145	56,529	57,829	58,264	59,564
ASST SECY BOARD/COMMISSION (abc)*	1	04-30	4	325	39,400	40,700	40,621	41,921	41,879	43,179	43,174	44,474
ASST VIOLATIONS CLERK	2	13-30A	4	325	31,723	33,023	32,714	34,014	33,734	35,034	34,765	36,065
BUILDING INSPECTOR (H)	1	05-35BPH	4	375	49,623	51,123	51,157	52,657	52,737	54,237	54,364	55,864
BUILDING INSPECTOR (I)	1	05-35BPI	4	375	45,503	47,003	46,913	48,413	48,365	49,865	49,861	51,361
BUILDING INSPECTOR (R)	1	05-35BPR	4	375	41,383	42,883	42,669	44,169	43,994	45,494	45,359	46,859
BUILDING INSPECTOR/ZONING OFFICER	1	01-40BZO	4	325	66,911	68,211	68,957	70,257	71,065	72,365	73,236	74,536
CASHIER	3	13-30	4	325	30,552	31,852	31,508	32,808	32,492	33,792	33,506	34,806

CITY HALL EMPLOYEES ASSOCIATION

4 YEAR CONTRACT 7-01-2005 to 6-30-2009

T/O	RANGE	STEPS	INCREMENT	7-01-2005 (3% inc)	7-01-2006 (3% inc)	7-01-2007 (3% inc)	7-01-2008 (3% inc)
				Minimum	Maximum	Minimum	Maximum
	(20) 18-30	4	325	28,223	29,523	30,021	30,961
	(18) 18-30	4	325	28,223	29,523	30,021	30,961
	17 18-30	4	325	28,223	29,523	30,021	30,961
	1 18-35	4	325	33,144	34,444	35,241	36,337
	1 18-35	4	325	33,144	34,444	35,241	36,337
	1 18-35	4	325	33,144	34,444	35,241	36,337
	1 18-40	4	325	38,077	39,377	40,475	41,775
	1 18-40C	4	325	37,616	38,916	39,985	41,285
	(1) 18-35C	4	325	33,144	34,444	35,241	36,337
	3 18-35C	4	325	33,144	34,444	35,241	36,337
	1 18-40CH	4	325	38,077	39,377	40,475	41,775
	2 03-35	4	375	33,221	34,721	35,336	36,441
	38 17-30	4	325	28,408	29,708	30,217	31,163
	5 04-35	4	375	33,158	34,658	35,269	36,372
	1 17-30	4	325	28,408	29,708	30,217	31,163
	2 04-35	4	375	33,158	34,658	35,269	36,372
	12 04-35	4	375	33,158	34,658	35,269	36,372
	2 15-30	4	325	29,621	30,921	31,504	32,488
	1 11-30	4	325	33,437	34,737	35,552	36,658
	(1) 04-40CCD	4	325	35,442	36,742	37,679	38,848
	1 04-40CCD	4	325	35,000	36,300	36,089	37,211
	1 01-40CRS	4	325	54,318	55,618	57,287	59,006
	1 02-40B	4	325	45,247	46,547	47,943	49,381
	1 19-40	4	325	30,538	31,838	32,477	33,490
	3 03-35LA	4	325	39,968	41,268	42,471	43,771
	1 15-30	4	325	29,621	30,921	31,849	32,804
	1 06-40	4	325	43,507	44,807	46,151	47,536
	7 03-35	4	375	33,221	34,721	35,263	36,441
	2 01-40A	4	325	49,092	50,392	52,161	53,461
	1 01-40C	4	325	47,439	48,739	50,201	51,707
	1 01-40D	4	325	45,783	47,083	48,901	50,149
	1 01-40E	4	325	44,130	45,430	46,897	48,343
	1 08-40	4	325	42,477	43,777	45,143	46,536
	1 12-40	4	325	40,132	41,432	42,675	43,974
	1 11-40A	4	325	37,133	38,433	39,586	40,697
	1 15-30	4	325	32,419	33,719	34,731	35,546
	1 15-30	4	325	29,621	30,921	31,504	32,488
	1 15-30	4	325	29,621	30,921	31,504	32,488

CITY HALL EMPLOYEES ASSOCIATION

4 YEAR CONTRACT 7-01-2005 to 6-30-2009

TITLE	I/O	RANGE	STEPS	INCREMENT	7-01-2005 (3% incl)		7-01-2006 (3% incl)		7-01-2007 (3% incl)		7-01-2008 (3% incl)	
					Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
DEPUTY REGISTRAR OF VITAL STATISTICS	1	02-30	4	325	40,888	42,188	42,154	43,454	43,458	44,758	44,801	46,101
DOCKET CLERK	3	11-30	4	325	33,437	34,737	34,479	35,779	35,552	36,852	36,658	37,958
ELECTRICAL INSPECTOR	2	01-35EI	4	375	59,037	60,537	60,853	62,353	62,724	64,224	64,651	66,151
EMPLOYEE BENEFITS CLERK TPG	1	14-30	4	325	30,084	31,384	31,026	32,326	31,996	33,296	32,995	34,295
ENGINEERING AIDE	1	17-30	4	325	28,408	29,708	29,299	30,599	30,217	31,517	31,163	32,463
FIELD REPRESENTATIVE DISEASE CONTROL	1	11-30	4	325	33,437	34,737	34,479	35,779	35,552	36,852	36,658	37,958
FIELD REPRESENTATIVE HOUSING INSPECTION	9	08-30	4	325	35,210	36,510	36,305	37,605	37,433	38,733	38,595	39,895
FIELD REPRESENTATIVE HOUSING INSPECTION(ra)	1	06-30	4	325	38,283	39,583	39,470	40,770	40,693	41,993	41,953	43,253
FIELD REPRESENTATIVE HOUSING INSPECTION BILG S/E/r	1	04-30	4	325	39,400	40,700	40,621	41,921	41,879	43,179	43,174	44,474
FIELD REPRESENTATIVE NEIGH. PRESERVATION	1	02-35NPP	4	325	42,471	43,771	43,784	45,084	45,137	46,437	46,530	47,830
HEALTH AIDE	1	09-30HA	4	325	47,782	49,082	49,254	50,554	50,771	52,071	52,333	53,633
HOUSING INSPECTOR	2	01-30HI	4	325	56,703	58,003	58,443	59,743	60,235	61,535	62,081	63,381
INDUSTRIAL HYGIENIST	1	01-30H	4	325	50,575	51,875	52,131	53,431	53,734	55,034	55,385	56,685
INVESTIGATOR COMMUNICABLE DISEASES	2	03-30CD	4	325	39,248	40,548	40,464	41,764	41,717	43,017	43,008	44,308
INVESTIGATOR CONSUMER PROTECTION	1	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659
LAND SURVEYOR	1	01-30	4	325	46,477	47,777	47,910	49,210	49,386	50,686	50,907	52,207
LEGAL SECRETARY	1	02-35LA	4	325	52,919	54,219	54,546	55,846	56,221	57,521	57,947	59,247
LEGAL SECRETARY	1	02-35LB	4	325	44,934	46,234	46,321	47,621	47,750	49,050	49,222	50,522
LICENSE INSPECTOR/35	1	08-35LC	4	325	42,829	44,129	44,153	45,453	45,517	46,817	46,922	48,222
LICENSE INSPECTOR/40	4	08-40LC	4	325	49,154	50,454	50,668	51,968	52,227	53,527	53,833	55,133
LOAN ADVISOR	2	03-35LA	4	325	39,958	41,258	41,196	42,496	42,471	43,771	43,784	45,084
MAIL CLERK	1	15-30	4	325	29,621	30,921	30,549	31,849	31,504	32,804	32,488	33,788
PARKING ENFORCEMENT OFFICER (epd) +	7	04-35	4	375	33,158	34,658	34,198	35,698	35,269	36,769	36,372	37,872
PERSONNEL AIDE TYPG ----- (range change 4/1/2006)	(1)	03-35PA	4	325	35,210	36,510	36,305	37,605	37,433	38,733	38,595	39,895
PERSONNEL AIDE TYPG	1	03-35PA	4	325	38,710	40,010	39,910	41,210	41,146	42,446	42,419	43,719
PLANNING AIDE	1	17-40	4	325	33,437	34,737	34,479	35,779	35,552	36,852	36,658	37,958
PLUMBING INSPECTOR	1	01-35PB	4	375	59,037	60,537	60,853	62,353	62,724	64,224	64,651	66,151
PRINCIPAL ACCOUNT CLERK	4	11-30	4	325	33,437	34,737	34,479	35,779	35,552	36,852	36,658	37,958
PRINCIPAL ACCOUNT CLERK/35	1	11-35L	4	325	39,226	40,526	40,442	41,742	41,694	42,994	42,984	44,284
PRINCIPAL ACCOUNT CLERK (util)	1	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659
PRINCIPAL ACCOUNTANT	2	03-35PAC	4	325	49,631	50,931	51,159	52,459	52,733	54,033	54,354	55,654
PRINCIPAL ASSESSING CLERK TYPING	1	05-30	4	325	38,838	40,138	40,042	41,342	41,282	42,582	42,559	43,859
PRINCIPAL CASHIER	1	08-30	4	325	35,210	36,510	36,305	37,605	37,433	38,733	38,595	39,895
PRINCIPAL CLERK (a)	1	02-40	4	325	42,471	43,771	43,784	45,084	45,137	46,437	46,530	47,830
PRINCIPAL CLERK (b)	1	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659
PRINCIPAL CLERK (c)	1	09-30	4	325	34,606	35,906	35,683	36,983	36,792	38,092	37,935	39,235
PRINCIPAL CLERK	3	11-30	4	325	33,437	34,737	34,479	35,779	35,552	36,852	36,658	37,958
PRINCIPAL CLERK (adm)	1	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659

**CITY HALL EMPLOYEES ASSOCIATION**  
4 YEAR CONTRACT 7-01-2005 to 6-30-2009

TITLE	I/O	RANGE	STEPS	INCREMENT	7-01-2005 (3% inc)		7-01-2006 (3% inc)		7-01-2007 (3% inc)		7-01-2008 (3% inc)	
					Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
PRINCIPAL CLERK TRANSCRIBER (epd) +	1	01-35PD	4	375	47,722	49,222	49,199	50,699	50,720	52,220	52,287	53,787
PRINCIPAL CLERK TYPIST	4	10-30	4	325	34,043	35,343	35,103	36,403	36,195	37,495	37,320	38,620
PRINCIPAL CLERK TYPIST/35	1	10-35PCT	4	325	39,934	41,234	41,171	42,471	42,445	43,745	43,757	45,057
PRINCIPAL CLERK TYPIST BILINGUAL S&E (mc)	1	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659
PRINCIPAL CLERK TYPIST BILINGUAL SPN & ENG	2	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659
PRINCIPAL CLERK TYPIST (mo)	1	01-30MO	4	325	53,072	54,372	54,703	56,003	56,383	57,683	58,113	59,413
PRINCIPAL DATA ENTRY MACH OPERATOR	1	02-30	4	325	42,948	44,248	44,275	45,575	45,642	46,942	47,050	48,350
PRINCIPAL DRAFTING TECHWATER SYS DISTR TECH	1	03-30	4	325	39,958	41,258	41,196	42,496	42,471	43,771	43,784	45,084
PRINCIPAL DRAFTING TECHNICIAN	1	10-30	4	325	34,043	35,343	35,103	36,403	36,195	37,495	37,320	38,620
PRINCIPAL ENGINEERING AIDE	2	10-30	4	325	34,043	35,343	35,103	36,403	36,195	37,495	37,320	38,620
PRINCIPAL ENGINEERING CLERK	1	09-30	4	325	34,606	35,906	35,683	36,983	36,792	38,092	37,935	39,235
PRINCIPAL PAYROLL CLERK	1	04-30	4	325	41,460	42,760	42,743	44,043	44,064	45,364	45,425	46,725
PRINCIPAL PLANNING AIDE	1	02-40PPA	4	325	54,958	56,258	56,646	57,946	58,384	59,684	60,175	61,475
PROGRAM MONITOR	1	02-35SPA	4	325	42,471	43,771	43,784	45,084	45,137	46,437	46,530	47,830
PROPERTY CLERK BILINGUAL SPN & ENG (epd) +	1	01-35	4	375	33,912	35,412	34,974	36,474	36,088	37,588	37,195	38,695
PROPERTY CLERK (epd) +	2	05-35	4	375	32,681	34,181	33,706	35,206	34,762	36,262	35,850	37,350
PUBLIC SAFETY TELECOMMUNICATOR	37	01-35TC	4	375	34,984	36,484	36,079	37,579	37,206	38,706	38,367	39,867
PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	10	09-35	4	375	30,527	32,027	31,488	32,988	32,478	33,978	33,497	34,997
PUBLIC WORKS INSPECTOR	1	09-35	4	325	47,000	48,300	48,449	49,749	49,941	51,241	51,478	52,778
PURCHASING ASSISTANT (range & title change 2/27/2006)	(1)	09-30	4	325	34,606	35,906	35,683	36,983	36,792	38,092	37,935	39,235
PURCHASING ASSISTANT	1	09-30	4	325	37,606	38,906	38,773	40,073	39,975	41,275	41,213	42,513
RECREATION CENTER DIRECTOR	6	06-35	4	375	32,215	33,715	33,226	34,726	34,268	35,768	35,341	36,841
RECREATION LEADER SR CITIZENS	4	11-30A	4	325	33,549	34,849	34,594	35,894	35,671	36,971	36,780	38,080
RELOCATION ASSISTANT	2	07-30	4	325	35,909	37,209	37,025	38,325	38,175	39,475	39,359	40,659
RELOCATION OFFICER (range & salary change 9-1-2006)	1	2-40RO	4	325	56,272	57,572	57,999	59,299	59,778	61,078	61,610	62,910
RELOCATION OFFICER	1	2-40RO	4	325	62,700	64,000	64,000	65,300	64,620	65,920	66,598	67,898
REPRESENTATIVE RENT REGULATION	1	06-30	4	325	38,283	39,583	39,470	40,770	40,693	41,993	41,953	43,253
SANITARY INSPECTOR	2	06-30	4	325	38,283	39,583	39,470	40,770	40,693	41,993	41,953	43,253
SANITARY INSPECTOR TRAINEE	2	12-30	4	325	32,972	34,272	34,000	35,300	35,059	36,359	36,150	37,450
SANITATION INSPECTOR (range change 9/30/2005)	(4)	13-40	4	325	37,095	38,395	38,247	39,547	39,433	40,733	40,655	41,955
SANITATION INSPECTOR (range & salary change 7-31-2006)	(3)	13-40	4	325	37,095	38,395	38,247	39,547	39,433	40,733	40,655	41,955
SANITATION INSPECTOR	3	13-40	4	325	45,000	46,300	46,389	47,689	47,820	49,120	49,294	50,594
SECRETARIAL ASSISTANT	5	06-30	4	325	38,283	39,583	39,470	40,770	40,693	41,993	41,953	43,253
SR ACCOUNT CLERK	7	13-30	4	325	30,552	31,852	31,508	32,808	32,492	33,792	33,506	34,806
SR ACCOUNT CLERK/35	1	3-35L	4	325	47,362	48,662	48,822	50,122	50,326	51,626	51,875	53,175
SR ACCOUNT CLERK TPG	2	13-30	4	325	30,552	31,852	31,508	32,808	32,492	33,792	33,506	34,806
SR ACCOUNT CLERK TPG (epd) +	1	01-35A	4	375	34,623	36,123	35,707	37,207	36,823	38,323	37,973	39,473

CITY HALL EMPLOYEES ASSOCIATION

4 YEAR CONTRACT 7-01-2005 to 6-30-2009

TITLE	T/O	RANGE	STEPS	INCREMENT	7-01-2005 (3% ind.)	7-01-2006 (3% ind.)	7-01-2007 (3% ind.)	7-01-2008 (3% ind.)	Maximum
					Minimum	Minimum	Minimum	Minimum	Maximum
SR ACCOUNTANT	2	04-30	4	325	39,400	40,621	41,879	43,174	44,474
SR AIR POLLUTION INSPECTOR	1	02-30H	4	325	43,684	44,984	46,334	47,856	49,156
SR ASSESSING CLERK	1	10-30	4	325	34,043	35,343	36,195	37,320	38,620
SR ASSESSING CLERK TYPING	1	09-30	4	325	34,606	35,906	36,983	37,935	39,235
SR ASSISTANT ASSESSOR	2	03-30	4	325	52,743	54,043	55,664	57,754	59,054
SR BUILDING INSPECTOR	1	01-35BUJ	4	375	59,968	61,468	63,312	65,211	67,167
SR CASHIER	1	12-30	4	325	32,972	34,272	35,059	36,150	37,450
SR CITIZEN PROGRAM AIDE	6	12-30	4	325	32,972	34,272	35,000	36,359	37,450
SR CLERK (range change 6/1/2006)	(7)	16-30	4	325	28,969	30,269	31,177	31,775	33,075
SR CLERK	5	16-30	4	325	28,969	30,269	31,177	31,775	33,075
SR CLERK (a)	2	13-30	4	325	30,552	31,852	32,808	33,506	34,806
SR CLERK/35 (range change 6/1/2006)	(1)	12-35	4	325	33,582	34,882	35,928	36,816	38,116
SR CLERK/35	2	12-35	4	325	34,008	35,308	36,367	37,282	38,582
SR CLERK/40	1	12-40	4	325	39,052	40,352	41,563	42,794	44,094
SR CLERK TRANSCRIBER (epd) +	1	01-35	4	375	33,912	35,412	36,474	37,195	38,695
SR CLERK TYPIST (range change 9/30/05)	(15)	16-30	4	325	28,969	30,269	31,177	31,775	33,075
SR CLERK TYPIST (range change 6/1/2006)	(14)	16-30	4	325	28,969	30,269	31,177	31,775	33,075
SR CLERK TYPIST	13	16-30	4	325	28,969	30,269	31,177	31,775	33,075
SR CLERK TYPIST/40	1	16-40	4	325	39,052	40,352	41,563	42,794	44,094
SR CLERK TYPIST (epd) =	1	16-35	4	325	34,010	35,310	36,369	37,284	38,584
SR CLERK TYPIST (epd) +	2	16-35	4	325	34,010	35,310	36,369	37,284	38,584
SR CLERK TYPIST BILINGUAL S&E (mc)	5	14-30	4	325	30,084	31,384	32,326	32,995	34,295
SR CLERK TYPIST/35	1	02-35	4	375	33,810	35,310	36,369	37,084	38,584
SR DATA PROCESSING PROGRAMMER	2	01-40EDP	4	325	51,599	52,899	54,486	56,505	57,805
SR DATA PROCESSING PROGRAMMER (ts)	1	02-40EDP	4	325	54,435	55,735	57,407	59,603	60,903
SR DRAFTING TECHNICIAN	1	12-30	4	325	32,972	34,272	35,000	36,150	37,450
SR ENGINEERING AIDE	1	13-30	4	325	30,552	31,852	32,808	33,506	34,806
SR MAIL CLERK	1	07-30	4	325	35,909	37,209	38,325	39,359	40,659
SR PERSONNEL CLERK (epd)	1	03-35EP	4	325	35,210	36,510	37,605	38,595	39,895
SR PLANNING AIDE	1	02-35SPA	4	325	42,471	43,771	45,084	46,537	47,830
SR PROPERTY CLERK (epd)-	1	01-35PCS	4	375	36,683	38,183	39,328	40,223	41,723
SR PUBLIC SAFETY TELECOMMUNICATOR	2	01-35PS	4	325	39,588	40,888	42,115	43,378	44,679
SR PURCHASING ASSISTANT (range & title change 1/31/2006)	(1)	02-30	4	325	40,888	42,188	43,454	44,801	46,101
SR PURCHASING ASSISTANT	1	02-30	4	325	43,888	45,188	46,544	48,078	49,378
SR SANITARY INSPECTOR	2	01-30HI	4	325	56,703	58,003	59,743	62,081	63,381
SR TELEPHONE OPERATOR	1	08-30	4	325	35,210	36,510	37,605	38,595	39,895
SR TRANSPORTATION INSPECTOR/40	1	02-40ST	4	325	62,137	63,437	65,340	68,019	69,319
SUPERVISING ACCOUNT CLERK	4	02-30	4	325	42,948	44,248	45,575	47,050	48,350

**CITY HALL EMPLOYEES ASSOCIATION**

4 YEAR CONTRACT 7-01-2005 to 6-30-2009

TITLE	I/O	RANGE	STEPS	INCREMENT	7-01-2005 (3% inc)		7-01-2006 (3% inc)		7-01-2007 (3% inc)		7-01-2008 (3% inc)	
					Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
SUPERVISING CLERK (a)	1	01-30SC	4	325	50,855	52,155	52,420	53,720	54,032	55,332	55,692	56,992
SUPERVISING CLERK (b)	1	02-30	4	325	40,888	42,188	42,154	43,454	43,458	44,758	44,801	46,101
SUPERVISOR OF ACCOUNTS	1	10-30	4	325	34,043	35,343	35,103	36,403	36,195	37,495	37,320	38,620
SUPERVISOR OF CENTRAL MAIL ROOM	1	03-30	4	325	39,958	41,258	41,196	42,496	42,471	43,771	43,784	45,084
SUPERVISOR OF DATA ENTRY MACH OPERATIONS	1	02-40A	4	325	44,080	45,380	45,441	46,741	46,843	48,143	48,287	49,587
SUPERVISOR OF DATA PROCESSING OPERATIONS (Is)	1	03-40EDP	4	325	55,686	56,986	57,396	58,696	59,157	60,457	60,971	62,271
SUPERVISOR OF SR CITIZENS ACTIVITIES	1	03-40C	4	325	64,689	65,989	66,669	67,969	68,708	70,008	70,808	72,108
TAX SEARCHER	1	08-30	4	325	35,210	36,510	36,305	37,605	37,433	38,733	38,595	39,895
TECHNICAL ASST CONTRUCTION OFFICIAL	1	12-30	4	325	35,210	36,510	36,305	37,605	37,433	38,733	38,595	39,895
TIMEKEEPER	1	01-40	4	325	47,782	49,082	49,254	50,554	50,771	52,071	52,333	53,633
TRANSPORTATION INSPECTOR	1	08-35T	4	325	42,829	44,129	44,153	45,453	45,517	46,817	46,922	48,222
VIOLATIONS CLERK	2	01-30V	4	325	42,471	43,771	43,784	45,084	45,137	46,437	46,530	47,830
ZONING OFFICER/35	2	01-35ZO	4	375	59,037	60,537	60,853	62,353	62,724	64,224	64,651	66,151
ZONING OFFICER (a)	1	01-40ZA	4	375	64,490	65,990	66,470	67,970	68,509	70,009	70,609	72,109
ZONING OFFICER/40	1	01-40ZO	4	375	59,037	60,537	60,853	62,353	62,724	64,224	64,651	66,151

ARTICLE XXXI

TRAVEL ALLOWANCE

Effective upon the signing of this Agreement, the employees covered by said Agreement who are required to use privately-owned automobiles in the performance of their duties shall be reimbursed for such use at the current rate set forth in IRS regulations covering mileage reimbursement.



ARTICLE XXXII

CLOTHING ALLOWANCE

1. Public Safety Telecommunicators and Public Safety Telecommunicator Trainees covered by this agreement will receive \$200.00 for clothing allowance for the year 2002, and each year of the agreement.

2. Payment will be paid annually in the second pay period of April.

ARTICLE XXXIII

EMBODIMENT OF AGREEMENT

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 be) subject to collective bargaining. Any prior commitment or agreement between the City and the Association or any individual employee covered by this Agreement is hereby superseded.

ARTICLE XXXIV

APPROPRIATION OF FUNDS

All wages and other financial benefits accruing to employees covered by this Agreement shall be specifically subject to the appropriation of adequate and necessary funds therefore by the Elizabeth City Council in its annual municipal budget or as otherwise allowed by law.

ARTICLE XXXV

POSTING OF JOB VACANCIES

The City shall post notices of openings and promotional vacancies in bargaining unit jobs on the bulletin boards it ordinarily uses for notices to bargaining unit employees. The Union will be provided with copies of all such postings.

ARTICLE XXXVI

TERM OF AGREEMENT

1. This Agreement shall be in full force and effect from July 1, 2005 through and including the 30th day of June, 2009. If either party wishes to terminate, amend or otherwise modify terms and conditions set forth herein at the time of expiration, it must notify either party in writing not less than sixty (60) days prior to such expiration date.

2. The Agreement shall remain in full force and effect on a day-to-day basis during collective negotiations between the parties extending beyond the date of expiration set forth herein, unless and until either party serves the other with written notice of termination, by registered mail, in which event, the Agreement shall terminate five (5) days following receipt of such notice.

ATTEST:

CITY OF ELIZABETH, NEW JERSEY

By: *Glenn Roberts*  
Acting, City Clerk

By: *J. Christian Bollwage*  
J. Christian Bollwage, Mayor

ELIZABETH CITY HALL  
EMPLOYEES ASSOCIATION

UNION COUNCIL NO. 8, NEW JERSEY  
CIVIL SERVICE ASSOCIATION

By: *Ed Lozinski*  
Ed Lozinski, President

By: *Ed Lozinski*  
Ed Lozinski, President

CITY OF ELIZABETH
APPROVED AS TO FORM
<i>[Signature]</i>
PHYSICAL CONDITIONS
TERMS & CONDITIONS
<i>83</i>
DESCRIPTION