

**AGREEMENT BETWEEN THE**

**COUNTY OF UNION**

**and**

**UNION COUNCIL NO. 8**

**NEW JERSEY CIVIL SERVICE ASSOCIATION**

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**EFFECTIVE: JANUARY 1, 2008 THROUGH DECEMBER 31, 2011**

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## AGREEMENT

This Agreement made this 12<sup>th</sup> day of June, 2009 between THE COUNTY OF UNION, hereinafter called "Employer" and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, IFPTE, AFL-CIO, hereinafter called the "Association".

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

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

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



## ARTICLE 1

### RECOGNITION

The Employer hereby recognizes the Association as the exclusive representative for the employees set forth in Unit I of the Public Employment Relations Commission's Certification dated March 13, 1970 and the employees set forth in Unit II of the Public Employment Relations Commission's Certification dated July 2, 1970 and the employees in classifications supplementing Units I and II pursuant to Consent Recognition Agreement dated November 5, 1992, as those units were defined and set forth in the Certification issued by the Public Employment Relations Commission on April 27, 1995 under Docket No. RO-95-168 to include all regularly employed nonsupervisory blue collar and white collar employees employed by the County of Union including those in the following departments: Engineering and Public Works, Runnells Specialized Hospital, Law, Administrative Services, Human Services, Finance, Public Safety, County Clerk, Sheriff, Prosecutor, Surrogate, County Superintendent of Schools, Tax Board and Extension Services, and Parks & Community Renewal, but excluding employees represented in other negotiations units, police, confidential employees, managerial executives, craft employees, professionals, supervisors within the meaning of the Act, and all non-contractual employees.

## ARTICLE 2

### MANAGEMENT RIGHTS

#### Section 1.

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

#### Section 2.

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

#### Section 3.

Except as modified, altered or amended by the within Agreement, the County of Union, the Board of Freeholders, the County Manager or other designees shall not be limited in the exercise of their statutory management functions. The County Board of Freeholders, the County Manager or other designees hereby retain and reserve unto themselves, without limitation, all powers, right, authority, duties and responsibilities conferred and vested in any of them by the laws of the State of New Jersey, the Constitution of the State of New Jersey and the Constitution of the United States of America including but without limitation the following rights, privileges and functions:

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

Section 4.

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

Section 5.

Nothing contained herein shall be considered to deny or restrict the Board of Freeholders, the County Manager or other designees, of their rights, responsibilities and authority under Title 40 and 40A, or any other state laws or regulations as they pertain to County Manager form of government.

### ARTICLE 3

#### PAYROLL DEDUCTIONS OR ASSOCIATION DUES

##### Section 1.

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

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

##### Section 2.

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

##### Section 3.

The form permitting the deduction of dues shall provide notice to such employee that he may withdraw from the Association on January 1 and July 1 of each year provided, however, that said employee gives notice of withdrawal to the County of Union thirty (30) days in advance of his desire to withdraw, in which event a representation fee in lieu of dues will be payable as set forth in Section 4.

Section 4.

- A. During the term of this contract, the County will continue to abide by the January 1, 1984 Agreement that if an employee covered under this contract does not become a member of the Association, the Association shall furnish the name of such person to the County requesting that the employee, through payroll deduction, pay a representation fee in lieu of dues for services rendered by the Association.
- B. The representation fee, in lieu of dues, shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to, or benefit only its members, but in no event shall such fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.
- C. Any public employee who pays a representation fee in lieu of dues shall have the right to demand and receive from the majority representative, under proceedings established and maintained by the Association, which shall be in accordance with appropriate statutory provisions and Court Decisions, a return of any part of that fee paid by him which represents the employee's additional pro rata share of expenditures by the majority representative that is either in aid of activities or causes of a partisan, political or ideological nature only incidentally related to the terms and conditions of employment or applied toward the cost of any other benefits available only to members of the majority representative. The pro rata share subject to refund shall not reflect, however, the cost of support of lobbying

activities designed to foster policy goals in collective negotiations and contract administration or to secure for the employees represented advantages in wages, hours and other conditions of employment in addition to those secured through collective negotiations with the public employer.

- D. The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.
- E. The Association will continue to notify the County Manager, in writing, of the current annual dues and/or the amount of the representation fee and will from time to time thereafter give to the County at least a sixty (60) day notice, in advance, of any changes in the annual membership or representation fee schedule so that the same can be accommodated by the County within a sufficient time after it receives the notice.
- F. The Association shall indemnify, defend and save the County of Union harmless against any and all claims, demands, suits, or other forms of liability, that shall arise out of or by reason of the action taken or not taken by the County of Union in reliance upon the representation fee information furnished by the Association or its representatives.

## ARTICLE 4

### ASSOCIATION BUSINESS

#### Section 1.

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

#### Section 2.

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

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

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

#### Section 3.

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

- A. Notify the supervisor of any Employer facility visited on arrival.
- B. Notify his supervisor or designated representative upon return to the job.

- C. Record his time out and time in with his supervisor upon leaving and returning to his job.

Section 4.

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

Section 5.

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



## ARTICLE 5

### WORK SCHEDULES

#### Section 1.

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

#### Section 2.

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

### Section 3.

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

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

### Section 4.

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

### Section 5.

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

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

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

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

Each Institutional Attendant/Certified Nursing Assistant shall select either the beginning or end of shift overlap. The selection will be in effect for a minimum of six (6) four-week schedules. Thereafter, the Institutional Attendant/Certified Nursing Assistant may select a change in starting time; again, such selection shall be in effect for a minimum of six (6) four-week schedules. In the event that all Institutional Attendants/Certified Nursing Assistants on a shift assigned to one 'unit' select the same start time, a unit reassignment shall be made by the Director of Nursing, based upon seniority, if there is a conflict, in order to insure resident safety and a complete report for the off-going shift to the on-coming shift.

**ARTICLE 6**

**JOB POSTINGS**

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

ARTICLE 7

LAYOFFS

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

## ARTICLE 8

### DISCIPLINE

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

The parties agree that the County has the right to assign individuals to fill positions not in their payroll classification for emergency periods. The County will attempt to eliminate emergency situations promptly. In no event shall a payroll classification be filled during an emergency situation in excess of thirty (30) days. The County Manager agrees to comply with Department of Personnel Rules if the emergency condition is to extend beyond thirty (30) days subject to the availability of funds. If the emergency condition is to extend beyond thirty (30) days, the County Manager agrees that the individuals who are assigned to a higher classification who continue to perform work in that classification will be compensated within the salary scale of the higher classification subject to the availability of funds, or returned to the performance of duties appropriately assigned to the lesser classification; all of the above shall be in conformance with Department of Personnel Rules.

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

## ARTICLE 9

### NO STRIKE OR LOCKOUTS

#### Section 1.

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

#### Section 2.

The Association will not schedule any membership meeting or demonstration which may have the same effect as a strike or work stoppage. In the event that the Association's members participate in such activities, in violation of this provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

## ARTICLE 10

### GRIEVANCE PROCEDURE

#### Section 1.

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

#### Section 2.

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

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

Step 2. If the aggrieved party is not satisfied with the disposition of the grievance at Step 1, or if no decision has been rendered within five (5) working days after the presentation of that grievance at Step 1, the aggrieved party may file a grievance in writing with his department head or his department head's designee. A hearing on the grievance shall be held between the department head or his department head's designee and the aggrieved party and the Association's designated representative. The department head or the department head's designee will render a final decision in writing within five (5) working days.



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

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

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

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

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

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

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

ARTICLE 11

LONGEVITY

Section 1.

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

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

Section 2.

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

## ARTICLE 12

### SENIORITY

#### SR JUVENILE DETENTION OFFICERS

##### Section 1.

For the purposes of this Article, seniority shall be defined as the length of the employee's uninterrupted service in the classification of Sr Juvenile Detention Officer in the Union County Juvenile Detention Center, including sick leave, military leave and other leaves of absence which do not exceed one year.

##### Section 2.

The Employer agrees to provide Council 8 with an accurate up to date Sr Juvenile Detention Officers seniority list and personnel roster containing the names, addresses, telephone numbers, date of hire, date of certification, date of promotion and date made permanent. The Employer shall provide the above list with all updates at least once per year unless an up to date version is made sooner.

##### Section 3.

Seniority shall be the basis upon which employees shall select vacation schedules, shifts, posts, days off and overtime except in circumstances where the granting of such vacation, shifts or overtime will interfere with the efficient operation of the Union County Juvenile Detention Center.

##### Section 4.     Ties in Sr JDO Appointment Dates

If a question arises concerning the relative seniority of two or more employees who were hired on the same date, the following shall apply for purposes of breaking ties. The employee with the most seniority in the Union County Department of Human Services will have greater seniority.

If the dates of seniority within Department of Human Services are the same, length of continuous employment with Union County will be used. Thereafter, any further ties will be broken by use of a lottery.

**A. Application of Schedule:**

1. Shifts, days off, posts and vacation will be picked by seniority.
2. The Detention Center Administration will offer operational jobs to all Sr Juvenile Detention Officers starting from the top of the seniority list and going down to the bottom of the list.
3. All picks will be scheduled on a yearly basis, starting the second full week in November. The new schedule will take effect the second week in January.
4. The Administration will distribute a notice that informs all Sr Juvenile Detention Officers when the picks will start. The notice will explain where, when and at what time the Sr Juvenile Detention Officers will call in. The notice will be attached to all Sr Juvenile Detention Officers' payroll checks. When the Sr Juvenile Detention Officer signs for his/her check, he/she will also sign for the notice about the picks. The notice will come out no later than ten (10) days from the date that the selections are scheduled to begin.
5. All Sr Juvenile Detention Officers will be given a reasonable amount of time, not to exceed ten (10) minutes, to pick their shift, their days off, their job and their vacations. The schedule will be posted so that all Sr Juvenile Detention Offices can see what selections have been made prior to their

selections. The Administration shall call each Sr Juvenile Detention Officer filling an operational post in order of seniority. The Council 8 President, or his/her designee, will monitor the calling and administration of the picks.

B. **Shift Picks, Days Off and Jobs:** It is agreed that those positions subject to the picks will be offered in the following manner.

1. Operational Positions:

- a) Every Sr Juvenile Detention Officer will pick a shift, a set of days off and a job (i.e., areas of responsibility) that is available to him/her by seniority.
- b) By seniority, Sr Juvenile Detention Officers will pick one job as a five (5) day block, in conjunction with his/her days off.

C. **Rebidding Procedure**

1. When an opening occurs in a job which the Administration intends to fill, the next Sr Juvenile Detention Officer in seniority will be offered the opening. If he/she accepts, then his/her job will be offered, and the procedure will continue down the seniority list.

**D. Vacations**

1. Vacations will be picked based on seniority, with a minimum pick of ten vacation days consisting of a least one block of five vacation days first. Upon completion of five day block(s), single vacation days will then be offered on a seniority basis. A minimum of ten days, e.g., one block and five single days or two blocks, must be picked.
2. The maximum number of Sr Juvenile Detention Officers permitted to be on vacation will be one person per shift at a time.

**E. Performance Review Period**

1. There shall be a ninety (90) day evaluation period of a Sr Juvenile Detention Officer's performance in a selected or "picked" area of responsibility. During this period, a Sr Juvenile Detention Officer will be given additional training, counseling, etc., in an attempt to improve his/her performance. This is to be corrective in nature. After the ninety (90) day evaluation period, the Sr Juvenile Detention Officer will be expected to maintain the same level of performance. If all attempts at corrective action fail to produce satisfactory performance, the Sr Juvenile Detention Officer will be removed from that job, and rebidding procedures will be followed.
2. The parties agree to allow the use of one shift breaker, i.e., when the Sr Juvenile Detention Officer works two days on one shift and three days on another. Any additional use of shift breakers shall be negotiated annually by the parties.

ARTICLE 13

VACATIONS

Section 1:

Vacation Eligibility:

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

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



Section 2.

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

Section 3.

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

Section 4.

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

Section 5.

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

Section 6.

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

Section 7.

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

Section 8.

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

Section 9.

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

Section 10.

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

Section 11.

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

Section 12.

Individual departments may continue any policies or practices, established prior to January 1, 2005, which have been adopted concerning the manner of distributing vacations to employees. In

the absence of a departmental vacation policy, or in such case where a department seeks to change the manner in which employees select vacations, such vacations shall be granted on a departmental seniority basis. If a seniority basis is utilized, a procedure for picking or bidding for vacations shall be established.

Section 13.

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

The value of:

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

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

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

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

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

In order to purchase days, employees must indicate the number of days they wish to purchase for the upcoming year by December 31 of the preceding year. Purchased time must be used by December 31 of the calendar-year for which it was purchased.

## ARTICLE 14

### SICK LEAVE

#### Section 1.

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

#### Section 2.

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

#### Section 3.

Sick leave is earned in the following manner:

- A. New employees shall only receive one (1) working day for the initial month of employment if they begin on the first through eighth day of the calendar month,

and one-half working day if they begin on the ninth through the twenty-third day of the month.

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

#### Section 4.

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

#### Section 5.

An employee who has been absent on sick leave for a period totaling fifteen (15) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical

evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature causing recurring absences of one day or less in which event only one medical certificate shall be required for every six (6) month period. The medical certificate must specify that the chronic or recurring nature of the illness is likely to cause subsequent absences from employment.

Section 6.

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

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

Section 7.

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

## ARTICLE 15

### PERSONAL BUSINESS AND RELIGIOUS LEAVE

#### Section 1.

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

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

#### Section 2.

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

Section 3.

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

Section 4.

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



**ARTICLE 16**

**DEATH IN FAMILY**

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

ARTICLE 17

JURY DUTY

Section 1.

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

Section 2.

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

ARTICLE 18

HOLIDAYS

Section 1.

The Employer has designated the following days as holidays for the year 2008:

New Year's Day	Tuesday, January 1, 2008
Martin Luther King's Birthday	Monday, January 21, 2008
Lincoln's Birthday	Tuesday, February 12, 2008
Washington's Birthday	Monday, February 18, 2008
Good Friday	Friday, March 21, 2008
Memorial Day	Monday, May 26, 2008
Independence Day	Friday, July 4, 2008
Labor Day	Monday, September 1, 2008
Columbus Day	Monday, October 13, 2008
Election Day	Tuesday, November 4, 2008
Veteran's Day	Tuesday, November 11, 2008
Thanksgiving Day	Thursday, November 27, 2008
Day After Thanksgiving Day	Friday, November 28, 2008
Christmas Day	Thursday, December 25, 2008

Section 2.

The Employer has designated the following days as holidays for the year 2009:

New Year's Day	Thursday, January 1, 2009
Martin Luther King's Birthday	Monday, January 19, 2009
Lincoln's Birthday	Thursday, February 12, 2009
Washington's Birthday	Monday, February 16, 2009
Good Friday	Friday, April 10, 2009
Memorial Day	Monday, May 25, 2009
Independence Day	Saturday, July 4, 2009 (celebrated Friday, July 3, 2009)
Labor Day	Monday, September 7, 2009
Columbus Day	Monday, October 12, 2009
Election Day	Tuesday, November 3, 2009
Veteran's Day	Wednesday, November 11, 2009
Thanksgiving Day	Thursday, November 26, 2009
Day After Thanksgiving Day	Friday, November 27, 2009
Christmas Day	Friday, December 25, 2009

Section 3.

The Employer has designated the following days as holidays for the year 2010:

New Year's Day	Friday, January 1, 2010
Martin Luther King's Birthday	Monday, January 18, 2010
Lincoln's Birthday	Friday, February 12, 2010
Washington's Birthday	Monday, February 22, 2010
Good Friday	Friday, April 2, 2010
Memorial Day	Sunday, May 30, 2010 (celebrated Monday, May 31, 2010)
Independence Day	Sunday, July 4, 2010 (celebrated Monday, July 5, 2010)
Labor Day	Monday, September 6, 2010
Columbus Day	Monday, October 11, 2010
Election Day	Tuesday, November 2, 2010
Veteran's Day	Thursday, November 11, 2010
Thanksgiving Day	Thursday, November 25, 2010
Day After Thanksgiving Day	Friday, November 26, 2010
Christmas Day	Saturday, December 25, 2010 (celebrated Friday, December 24, 2010)

Section 4.

The Employer has designated the following days as holidays for the year 2011:

New Year's Day	Saturday, January 1, 2011 (celebrated Friday, December 31, 2011)
Martin Luther King's Birthday	Monday, January 17, 2011
Lincoln's Birthday	Saturday, February 12, 2011 (celebrated Friday, February 11, 2011)
Washington's Birthday	Monday, February 21, 2011
Good Friday	Friday, April 22, 2011
Memorial Day	Monday, May 30, 2011
Independence Day	Monday, July 4, 2011
Labor Day	Monday, September 5, 2011
Columbus Day	Monday, October 10, 2011
Election Day	Tuesday, November 8, 2011
Veteran's Day	Friday, November 11, 2011
Thanksgiving Day	Thursday, November 24, 2011
Day After Thanksgiving Day	Friday, November 25, 2011
Christmas Day	Sunday, December 25, 2011 (celebrated Monday, December 26, 2011)

Section 5.

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

Section 6.

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

Compensatory time under this provision of the contract must be taken within the calendar year in which such holiday occurs.

Section 7.

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

ARTICLE 19

SALARIES

Section 1.

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

- |                            |  |
|----------------------------|--|
| Effective January 1, 2008: | 0%   |
| Effective January 1, 2009: | 3% (inclusive of Shift/Weekend Differential) +<br>\$500.00 Bonus (not on base) paid to Full-Time<br>members January, 2009. |
| Effective January 1, 2010: | 0%   |
| Effective January 1, 2011: | 3% (inclusive of Shift/Weekend Differential)   |

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

All employees in guide will also receive their automatic step increases.

The following titles at R.S.H., with an established "Low-Mid-High" salary guide shall attach to their respective "after 5/1/92" salary guide, and step progression through that guide shall commence either January 1, or July 1, 2008 depending upon the employee's anniversary date:

Food Service Worker	Nursing Services Clerk
Health Insurance Benefit Clerk	Ward Clerk
Institutional Attendant	

Effective June 1, 2001, take charge pay for LPNs and Sr. LPNs shall remain equal to RN Charge Pay for the duration of this Agreement.



Effective January 1, 2009, renewal fees for all licenses required of employees in the performance of their duties will be paid by the County for the duration of this Agreement.

Mechanics with a Commercial Drivers License ("CDL") who are not currently placed in the proper range shall be adjusted effective the date of the receipt of the license. Employees working in titles that require CDLs must obtain and maintain a CDL as a condition of employment. The County shall pay the cost for obtaining such license. The classifications of Laborer, Sign Maker 2 and Traffic Maintenance Worker shall have the maximum increased by \$1200.00 for CDL license.

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

The stipend for a CPA license shall be \$650.00.

Effective January 1, 2001, Senior Security Guards shall receive a \$500.00 stipend for completion of the fire training course. All training for Security Guards shall be provided at County expense. When training is conducted during off-duty hours, employees shall be compensated at time and one-half. Effective January 1, 2001, Senior Security Guards with EMT certification shall receive a \$500.00 stipend. Senior Security Guards shall receive a \$1500.00 stipend for beeper pay. The Senior Security Guards will not call for overtime. If beeper duty is split between more than one employee, the stipend shall be pro-rated, (eg. 2 employees = \$750.00 each).

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

The principal is preserved herein that: (1) bargaining unit employees who retire during the year in which the contract is settled and ratified; (2) those employees who are on the active payroll at the time the contract is settled; and (3) employees who are on leaves of absence without pay who

subsequently return to active service with the County are entitled to the retroactive pay and benefits negotiated for that contract, exclusive of the period of leave without pay.

Section 2.

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

Section 3.

During the term of this Agreement adjustments in rates of pay shall be as follows:

- A. Employees hired or who have been promoted and have less than one (1) year of service in the position shall receive their salary increment effective the date of the beginning pay period of the month in which the employee has completed one (1) year of service in the title hired for or promoted into.
- B. Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between January 1, and June 30th shall receive their salary increment as of January 1.
- C. Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between July 1 and December 31st shall receive their salary increment as of July 1 except as provided in Section 1.

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

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

Section 4. Performance Evaluation

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

Section 5.

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

Section 6.

Effective July 1, 1999, employees shall be paid on a bi-weekly basis. Direct deposit shall be made available to all covered employees. New employees hired after July 1, 2005, shall be enrolled in direct deposit; exempted from this requirement are those employees who do not maintain a bank account.

## ARTICLE 20

### OVERTIME

#### Section 1.

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

#### Section 2.

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

#### Section 3.

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

#### Section 4.

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

#### Section 5.

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

Section 6.

There shall be no pyramiding of premium time.

Section 7.

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

Section 8.

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

Section 9.

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

Section 10.

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

## ARTICLE 21

### SHIFT DIFFERENTIAL

#### Section 1.

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

The shift differential for LPNs and Senior LPNs employed at the Runnells Specialized Hospital is set forth in Exhibits A and E annexed hereto.

#### Section 2.

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

#### Section 3.

Effective January 1, 2008, civilian posts working at the Jail shall receive a shift differential of \$.54 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.56 per hour.

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

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

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

Section 4.

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

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

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

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

Section 5.

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

Section 6.

Nursing Service Clerks will receive the same shift differential as Building Maintenance Workers at Runnells Specialized Hospital.

## ARTICLE 22

### CALL IN PAY

#### Section 1.

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

#### Section 2.

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

#### Section 3.

Call-In pay for snow emergencies shall begin from the time of call as long as employees arrive for work within one (1) hour of the call.

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



## ARTICLE 23

### RETENTION OF EXISTING BENEFITS

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

## ARTICLE 24

### NON DISCRIMINATION AND EQUAL EMPLOYMENT

#### Section 1.

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

#### Section 2.

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

ARTICLE 25

LEAVE OF ABSENCE

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

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

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

ARTICLE 26

WORK RELATED INJURY

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

Section 1.

- A. The employee shall notify his Department Head and the Personnel Office of the work related injury or illness.
- B. If the County's Workers Compensation insurance carrier does not dispute the causal relationship between the employment and the injury or illness, the employee shall be paid his or her full pay up to the first ninety (90) calendar days following the date of the injury or illness and no charge shall be made to the employee's sick leave accumulation provided the employee turns over to the County any checks received for temporary disability benefits. If the employee receives an injury which has been deliberately inflicted on the employee by any person or persons arising out of the employee's employment, the ninety (90) day calendar period herein above shall be extended up to one hundred eighty (180) calendar days.
- C. After the first ninety (90) calendar days or one hundred eighty (180) calendar days, as the case may be, from the date of the injury or illness, as hereinabove defined, the employee shall have the option to charge his or her sick leave accumulation and receive full pay provided the employee turns over all Workers' Compensation temporary disability checks to the County or the employee shall have the option to retain all such Workers' Compensation checks and not receive

any additional monies from the County. If the latter option is chosen, there shall be no charge to the employee's sick leave accumulation, and the employee shall be considered as on leave of absence without pay.

- D. If the County's Workers' Compensation insurance carrier disputes the causal relationship between the employment and the sickness or injury then, in that event, in order for an employee to receive any pay from the County he shall be obligated to charge his sick leave accumulation.
- E. If any employee is absent from work for seven (7) days or less, arising out of an injury or illness, attributable to employment so that the employee is not entitled to receive temporary disability benefits the employee shall not have any charge made against sick leave accumulation so long as the employee substantially proves that the illness or injury arose out of his or her employment.
- F. The County shall provide transportation for the initial visit to a doctor's office or to a hospital for an employee at work who becomes sick or is injured, where such doctor or hospital visit is necessary and no other means of transportation is available.

## Section 2.

### Modified or Light Duty

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

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

If the employee and/or the employee's Supervisor feel that a modified or light duty assignment cannot be performed due to a medical reason related to the workers' compensation illness or injury, a medical reexamination will be scheduled. The examining physician will have the final decision on the employee's medical ability to perform a modified or light duty assignment. If the employee and/or the employee's supervisor feels that a non-medical circumstance exists which prevents an employee from placement in a modified or light duty assignment, the final decision on the employee's ability to perform the duty will rest with the employee's Department Head and the Risk Management Unit in the Personnel Division.

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

Any time off taken while on modified or light duty will be charged accordingly (i.e., vacation, sick, personal business, etc.).

If an employee requests a sick day due to the work-related injury while on modified or light duty, he or she must contact his or her supervisor and the treating care facility immediately. The

medical facility will reexamine the employee at that time to determine if there is any additional medical problem.

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

If an employee does not visit the care facility when required and scheduled, the absence will be charged to the employee's sick time and may be the subject of disciplinary action.

Follow-up visits and/or other treatment, relative to the work related injury, will be scheduled early morning or late afternoon in order not to interfere with any employee's work schedule.

Any time lost due to these appointments will *not* be charged against an employee's time.

## ARTICLE 27

### MEAL PAY

#### Section 1.

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

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

#### Section 2.

Effective January 1, 2006, full-time Juvenile Detention Officers shall receive \$375.00 per year for meal allowance. Juvenile Detention Officers required to work an overtime shift beyond their normal shift shall receive an additional \$1.35 per shift providing they work more than four (4) hours. This is the only section that is applicable to all Juvenile Detention Officers. Section one (1) of this article does not apply to Juvenile Detention Officers.

#### Section 3.

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

ARTICLE 28

CLOTHING

Section 1.

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

Effective January 1, 2006, Department of Public Works employees (road paving and tree climbers) and all mechanics shall be reimbursed One Hundred and Fifty Dollars (\$150.00) per annum towards the purchase of oil/slip resistance boots upon proof of such purchase with a receipt reflecting same.

Section 2.

Effective January 1, 2009, the County will no longer provide uniforms to employees currently receiving same in Juvenile Detention, Engineering, Facilities Management, Motor Vehicles, Public Works, and certain Runnells Specialized Hospital employees. These employees shall receive the following clothing allowance payable in December of each calendar year, with the exception of Motor Vehicles which shall receive this allowance in March, inclusive of shoe allowance and applicable maintenance allowance and including a \$75 increase as follows:

JDO and Sr JDO	\$1075
RSH (housekeeping, food service, etc)	\$ 350
Engineering, Facilities	\$ 475
Public Works, & Motor Vehicles	\$ 525



Effective January 1, 2011, the above allowances shall be increased by \$50.00 as follows:

JDO and Sr JDO	\$1125
RSH (housekeeping, food service, etc)	\$ 400
Engineering, Facilities	\$ 525
Public Works, & Motor Vehicles	\$ 575

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

Employees currently receiving uniform allowance shall have their allowance adjusted as follows for 2009:

Security Guards	\$975
CNA/LPN – FT	\$390
LPN – PT	\$255
CNA - PT	\$165

All of the above stated uniform allowance amounts shall remain at these rates for 2010, and increase by \$50.00 effective January 1, 2011 for FT employees, and \$25.00 for PT employees as follows:

Security Guards	\$1025
CNA/LPN – FT	\$ 440
LPN – PT	\$ 280
CNA - PT	\$ 190

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

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

Section 3.

The County shall provide each Juvenile Detention Officer and Senior Juvenile Detention Officer with One Hundred Dollars (\$100.00) per year to cover the costs associated with the cleaning of uniforms, effective January 1, 1999.

Section 4.

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

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

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

Section 5.

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

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

Section 6.

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

ARTICLE 29

HEALTH BENEFITS

Section 1.

The Drug Prescription Plan Benefit shall be as follows:

G. Effective January 1, 2009, Co-payment provisions shall be as follows:

Retail:

\$20.00 co-pay per prescription for brand name where generic is available.

\$15.00 co-pay per prescription for brand name where no generic is available or brand name is required by the physician..

\$6.00 co-pay per prescription for generic.

Mail:

\$15.00 co-pay per prescription for brand name where generic is available.

\$10.00 co-pay per prescription for brand name where no generic is available or brand name is required by the physician.

\$5.00 co-pay per prescription for generic.

The above co-pays shall apply to both retail pharmacy purchases up to thirty (30) day supply and ninety (90) day supply through mail order.

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

I. Drug Plan Utilization Modifications

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

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

Effective January 1, 2006:

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

Section 2.

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

### Section 3.

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

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

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

### Section 4.

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

### Section 5.

The following provisions applicable to health insurance coverage will be maintained during the term of this Agreement:

- (a) For the term of this Agreement, the deductible for any single benefit period shall be reduced to One Hundred Dollars (\$100.00) for each employee and an additional amount of Two Hundred Dollars (\$200.00) for eligible dependents.

- (b) Co-payment by Employees for Major Medical coverage shall be thirty percent (30%) of the first Five Thousand Dollars (\$5000.00) of eligible expenses.
- (c) Preadmission review (PAR) with fifty (50%) percent cutback and mandatory second surgical opinion (MSSOP) with fifty (50%) percent cutback.

Effective January 1, 2006, Horizon HMO and POS plans shall be eliminated. HealthNet POS shall be maintained for new employees or any employee wishing to participate. Employees hired after January 1, 2006, may participate in Horizon PPO with their cost being the difference between the PPO premium and the Direct Access premium in any given year. Employees hired after January 1, 2006, may participate in Direct Access with their cost being the difference between the HealthNet POS and the Direct Access premium in any given year.

Effective January 1, 2006, Direct Access shall replace Horizon PPO, with the following co-pays:

- (a) \$10.00 co-pay for in network services – doctor’s office visits only
- (b) \$10.00 co-pay for all out of network services.

Effective January 1, 2009, Emergency Room co-pay shall be \$25.00 per visit for both Direct Access and PPO.

Effective January 1, 2006, Horizon PPO shall be maintained for employees choosing the plan with their cost being the difference between the PPO premium and the Direct Access premium in any given year.

Employees hired before June 1, 2001, shall contribute towards the cost of health insurance as follows:

(a) Salary under \$55,000.00:

Single Coverage	\$15.00 per month
Family, PC or HW Coverage	\$20.00 per month

(b) Salary over \$55,000.00:

Single Coverage	\$30.00 per month
Family, PC or HW Coverage	\$35.00 per month

Employees hired between June 1, 2001, and December 31, 2008, shall maintain their current contribution rate inclusive of the increase specified in the Collective Bargaining Agreement not to exceed:

2.5%	Family
2%	H/W & P/C
1.5%	Single

Employees hired after July 1, 2001, shall maintain the existing contribution schedule; however, those employees earning over \$55,000.00 shall contribute as outlined above with those contributions being increased on an annual basis by the proportionate annual percentage increase in the plan cost.

Effective January 1, 2009, new employees shall contribute the following percentages of salary:

3%	Family
2.5%	H/W & P/C
2%	Single

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

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

#### Section 6.

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

#### Section 7.

The County agrees to continue a program of subsidization of health insurance cost for retirees who were represented by the Association under the terms of the labor contract with the County at the time of retirement. The conditions and requirements for retirees to receive the benefit of this subsidization program are set forth in Article 30B.



ARTICLE 30A

HEALTH INSURANCE BENEFITS FOR RETIREES

(Employees hired prior to December 19, 2008)

Effective December 18, 2009, there shall be a health benefit plan for employees, covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions.

Section 1.

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

Section 2.

Description: This benefit shall consist of coverage under the Horizon Direct Access Health Insurance Plan. Subject to the vested material rights of employees covered hereunder, the County reserves the right to change or modify the plan at any time so long as the modified plan provides substantially equivalent or better coverage to that in effect for the eligible members of the

bargaining unit at the time of their retirement provided such coverage remains generally available in the insurance market at commercially reasonable rates.

Section 3.

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

Section 4.

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

Section 5.

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

## ARTICLE 30B

### HEALTH INSURANCE BENEFITS FOR RETIREES

(Employees hired on or after December 19, 2008)

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

#### Section 1.

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

#### Section 2.

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

Section 3.

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

<u>Category</u>	<u>County's Subsidy</u>
Single, Under 65	\$189.67 per month
Single, Over 65	\$138.39 per month
H/W Under 65 P/C Retiree Family Under 65	\$540.58 per month
H/W Over 65	\$276.77 per month
H/W Retiree Over 65 H/W Spouse Over 65	\$276.77 per month
Family Over 65	\$442.88 per month
Family Retiree Over 65 Family Spouse Over 65	\$477.85 per month
P/C Retiree Over 65	\$338.69 per month

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

Section 4.

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

ARTICLE 31

DURATION

This Agreement shall be in effect from January 1, 2008 through December 31, 2011.

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

ARTICLE 32

EDUCATION

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

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

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

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

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

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

ARTICLE 33

LABOR MANAGEMENT COMMITTEE

Section 1.

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

Section 2.

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

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

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

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

Section 3.

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

Section 4.

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



ARTICLE 34

MISCELLANEOUS

Section 1.

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

Section 2.

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

Section 3.

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

Section 4.

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

ARTICLE 35

SAVINGS CLAUSE

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

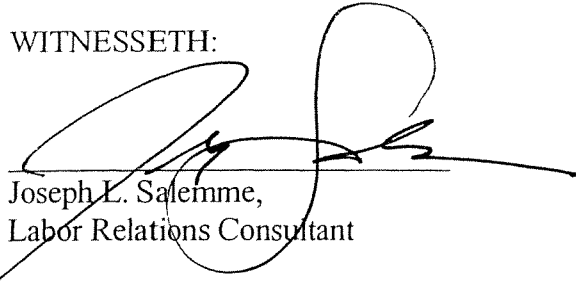
ARTICLE 36

FULLY-BARGAINED AGREEMENT

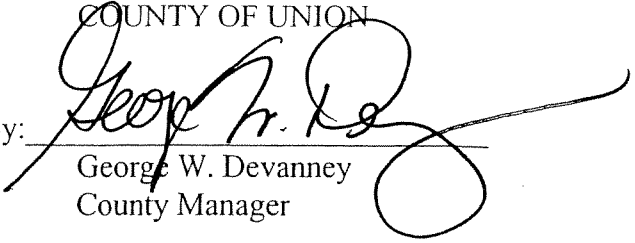
This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargaining issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter,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

IN WITNESS WHEREOF, the parties have caused the same to be executed by its respective officers or agents on this 12<sup>th</sup> day of June, 2009.

WITNESSETH:

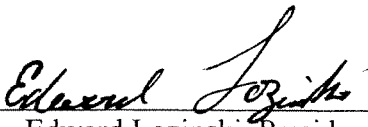
  
Joseph L. Salemme,  
Labor Relations Consultant

COUNTY OF UNION

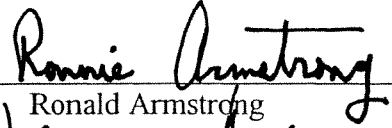
By:   
George W. Devanney  
County Manager

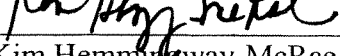
ATTEST:

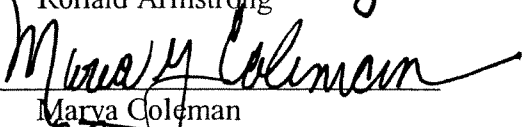
UNION COUNCIL NO. 8  
NEW JERSEY CIVIL SERVICE  
ASSOCIATION

By:   
Edward Lozinski, President

WITNESSES FOR UNION COUNCIL NO. 8  
NEW JERSEY CIVIL SERVICE ASSOCIATION

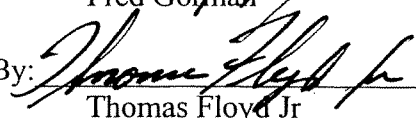
By:   
Ronald Armstrong

By:   
Kim Hemmingway-McRae

By:   
Marva Coleman

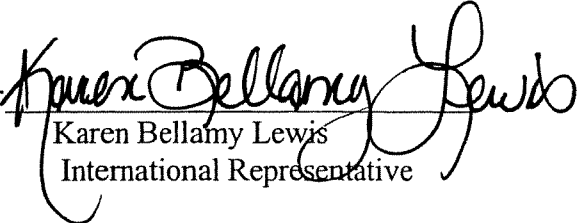
By:   
Fred Gorman

By:   
Al Damiano

By:   
Thomas Floyd Jr

By: \_\_\_\_\_  
Ethridge Doane

By: \_\_\_\_\_  
Brian Zengewald

By:   
Karen Bellamy Lewis  
International Representative

## EXHIBIT A

### SPECIAL TERMS AND CONDITIONS OF EMPLOYMENT FOR LPNS AND SENIOR LPNS EMPLOYED AT RUNNELLS SPECIALIZED HOSPITAL

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

#### WAGES

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

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

#### SENIOR LPN DIFFERENTIAL

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

#### CHARGE PAY

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

SHIFT HOURS

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

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

SHIFT DIFFERENTIAL

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

WEEKEND DIFFERENTIAL

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

LUNCH PERIOD

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

FINDERS FEE

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

\$300 for a full-time RN

\$200 for a full-time LPN

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

## UNIFORM ALLOWANCE

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

The uniforms are to be within a dress code established by the Administration of Runnells Specialized Hospital.

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

## ATTENDANCE BONUS

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

Nursing Office every time they are without their employee ID/Time Card to be "signed in" to facilitate proper documentation for payroll purposes.

### FLEX TIME

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

### EDUCATION

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

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



(d) Applicants will be selected based upon interview, demonstrated performance and the availability of open positions.

(e) Selected applicants will agree to work for Runnells Specialized Hospital year for year on the shift/unit determined by the staffing needs of the department.

(f) If the employee breaches the agreement, the employee is to repay the County on a proportional basis with interest a prime rate during a mutually agreed timeframe between Finance and the employee.

(g) Employees who do not pass the NJ State Nursing Boards and do not receive a license following the completion of school will also be required to repay the County.

(h) Employees must take the NJ State Boards and pass within a 6 month time period following the completion of school or will be required to repay the County.

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

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

#### BANKING OF HOLIDAYS

Effective June 1, 2001, during the term of this Agreement, LPNs and Senior LPNs will continue to have the option of banking holidays in lieu of pay where the holiday is worked. There

shall be no annual carry-over except for Christmas which may be carried over to February 1 of the following year.

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

**EXHIBIT B**

**COUNTY OF UNION**

**UNUSED SICK LEAVE PAYMENT REGULATIONS**

1. **EFFECT ON OTHER RETIREMENT BENEFITS:**

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

2. **LIMITATIONS:**

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

3. **ELIGIBILITY:**

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

4. **DEATH OF AN EMPLOYEE:**

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

5. DISABILITY RETIREMENT:

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

6. RETURN TO SERVICE AFTER RETIREMENT:

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

7. LEAVE WITHOUT PAY:

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

8. COMPUTATION:

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

b) The amount shall be computed at the rate of 1/2 the employee's daily rate of pay for each day of earned and unused accumulated sick leave at the effective date of retirement based upon the average annual compensation received during the last full year of the employee's active employment prior to the effective date of retirement. Overtime, shift, differential, stipends or other supplemental pay shall not be included in the computation.

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

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

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

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

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

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

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

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

9. GENERAL PROCEDURES:

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

retire during calendar year 1987 and thereafter, will receive their supplemental payment 60 days thereafter retirement, if elected by the employee.

10. EMPLOYEES NOT IN THE CLASSIFIED SERVICE:

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

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

- 7) Sick leave records for each employee were maintained from the original date of appointment at one or more central points under the jurisdiction of the appointing authority with proper security and verification for use and accrual.
- 8) All records are available for inspection.
- 9) Where other types of leave with pay or holidays or days off with pay were granted which were in excess of leave provided to classified employees, a detailed explanation of the character and extent of such practices shall be provided.

EXHIBIT C

POLICY GOVERNING FAMILY AND MEDICAL LEAVES

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

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

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

III. **ELIGIBILITY AND QUALIFYING EVENTS:** You must be an eligible employee (employed by the County for at least twelve consecutive months), have worked a sufficient number of hours, and request to take a leave of absence because of one or more of the qualifying



events described below. Generally, temporary and provisional employees will not be eligible for family or medical leave because they will not have completed 12 months of employment or will not have worked a sufficient number of hours in the prior 12 month period.

<b><u>REASON FOR LEAVE</u></b> <b>(Qualifying Events)</b>	<b><u>ELIGIBILITY REQUIREMENTS</u></b>	<b><u>STATUTE</u></b>
<p align="center"><b>MEDICAL LEAVE</b></p> <p>Your own serious health condition that prevents you from performing the essential functions of your job.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1250 hours during the 12 months immediately prior to starting your leave.</p>	<p><b>Family and Medical Leave Act (“FMLA”)</b></p>
<p align="center"><b>FAMILY LEAVE <sup>1</sup></b></p> <ol style="list-style-type: none"> <li>1. The birth of your child.</li> <li>2. The placement of a child with you for adoption or foster care.</li> <li>3. To care for a spouse, parent or dependent child who has a serious health condition that leaves them unable to work or attend school.</li> </ol>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1250 hours (FMLA) or 1000 hours (FLA) during the 12 months immediately prior to starting your leave.</p>	<p><b>Family and Medical Leave Act (“FMLA”) and Family Leave Act (“FLA”)</b></p>
<p align="center"><b>FAMILY LEAVE <sup>2</sup></b></p> <p>To care for a parent in-law who has a serious health condition that leaves them unable to work or attend school.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1000 hours during the 12 months immediately prior to starting your leave.</p>	<p><b>Family Leave Act (“FLA”)</b></p>

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

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

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

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

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

- Hospital Care - inpatient care (e.g., overnight stay) in a hospital or other medical care facility including any period of incapacity or treatment in connection with the inpatient care;
- Absence Plus Treatment - a period of incapacity of more than three consecutive calendar days that involves either treatment two or more times by a health care provider or treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment, such as physical therapy or a medication regimen;
- Pregnancy- any period of incapacity due to pregnancy or for prenatal care;
- Chronic Conditions Requiring Treatment - a chronic condition which requires periodic visits for treatment by a health care provider that continues over an extended period and may cause episodic periods of incapacity, such as asthma, diabetes, epilepsy or clinical depression;
- Permanent Long-Term Condition Requiring Supervision - a period of incapacity which is permanent or long-term for which treatment may not be effective, such as strokes or terminal cancer; or
- Multiple Treatments (Non-Chronic Conditions) - a period of absence to receive multiple treatments from a health care provider for restorative surgery after an accident or injury, such as chemotherapy for cancer or dialysis for kidney disease.

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

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

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

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

VII. **HOW LEAVE MAY BE TAKEN:** Generally, leave is taken in consecutive days and/or weeks. Under certain circumstances, however, leave may be taken intermittently or on a reduced leave schedule. Intermittent leave is leave taken in separate blocks of time due to a single qualifying event, such as taking off a ½ day every Thursday to receive chemotherapy treatments. A reduced leave schedule is a leave schedule that reduces your usual number of working hours per workweek or per workday, such as changing from a full time to a part-time schedule to care for a child recovering from surgery.

If a leave of absence is requested due to the birth or adoption of a child, intermittent or reduced leave only can be taken with the approval of your Department Head. If a leave is requested due to the serious health condition of the employee or an immediate family member, intermittent or reduced leave will be approved only if a health care provider states that the leave

medically necessary, meaning that the proposed intermittent or reduced leave schedule is the best way to accommodate the particular medical condition. Employees requesting an intermittent or reduced leave of absence for a planned medical treatment must work cooperatively with their supervisor and make efforts to schedule the leave and any corresponding treatment to minimize the disruption to County operations.

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

IX. **SUBSTITUTION OF PAID LEAVE:** Under the FMLA and the FLA, leaves of absence are unpaid. In order to assist employees and provide a level of financial security, the County will pay accrued, unused sick time to employees absent on a medical leave or a family leave to care for an immediate family member, starting from the first day of absence and continuing until either the employee returns or exhausts his/her sick leave benefits. In addition, employees may choose to be paid for their accrued vacation and personal/religious leave

following exhaustion of sick leave benefits (or at the start of leave when sick leave benefits are exhausted or not available, such as family leave for birth or adoption).

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

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

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

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

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

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

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

If you wish to return to work prior to the expiration of your approved leave, you must give written notice at least 5 working days prior to your planned return, by submitting a Notice of Intention to Return from Leave form to your Supervisor or the County Human Resources Department. Before permitting employees to return to work following a medical leave of absence due to their own serious health condition, the County may require that you provide a certificate from your treating health care provider. The certificate must state that you are able to resume working without restrictions or must list any restrictions your health care provider finds relative to your ability to perform the essential functions of the position. If you do not return to work at the expiration of an approved leave, you will be considered to have voluntarily resigned your employment with the County.

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

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



XIV. **COORDINATION OF FMLA AND FLA LEAVES:** If your leave qualifies under both the FMLA and the FLA, the leave will run simultaneously under both laws. Family leave due to the birth or adoption of a child or to care for a parent, child or spouse with a serious medical condition will be limited to 12 weeks because the time off will qualify simultaneously as both FMLA and FLA family leave. Employees should speak to a Human Resources representative to understand how much leave they are eligible to request.

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

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

482100.3

**EXHIBIT D**

**SIDE LETTER AGREEMENT**

**COMPENSATORY TIME/PROSECUTOR'S CLERICAL EMPLOYEES**

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

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

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

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

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

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

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

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

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

**EXHIBIT E**  
**SALARY SCHEDULES**



12/18/2008

COUNTY OF UNION  
UNION COUNCIL NO.8  
2008-2011 SALARY RANGES

Title	1/1/2008		1/1/2009		1/1/2010		1/1/2011		1/1/2012		1/1/2013		1/1/2014		1/1/2015		1/1/2016			
	Hrs.	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	
ACCOUNT CLERK (RSH) AFTER 5/1/92	37.5	26,834	42,199	904	27,639	43,465	17	931	27,639	43,465	17	931	28,468	44,769	17	959	28,468	44,769	17	959
ACCOUNT CLERK (RSH) PRIOR 5/1/92	37.5	29,601	42,873	885	30,489	44,159	15	911	30,489	44,159	15	911	31,404	45,484	15	939	31,404	45,484	15	939
ACCOUNT CLERK TYPING (RSH)	37.5	26,834	42,873	885	30,489	44,159	15	911	30,489	44,159	15	911	31,404	45,484	15	939	31,404	45,484	15	939
ACCOUNT CLERK TYPING (RSH) AFTER 5/1/92	37.5	26,834	42,873	885	30,489	44,159	15	911	30,489	44,159	15	911	31,404	45,484	15	939	31,404	45,484	15	939
ACCOUNT CLERK TYPING (RSH) AFTER 5/1/92	37.5	26,834	42,873	885	30,489	44,159	15	911	30,489	44,159	15	911	31,404	45,484	15	939	31,404	45,484	15	939
ACCOUNT CLERK, AFTER 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067	27,638	45,772	17	1,067
ACCOUNT CLERK, AFTER 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067	27,638	45,772	17	1,067
ACCOUNT CLERK, PRIOR 5/1/92	35.0	26,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	30,576	45,552	16	936	30,576	45,552	16	936
ACCOUNT CLERK, PRIOR 5/1/92	35.0	26,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	30,576	45,552	16	936	30,576	45,552	16	936
ACCOUNT CLERK, STENO	35.0	30,727	44,255	992	31,649	45,583	16	929	31,649	45,583	16	929	32,599	46,950	16	957	32,599	46,950	16	957
ACCOUNT CLERK, STENO	35.0	30,727	44,255	992	31,649	45,583	16	929	31,649	45,583	16	929	32,599	46,950	16	957	32,599	46,950	16	957
ACCOUNT CLERK, STENO	35.0	30,727	44,255	992	31,649	45,583	16	929	31,649	45,583	16	929	32,599	46,950	16	957	32,599	46,950	16	957
ACCOUNT CLERK, TYPING AFTER 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067	27,638	45,772	17	1,067
ACCOUNT CLERK, TYPING AFTER 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067	27,638	45,772	17	1,067
ACCOUNT CLERK, TYPING PRIOR 5/1/92	35.0	27,959	44,937	1,034	28,798	45,831	16	1,065	28,798	45,831	16	1,065	29,662	47,206	16	1,097	29,662	47,206	16	1,097
ACCOUNT CLERK, TYPING PRIOR 5/1/92	35.0	27,959	44,937	1,034	28,798	45,831	16	1,065	28,798	45,831	16	1,065	29,662	47,206	16	1,097	29,662	47,206	16	1,097
ACCOUNT CLERK, TYPING PRIOR 5/1/92	35.0	27,959	44,937	1,034	28,798	45,831	16	1,065	28,798	45,831	16	1,065	29,662	47,206	16	1,097	29,662	47,206	16	1,097
ACCOUNTING ASSISTANT	35.0	29,059	43,219	885	29,931	44,515	16	912	29,931	44,515	16	912	30,829	45,851	16	939	30,829	45,851	16	939
ACCOUNTING ASSISTANT	35.0	29,059	43,219	885	29,931	44,515	16	912	29,931	44,515	16	912	30,829	45,851	16	939	30,829	45,851	16	939
ADMINISTRATIVE CLERK	35.0	34,452	51,332	1,055	35,486	52,872	16	1,087	35,486	52,872	16	1,087	36,550	54,458	16	1,119	36,550	54,458	16	1,119
ADMINISTRATIVE CLERK	35.0	34,452	51,332	1,055	35,486	52,872	16	1,087	35,486	52,872	16	1,087	36,550	54,458	16	1,119	36,550	54,458	16	1,119
ADMITTING CLERK (RSH)	37.5	29,781	43,086	887	30,674	44,379	15	914	30,674	44,379	15	914	31,594	45,710	15	941	31,594	45,710	15	941
ADMITTING CLERK TYPING (RSH)	37.5	29,781	43,086	887	30,674	44,379	15	914	30,674	44,379	15	914	31,594	45,710	15	941	31,594	45,710	15	941
ADVERTISING AND SALES CLERK	35.0	30,604	45,047	903	31,522	46,389	16	930	31,522	46,389	16	930	32,468	47,791	16	958	32,468	47,791	16	958
ADVERTISING AND SALES CLERK	35.0	30,604	45,047	903	31,522	46,389	16	930	31,522	46,389	16	930	32,468	47,791	16	958	32,468	47,791	16	958
AGENCY AIDE	35.0	28,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	30,576	45,552	16	936	30,576	45,552	16	936
AGENCY AIDE	35.0	28,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	30,576	45,552	16	936	30,576	45,552	16	936
AGENCY AIDE	35.0	28,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	30,576	45,552	16	936	30,576	45,552	16	936
ASSISTANT CHIEF CLERK (COUNTY CLERK)	35.0	37,886	55,407	1,095	39,023	57,070	16	1,128	39,023	57,070	16	1,128	40,193	58,782	16	1,162	40,193	58,782	16	1,162
ASSISTANT CHIEF CLERK (COUNTY CLERK)	35.0	37,886	55,407	1,095	39,023	57,070	16	1,128	39,023	57,070	16	1,128	40,193	58,782	16	1,162	40,193	58,782	16	1,162
ASSISTANT COMMUNICATIONS TECHNICIAN	35.0	37,117	51,721	913	38,231	53,273	16	940	38,231	53,273	16	940	39,378	54,878	16	968	39,378	54,878	16	968
ASSISTANT COMMUNICATIONS TECHNICIAN	35.0	37,117	51,721	913	38,231	53,273	16	940	38,231	53,273	16	940	39,378	54,878	16	968	39,378	54,878	16	968
ASSISTANT NATURALIZATION CLERK, TYPING	37.5	30,630	44,469	923	31,549	45,803	16	950	31,549	45,803	16	950	32,495	47,177	16	979	32,495	47,177	16	979
ASSISTANT NATURALIZATION CLERK, TYPING	37.5	30,630	44,469	923	31,549	45,803	16	950	31,549	45,803	16	950	32,495	47,177	16	979	32,495	47,177	16	979
ASSISTANT NATURALIZATION CLERK, TYPING	37.5	30,630	44,469	923	31,549	45,803	16	950	31,549	45,803	16	950	32,495	47,177	16	979	32,495	47,177	16	979
ASSISTANT PAYROLL SUPERVISOR	35.0	35,380	49,826	903	36,442	51,320	16	930	36,442	51,320	16	930	37,535	52,860	16	958	37,535	52,860	16	958
ASSISTANT PAYROLL SUPERVISOR	35.0	35,380	49,826	903	36,442	51,320	16	930	36,442	51,320	16	930	37,535	52,860	16	958	37,535	52,860	16	958
ASSISTANT STOREKEEPER (est. 2004)	37.5	34,163	52,045	1,376	35,187	53,606	13	1,417	35,187	53,606	13	1,417	36,243	55,214	13	1,459	36,243	55,214	13	1,459
ASSISTANT STOREKEEPER (est. 2004)	37.5	34,163	52,045	1,376	35,187	53,606	13	1,417	35,187	53,606	13	1,417	36,243	55,214	13	1,459	36,243	55,214	13	1,459
ASSISTANT SUPERVISING CARPENTER	40.0	42,575	60,129	1,188	44,510	62,861	15	1,223	44,510	62,861	15	1,223	45,846	64,747	15	1,260	45,846	64,747	15	1,260
ASSISTANT SUPERVISING CARPENTER	40.0	42,575	60,129	1,188	44,510	62,861	15	1,223	44,510	62,861	15	1,223	45,846	64,747	15	1,260	45,846	64,747	15	1,260
ASSISTANT SUPERVISING ELECTRICIAN (established 12/01)	40.0	41,055	57,380	1,166	42,286	59,102	14	1,201	42,286	59,102	14	1,201	43,555	60,875	14	1,237	43,555	60,875	14	1,237
ASSISTANT SUPERVISING ELECTRICIAN (established 12/01)	40.0	41,055	57,380	1,166	42,286	59,102	14	1,201	42,286	59,102	14	1,201	43,555	60,875	14	1,237	43,555	60,875	14	1,237
ASSISTANT SUPERVISING MAINTENANCE REPAIR	40.0	43,425	61,246	1,188	44,728	63,084	15	1,224	44,728	63,084	15	1,224	46,070	64,976	15	1,260	46,070	64,976	15	1,260
ASSISTANT SUPERVISING MAINTENANCE REPAIR	40.0	43,425	61,246	1,188	44,728	63,084	15	1,224	44,728	63,084	15	1,224	46,070	64,976	15	1,260	46,070	64,976	15	1,260
ASSISTANT SUPERVISING MECHANIC	40.0	43,425	61,246	1,188	44,728	63,084	15	1,224	44,728	63,084	15	1,224	46,070	64,976	15	1,260	46,070	64,976	15	1,260
ASSISTANT SUPERVISING MECHANIC	40.0	43,425	61,246	1,188	44,728	63,084	15	1,224	44,728	63,084	15	1,224	46,070	64,976	15	1,260	46,070	64,976	15	1,260
ASSISTANT SUPERVISING PAINTER(ESTABLISHED 12/02)	40.0	43,425	61,246	1,188	44,728	63,084	15	1,224	44,728	63,084	15	1,224	46,070	64,976	15	1,260	46,070	64,976	15	1,260
ASSISTANT SUPERVISING PAINTER(ESTABLISHED 12/02)	40.0	43,425	61,246	1,188	44,728	63,084	15	1,224	44,728	63,084	15	1,224	46,070	64,976	15	1,260	46,070	64,976	15	1,260
ASSISTANT SUPERVISOR ACCOUNTS	35.0	32,739	49,300	1,104	33,721	50,779	15	1,137	33,721	50,779	15	1,137	34,733	52,303	15	1,171	34,733	52,303	15	1,171
ASSISTANT SUPERVISOR ACCOUNTS	35.0	32,739	49,300	1,104	33,721	50,779	15													



COUNTY OF UNION  
UNION COUNCIL NO.8  
2008-2011 SALARY RANGES

Title	Hrs.	1/1/2008	1/1/2008	1/1/2008	1/1/2008	1/1/09	1/1/09	1/1/09	1/1/10	1/1/10	1/1/10	1/1/10	1/1/11	1/1/11	1/1/11	1/1/11	1/1/11
		Min	Max	Incmt	Max # of steps	Min	Max	Incmt	Max # of steps	Min	Max	Incmt	Max # of steps	Min	Max	Incmt	Max # of steps
DATA CONTROL CLERK	40.0	29,659	42,989	784	30,549	44,278	17	808	30,549	44,278	17	808	31,465	45,607	17	832	
DATA CONTROL CLERK (RSH)	37.5	30,493	43,934	840	31,408	45,252	16	865	31,408	45,252	16	865	32,350	46,610	16	891	
DATA CONTROL CLERK, TYPING	35.0	27,754	41,665	869	28,586	42,915	16	896	28,586	42,915	16	896	29,444	44,202	16	922	
DATA CONTROL CLERK, TYPING	40.0	29,659	42,989	889	30,549	44,278	15	915	30,549	44,278	15	915	31,465	45,607	15	943	
DATA ENTRY MACHINE OPERATOR	35.0	28,937	43,147	884	29,867	44,442	16	911	29,867	44,442	16	911	30,783	45,775	16	938	
DATA ENTRY MACHINE OPERATOR	40.0	30,904	44,475	1,044	31,832	45,809	13	1,075	31,832	45,809	13	1,075	32,766	47,183	13	1,107	
DATA ENTRY MACHINE OPERATOR (RSH)	37.5	30,576	43,904	833	31,494	45,221	16	858	31,494	45,221	16	858	32,439	46,578	16	884	
DATA PROCESSING PROGRAMMER TRAINEE established 2001	35.0	31,269	47,536	1,084	32,207	48,962	15	1,117	32,207	48,962	15	1,117	33,173	50,430	15	1,150	
DATA PROCESSING PROGRAMMER TRAINEE est 2005	40.0	35,736	54,328	1,239	36,808	55,956	15	1,277	36,808	55,956	15	1,277	37,912	57,635	15	1,315	
DATA PROCESSING PROGRAMMER/SR, CLERK STENO (PROS)	35.0	31,270	47,536	1,084	32,208	48,962	15	1,117	32,208	48,962	15	1,117	33,174	50,431	15	1,150	
DIETITIAN HELPER established 2001	37.5	29,471	43,446	932	30,355	44,749	15	960	30,355	44,749	15	960	31,265	46,092	15	988	
DOCKET CLERK	35.0	29,890	44,206	895	30,787	45,532	16	922	30,787	45,532	16	922	31,710	46,898	16	949	
DOCKET CLERK, TYPING	40.0	31,795	45,530	916	32,749	46,896	15	943	32,749	46,896	15	943	33,732	48,302	15	971	
DOCKET CLERK, TYPING	35.0	29,890	44,206	895	30,787	45,532	16	922	30,787	45,532	16	922	31,710	46,898	16	949	
DRAFTING TECHNICIAN	40.0	31,795	45,530	916	32,749	46,896	15	943	32,749	46,896	15	943	33,732	48,302	15	971	
DRIVER (HUMAN SERVICES-JTPA)	35.0	32,185	45,856	911	33,150	47,232	15	939	33,150	47,232	15	939	34,145	48,649	15	967	
DRUG ABUSE AIDE (RSH)	40.0	20,873	38,711	1,115	21,499	39,872	16	1,148	21,499	39,872	16	1,148	22,144	41,069	16	1,183	
ELECTRICIAN	37.5	30,198	43,682	899	31,104	44,993	15	926	31,104	44,993	15	926	32,037	46,342	15	954	
ELECTRICIAN (RSH)	40.0	36,960	53,598	1,188	38,069	55,206	14	1,224	38,069	55,206	14	1,224	39,211	56,862	14	1,261	
ELECTRICIAN/ HEATING & AIR COND MECH (est 2005)	37.5	31,766	48,985	1,323	32,739	50,455	13	1,363	32,739	50,455	13	1,363	33,721	51,968	13	1,404	
ELECTRICIAN'S HELPER	40.0	36,961	53,598	1,188	38,069	55,206	14	1,224	38,069	55,206	14	1,224	39,211	56,862	14	1,261	
ELECTRONIC REPAIRER'S HELPER	40.0	34,288	50,412	1,152	35,317	51,925	14	1,186	35,317	51,925	14	1,186	36,376	53,482	14	1,222	
ENGINEERING AIDE	35.0	32,178	52,670	1,708	33,143	54,250	12	1,759	33,143	54,250	12	1,759	34,138	55,878	12	1,812	
ENGINEERING AIDE/TRAFFIC	40.0	36,171	51,680	1,034	37,257	53,231	15	1,065	37,257	53,231	15	1,065	38,374	54,827	15	1,097	
EQUIPMENT OPERATOR	40.0	34,468	52,708	1,140	35,603	54,289	16	1,174	35,603	54,289	16	1,174	36,568	55,918	16	1,209	
EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	35,291	53,690	1,150	36,349	55,300	16	1,184	36,349	55,300	16	1,184	37,440	56,959	16	1,220	
EXECUTION CLERK	35.0	30,604	45,047	903	31,522	46,399	16	930	31,522	46,399	16	930	32,468	47,791	16	958	
FOOD SERVICE WORKER (RSH) AFTER 5/1/92	37.5	21,134	37,218	846	21,768	38,334	17	974	21,768	38,334	17	974	22,421	39,484	17	1,004	
FOOD SERVICE WORKER (RSH) PRIOR 5/1/92	37.5	27,104	39,575	831	27,917	40,762	15	856	27,917	40,762	15	856	28,755	41,985	15	882	
FOOD SERVICE WORKER/SUPERVISOR (RSH) est. 5/09	37.5				28,709	42,899	15	946	28,709	42,899	15	946	29,570	44,186	15	946	
GLAZIER	40.0	35,182	51,473	1,164	36,238	53,018	14	1,199	36,238	53,018	14	1,199	37,325	54,608	14	1,235	
GLAZIER'S HELPER	40.0	31,085	46,599	1,193	32,017	47,997	13	1,229	32,017	47,997	13	1,229	32,978	49,437	13	1,266	
HEAD COOK	40.0	36,651	53,224	1,184	37,750	54,820	14	1,219	37,750	54,820	14	1,219	38,863	56,465	14	1,256	
HEALTH BENEFITS INSURANCE CLERK TYPING (RSH)	37.5	31,342	46,375	1,074	32,282	47,766	14	1,106	32,282	47,766	14	1,106	33,250	49,199	14	1,139	
HEATING & AIR CONDITIONING MECHANIC	40.0	34,156	50,263	1,239	35,180	51,770	13	1,278	35,180	51,770	13	1,278	36,236	53,324	13	1,314	
HEAVY EQUIPMENT OPERATOR	40.0	35,537	53,981	1,317	36,603	55,600	14	1,357	36,603	55,600	14	1,357	37,701	57,268	14	1,398	
HEAVY EQUIPMENT OPERATOR MOSQUITO EXTERMINATION	40.0	35,537	53,981	1,317	36,603	55,600	14	1,357	36,603	55,600	14	1,357	37,701	57,268	14	1,398	
HEAVY EQUIPMENT OPERATOR TRACTOR TRAILER	40.0	35,360	54,962	1,163	37,451	56,610	16	1,197	37,451	56,610	16	1,197	38,574	58,309	16	1,233	
HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	32,096	47,666	1,112	33,059	49,098	14	1,148	33,059	49,098	14	1,148	34,051	50,571	14	1,180	
HIGHWAY CONSTRUCTION INSPECTOR	37.5	31,920	46,397	1,034	32,878	47,789	14	1,065	32,878	47,789	14	1,065	33,864	49,223	14	1,097	
HOSPITAL GUARD (RSH)	35.0	33,078	48,832	1,125	34,070	50,297	14	1,159	34,070	50,297	14	1,159	35,092	51,806	14	1,194	
INDEX CLERK, AFTER 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067	
INDEX CLERK, AFTER 5/1/92	40.0	27,959	44,497	1,034	28,798	45,831	16	1,065	28,798	45,831	16	1,065	29,662	47,206	16	1,097	
INDEX CLERK, PRIOR 5/1/92	40.0	28,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	30,576	45,552	16	936	
INDEX CLERK, TYPING, AFTER 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067	
INDEX CLERK, TYPING, PRIOR 5/1/92	40.0	27,959	44,497	1,034	28,798	45,831	16	1,065	28,798	45,831	16	1,065	29,662	47,206	16	1,097	
INDEX CLERK, TYPING, PRIOR 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067	
INDEX CLERK, TYPING, PRIOR 5/1/92	40.0	27,959	44,497	1,034	28,798	45,831	16	1,065	28,798	45,831	16	1,065	29,662	47,206	16	1,097	
INHALATION TECHNICIAN (RSH)	37.5	31,694	55,737	2,186	32,645	57,409	11	2,251	32,645	57,409	11	2,251	33,624	59,131	11	2,319	
INSPECTOR MOSQUITO EXTERMINATION	35.0	33,078	48,832	1,125	34,070	50,297	14	1,159	34,070	50,297	14	1,159	35,092	51,806	14	1,194	
INSPECTOR MOSQUITO EXTERMINATION (estab 01/05)	40.0	37,803	55,808	1,286	38,937	57,482	14	1,325	38,937	57,482	14	1,325	40,105	59,207	14	1,364	
INSTITUTIONAL ATTENDANT (RSH) AFTER 5/1/92	35.0	33,078	48,832	1,125	34,070	50,297	14	1,159	34,070	50,297	14	1,159	35,092	51,806	14	1,194	
INSTITUTIONAL ATTENDANT (RSH) PRIOR 5/1/92	37.5	25,781	41,116	852	26,555	42,350	18	878	26,555	42,350	18	878	27,351	43,620	18	904	
INVENTORY CONTROL CLERK	35.0	33,632	50,347	1,114	34,641	51,858	15	1,148	34,641	51,858	15	1,148	35,660	53,414	15	1,182	
INVENTORY CONTROL CLERK	40.0	33,242	49,169	1,138	34,239	50,644	14	1,172	34,239	50,644	14	1,172	35,266	52,163	14	1,207	



12/18/2008

COUNTY OF UNION  
UNION COUNCIL NO.8  
2008-2011 SALARY RANGES

Title	Hrs.	1/1/2008		1/1/2009		1/1/2010		1/1/2011		1/1/2012		1/1/2013		1/1/2014		1/1/2015		1/1/2016		1/1/2017		
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	
INVESTIGATOR, CONSUMER PROTECTION	37.5	22,422	34,578	935	23,094	35,615	13	963	23,787	36,684	13	963	23,787	36,684	13	963	23,787	36,684	13	963	23,787	36,684
INVESTIGATOR, COUNTY ADJUSTER	35.0	31,314	47,592	1,085	32,254	49,020	15	1,118	32,254	49,020	15	1,118	32,254	49,020	15	1,118	32,254	49,020	15	1,118	32,254	49,020
INVESTIGATOR, MEDICAL EXAMINER	40.0	35,182	53,387	1,400	36,238	54,989	13	1,442	37,325	56,638	13	1,442	37,325	56,638	13	1,442	37,325	56,638	13	1,442	37,325	56,638
INVESTIGATOR, MEDICAL EXAMINER, Per Diem	Per Diem	0	127	None	None	None	None	None	None	None	None	None	None	None	None	None	None	None	None	None	None	None
JURY PANEL CLERK	35.0	32,739	49,288	1,103	33,721	50,766	15	1,136	33,721	50,766	15	1,136	33,721	50,766	15	1,136	33,721	50,766	15	1,136	33,721	50,766
JUVENILE DETENTION OFFICER	40.0	34,022	48,945	995	35,043	50,413	15	1,025	35,043	50,413	15	1,025	35,043	50,413	15	1,025	35,043	50,413	15	1,025	35,043	50,413
JUVENILE DETENTION OFFICER (part time)	Part Time	16.36	23.53	16.85	24.24	None	None	16.85	24.24	None	None	16.85	24.24	None	None	17.35	24.96	None	None	17.35	24.96	None
LABORATORY ASSISTANT (RSH)	37.5	30,747	43,951	880	31,669	45,269	15	907	31,669	45,269	15	907	31,669	45,269	15	907	31,669	45,269	15	907	31,669	45,269
LABORATORY TECHNICIAN (RSH)	37.5	31,028	45,336	1,022	31,959	46,696	14	1,053	31,959	46,696	14	1,053	31,959	46,696	14	1,053	31,959	46,696	14	1,053	31,959	46,696
LABORER (RSH) AFTER 5/1/92	37.5	27,723	48,477	1,297	28,555	49,931	16	1,338	28,555	49,931	16	1,338	28,555	49,931	16	1,338	28,555	49,931	16	1,338	28,555	49,931
LABORER (RSH) PRIOR 5/1/92	37.5	30,493	45,471	936	31,408	46,836	16	964	31,408	46,836	16	964	31,408	46,836	16	964	31,408	46,836	16	964	31,408	46,836
LABORER, AFTER 5/1/92	40.0	30,274	48,791	1,029	31,182	50,255	18	1,060	31,182	50,255	18	1,060	31,182	50,255	18	1,060	31,182	50,255	18	1,060	31,182	50,255
LABORER, PRIOR 5/1/92	40.0	33,043	48,550	969	34,034	50,006	16	988	34,034	50,006	16	988	34,034	50,006	16	988	34,034	50,006	16	988	34,034	50,006
LAUNDRY WORKER (RSH)	37.5	29,685	42,970	886	30,576	44,260	15	912	30,576	44,260	15	912	30,576	44,260	15	912	30,576	44,260	15	912	30,576	44,260
LEGAL STENOGRAPHER	35.0	30,604	45,047	903	31,522	46,399	16	930	31,522	46,399	16	930	31,522	46,399	16	930	31,522	46,399	16	930	31,522	46,399
LIBRARY ASSISTANT (RSH)	37.5	30,602	44,061	897	31,520	45,383	15	924	31,520	45,383	15	924	31,520	45,383	15	924	31,520	45,383	15	924	31,520	45,383
LINEN ROOM ATTENDANT (RSH)	37.5	19,759	37,957	1,137	20,351	39,096	16	1,172	20,351	39,096	16	1,172	20,351	39,096	16	1,172	20,351	39,096	16	1,172	20,351	39,096
MAIL CLERK	40.0	30,727	44,255	902	31,649	45,583	15	929	31,649	45,583	15	929	31,649	45,583	15	929	31,649	45,583	15	929	31,649	45,583
MAIL CLERK (RSH)	37.5	29,601	42,873	865	30,489	44,159	15	911	30,489	44,159	15	911	30,489	44,159	15	911	30,489	44,159	15	911	30,489	44,159
MAINTENANCE REPAIRER	40.0	32,792	47,482	979	33,776	48,906	15	1,009	33,776	48,906	15	1,009	33,776	48,906	15	1,009	33,776	48,906	15	1,009	33,776	48,906
MAINTENANCE REPAIRER (RSH)	37.5	31,739	46,188	1,032	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573
MAINTENANCE REPAIRER CARPENTER	40.0	35,182	51,473	1,164	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018
MAINTENANCE REPAIRER CARPENTER (RSH)	37.5	31,739	46,188	1,032	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573
MAINTENANCE REPAIRER ELECTRICIAN (RSH)	37.5	31,739	46,188	1,032	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573
MAINTENANCE REPAIRER MASON	40.0	35,182	51,473	1,164	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018
MAINTENANCE REPAIRER PAINTER	40.0	35,182	51,473	1,164	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018
MAINTENANCE REPAIRER PAINTER (RSH)	37.5	31,739	46,188	1,032	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573
MAINTENANCE REPAIRER WELDER	40.0	35,182	51,473	1,164	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018	14	1,199	36,238	53,018
MAP CLERK, TYPING	35.0	28,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	29,685	44,225	16	909	29,685	44,225	16	909	29,685	44,225
MASON	40.0	35,263	51,567	1,165	36,321	53,114	14	1,199	36,321	53,114	14	1,199	36,321	53,114	14	1,199	36,321	53,114	14	1,199	36,321	53,114
MASON/PLASTERER	40.0	36,990	52,629	1,043	38,099	54,208	15	1,074	38,099	54,208	15	1,074	38,099	54,208	15	1,074	38,099	54,208	15	1,074	38,099	54,208
MASON/PLASTERER (RSH)	37.5	31,739	46,955	1,087	32,691	48,364	14	1,119	32,691	48,364	14	1,119	32,691	48,364	14	1,119	32,691	48,364	14	1,119	32,691	48,364
MEAT CUTTER (RSH)	37.5	28,081	42,143	1,004	28,923	43,408	14	1,035	28,923	43,408	14	1,035	28,923	43,408	14	1,035	28,923	43,408	14	1,035	28,923	43,408
MECHANIC	40.0	35,182	53,405	1,072	36,238	55,007	17	1,104	36,238	55,007	17	1,104	36,238	55,007	17	1,104	36,238	55,007	17	1,104	36,238	55,007
MECHANIC (CDL)	40.0	36,780	55,309	1,029	37,883	56,988	18	1,060	37,883	56,988	18	1,060	37,883	56,988	18	1,060	37,883	56,988	18	1,060	37,883	56,988
MECHANIC (RSH)	37.5	31,739	46,188	1,032	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573
MECHANIC/HYDRAULICS	40.0	35,183	53,405	1,072	36,238	55,007	17	1,104	36,238	55,007	17	1,104	36,238	55,007	17	1,104	36,238	55,007	17	1,104	36,238	55,007
MEDICAL REPAIRER STATIONARY EQUIPMENT (RSH)	37.5	31,739	46,188	1,032	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573	14	1,063	32,691	47,573
MEDICAL REPAIRER STATIONARY EQUIPMENT (RSH)	40.0	29,684	42,977	888	30,543	44,266	15	915	30,543	44,266	15	915	30,543	44,266	15	915	30,543	44,266	15	915	30,543	44,266
MEDICAL AUDIT ASSISTANT (RSH)	37.5	31,205	46,700	1,192	32,141	48,100	13	1,228	32,141	48,100	13	1,228	32,141	48,100	13	1,228	32,141	48,100	13	1,228	32,141	48,100
MEDICAL ELECTRONICS REPAIRER	37.5	37,090	53,275	1,079	38,203	54,874	15	1,111	38,203	54,874	15	1,111	38,203	54,874	15	1,111	38,203	54,874	15	1,111	38,203	54,874
MEDICAL RECORDS CLERK (RSH)	37.5	31,028	44,570	903	31,959	45,907	15	930	31,959	45,907	15	930	31,959	45,907	15	930	31,959	45,907	15	930	31,959	45,907
MEDICAL RECORDS CLERK TYPIST (RSH)	37.5	31,028	44,570	903	31,959	45,907	15	930	31,959	45,907	15	930	31,959	45,907	15	930	31,959	45,907	15	930	31,959	45,907
MEDICAL STENOGRAPHER (RSH)	37.5	30,493	43,934	896	31,408	46,252	15	923	31,408	46,252	15	923	31,408	46,252	15	923	31,408	46,252	15	923	31,408	46,252
MEDICAL TRANSCRIBER	35.0	30,426	44,843	901	31,338	46,188	16	928	31,338	46,188	16	928	31,338	46,188	16	928	31,338	46,188	16	928	31,338	46,188
MEDICAL TRANSCRIBER	40.0	32,332	46,167	922	33,302	47,552	15	950	33,302	47,552	15	950	33,302	47,552	15	950	33,302	47,552	15	950	33,302	47,552
MEDICAL TRANSCRIBER (RSH)	37.5	30,314	43,719	894	3																	

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COUNTY OF UNION  
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Title	1/1/2008		1/1/2008		1/1/09		1/1/09		1/1/10		1/1/10		1/1/11		1/1/11		1/1/11		
	Hrs.	Min	Max	Incmt	Min	Max	Incmt	Max # of steps	Min	Max	Incmt	Max # of steps	Min	Max	Incmt	Max # of steps	Min	Max	Incmt
OFFICE APPLIANCE OPERATOR (PROS) AFTER 5/1/92	35.0	26,331	43,478	1,009	27,121	44,783	17	1,039	27,121	44,783	17	1,039	27,935	46,126	17	1,070			
OFFICE APPLIANCE OPERATOR (PROS) PRIOR 5/1/92	35.0	29,102	43,271	866	29,975	44,569	17	912	29,975	44,569	17	912	30,874	45,906	16	940			
OFFICE APPLIANCE OPERATOR, AFTER 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067			
OFFICE APPLIANCE OPERATOR, PRIOR 5/1/92	35.0	28,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	30,578	45,562	16	936			
OFFSET MACHINE OPERATOR, AFTER 5/1/92	35.0	26,051	43,144	1,005	26,833	44,438	17	1,036	26,833	44,438	17	1,036	27,638	45,772	17	1,067			
OFFSET MACHINE OPERATOR, PRIOR 5/1/92	35.0	28,821	42,937	882	29,685	44,225	16	909	29,685	44,225	16	909	30,578	45,562	16	936			
OMNIBUS OPERATOR CLASS 1 (RSH)	37.5	32,913	48,315	1,100	33,900	49,765	14	1,133	33,900	49,765	14	1,133	34,917	51,258	14	1,167			
OMNIBUS OPERATOR/MAINTENANCE REPAIRER (RSH)	37.5	32,913	48,315	1,100	33,900	49,765	14	1,133	33,900	49,765	14	1,133	34,917	51,258	14	1,167			
OPERATOR AUTOMATED TYPEWRITER	35.0	30,426	44,843	901	31,338	46,188	16	928	31,338	46,188	16	928	32,278	47,574	16	956			
OPERATOR WORD PROCESSING EQUIPMENT	35.0	30,426	44,843	901	31,338	46,188	16	928	31,338	46,188	16	928	32,278	47,574	16	956			
PAINTER (RSH)	40.0	35,182	51,473	1,164	36,238	53,018	14	1,199	36,238	53,018	14	1,199	37,329	54,608	14	1,234			
PARKING ATTENDANT	37.5	32,365	48,341	1,229	33,336	49,791	13	1,266	33,336	49,791	13	1,266	34,336	51,285	13	1,304			
PASSPORT CLERK	40.0	31,529	45,212	912	32,475	46,569	15	940	32,475	46,569	15	940	33,449	47,966	15	968			
PAYROLL CLERK	35.0	28,465	42,513	878	29,319	43,788	16	904	29,319	43,788	16	904	30,199	45,102	16	931			
PAYROLL CLERK TYPIST (RSH)	37.5	30,850	44,355	900	31,775	45,686	15	927	31,775	45,686	15	927	32,729	47,057	15	955			
PAYROLL SUPERVISOR	35.0	35,900	51,169	1,019	36,977	52,724	15	1,050	36,977	52,724	15	1,050	38,086	54,306	15	1,081			
PAYROLL SUPERVISOR (RSH)	37.5	36,277	52,728	1,175	37,365	54,310	14	1,210	37,365	54,310	14	1,210	38,486	55,939	14	1,247			
PERSONNEL ASSISTANT (RSH)	37.5	36,073	52,492	1,173	37,156	54,066	14	1,208	37,156	54,066	14	1,208	38,270	55,688	14	1,244			
PERSONNEL CLERK TYPING (RSH)	37.5	31,205	46,700	1,192	32,141	48,100	13	1,228	32,141	48,100	13	1,228	33,105	49,544	13	1,264			
PHARMACIST'S AIDE (RSH)	37.5	30,062	44,912	1,061	30,963	46,260	14	1,093	30,963	46,260	14	1,093	31,892	47,647	14	1,125			
PHLEBOTOMIST (RSH)	37.5	25,099	44,334	1,749	25,852	45,664	11	1,801	25,852	45,664	11	1,801	26,628	47,034	11	1,855			
PHYSICAL THERAPY AIDE (RSH)	37.5	31,028	44,570	903	31,959	45,907	15	930	31,959	45,907	15	930	32,918	47,284	15	958			
PHYSICAL THERAPY ASSISTANT (RSH)	37.5	32,274	47,971	1,121	33,243	49,410	14	1,155	33,243	49,410	14	1,155	34,240	50,893	14	1,189			
PLANNING DRAFTSMAN	35.0	30,067	44,422	897	30,969	45,754	16	924	30,969	45,754	16	924	31,898	47,127	16	952			
PLUMBER/TEAMFITTER (RSH)	37.5	33,700	49,666	1,140	34,711	51,156	14	1,175	34,711	51,156	14	1,175	35,752	52,690	14	1,210			
POLICE SIGN TECH.	40.0	32,274	47,683	856	33,242	49,113	18	882	33,242	49,113	18	882	34,239	50,567	18	908			
PRINCIPAL ACCOUNT CLERK	35.0	31,314	47,592	1,085	32,254	49,020	15	1,118	32,254	49,020	15	1,118	33,221	50,490	15	1,151			
PRINCIPAL ACCOUNT CLERK	40.0	33,221	49,142	1,137	34,218	50,616	14	1,171	34,218	50,616	14	1,171	35,244	52,134	14	1,206			
PRINCIPAL ACCOUNT CLERK (RSH)	37.5	31,920	46,428	1,036	32,878	48,972	14	1,067	32,878	48,972	14	1,067	33,864	49,255	14	1,099			
PRINCIPAL ACCOUNT CLERK STENOGRAPHER	35.0	31,314	47,592	1,085	32,254	49,020	15	1,118	32,254	49,020	15	1,118	33,221	50,490	15	1,151			
PRINCIPAL ACCOUNT CLERK STENOGRAPHER (RSH)	37.5	30,850	46,276	1,187	31,775	47,664	13	1,222	31,775	47,664	13	1,222	32,729	49,094	13	1,259			
PRINCIPAL ACCOUNT CLERK TYPING	40.0	33,221	49,142	1,137	34,218	50,616	14	1,171	34,218	50,616	14	1,171	35,244	52,134	14	1,206			
PRINCIPAL ACCOUNT CLERK TYPING (RSH)	37.5	31,920	46,428	1,036	32,878	48,972	14	1,067	32,878	48,972	14	1,067	33,864	49,255	14	1,099			
PRINCIPAL ADMITTING CLERK TYPING (RSH)	37.5	30,850	46,276	1,187	31,775	47,664	13	1,222	31,775	47,664	13	1,222	32,729	49,094	13	1,259			
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	35.0	31,314	47,592	1,085	32,254	49,020	15	1,118	32,254	49,020	15	1,118	33,221	50,490	15	1,151			
PRINCIPAL BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	30,850	46,276	1,187	31,775	47,664	13	1,222	31,775	47,664	13	1,222	32,729	49,094	13	1,259			
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP.	35.0	31,314	47,592	1,085	32,254	49,020	15	1,118	32,254	49,020	15	1,118	33,221	50,490	15	1,151			
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP. (RSH)	37.5	30,850	46,276	1,187	31,775	47,664	13	1,222	31,775	47,664	13	1,222	32,729	49,094	13	1,259			
PRINCIPAL BUYER TYPING (RSH)	37.5	38,156	54,966	1,121	39,301	56,615	15	1,154	39,301	56,615	15	1,154	40,480	58,314	15	1,189			
PRINCIPAL CASHIER	35.0	36,123	53,990	1,191	37,206	55,610	15	1,227	37,206	55,610	15	1,227	38,322	57,278	15	1,264			
PRINCIPAL CHILDREN'S SUPERVISOR	40.0	35,973	52,118	1,153	37,052	53,682	14	1,188	37,052	53,682	14	1,188	38,164	55,292	14	1,223			
PRINCIPAL CLERK	35.0	30,604	46,748	1,076	31,522	48,150	15	1,109	31,522	48,150	15	1,109	32,468	49,595	15	1,142			
PRINCIPAL CLERK (RSH)	40.0	32,872	48,296	1,102	33,858	49,745	14	1,135	33,858	49,745	14	1,135	34,874	51,237	14	1,169			
PRINCIPAL CLERK BI-LINGUAL	35.0	30,604	46,748	1,076	31,522	48,150	15	1,109	31,522	48,150	15	1,109	32,468	49,595	15	1,142			
PRINCIPAL CLERK BI-LINGUAL (RSH)	40.0	32,872	48,296	1,102	33,858	49,745	14	1,135	33,858	49,745	14	1,135	34,874	51,237	14	1,169			
PRINCIPAL CLERK BOOKKEEPER	35.0	31,314	47,592	1,085	32,254	49,020	15	1,118	32,254	49,020	15	1,118	33,221	50,490	15	1,151			
PRINCIPAL CLERK BOOKKEEPER (RSH)	37.5	30,850	46,276	1,187	31,775	47,664	13	1,222	31,775	47,664	13	1,222	32,729	49,094	13	1,259			
PRINCIPAL CLERK STENOGRAPHER	40.0	33,221	49,142	1,137	34,218	50,616	14	1,171	34,218	50,616	14	1,171	35,244	52,134	14	1,206			
PRINCIPAL CLERK STENOGRAPHER (RSH)	37.5	31,920	46,428	1,036	32,878	48,972	14	1,067	32,878	48,972	14	1,067	33,864	49,255	14	1,099			
PRINCIPAL CLERK TRANSCRIBER	35.0	31,338	47,382	1,083	32,073	48,804	15	1,115	32,073	48,804	15	1,115	33,035	50,268	15	1,149			
PRINCIPAL CLERK TRANSCRIBER (RSH)	40.0	33,043	48,932	1,135	34,034	50,400	14	1,169	34,034	50,400	14	1,169	35,055	51,912	14	1,204			
PRINCIPAL CLERK TRANSCRIBER (RSH)	37.5	31,701	47,283	1,113	32,652	48,702	14	1,146	32,652	48,702	14	1,146	33,632	50,163	14	1,181			



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Title	Hrs.	1/1/2008		1/1/2009		1/1/2010		1/1/2011		1/1/2012		1/1/11	1/1/11	1/1/11	1/1/11	1/1/11	1/1/11	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max							
RECEPTIONIST, TYPING PRIOR 5/1/92	40.0	31,619	45,318	913	32,568	46,677	15	941	33,545	48,078	15	969	15	969	15	969	15	969
RECORDS RETRIEVAL OPERATOR	35.0	29,957	43,099	864	29,826	44,392	16	810	29,826	44,392	16	810	16	810	16	810	16	810
RECREATION AIDE (RSH)	37.5	31,028	44,570	903	31,959	45,907	15	930	32,918	47,284	15	958	15	958	15	958	15	958
RECREATION THERAPY AIDE (RSH)	37.5	31,028	44,570	903	31,959	45,907	15	930	32,918	47,284	15	958	15	958	15	958	15	958
RECYCLING PROGRAM AIDE	35.0	29,890	44,206	895	30,787	45,532	16	922	31,710	46,898	16	949	16	949	16	949	16	949
ROAD INSPECTOR	35.0	32,096	47,668	1,112	33,059	49,098	14	1,146	33,059	49,098	14	1,146	14	1,146	14	1,146	14	1,146
ROAD REPAIRER	40.0	33,577	49,438	933	34,585	50,921	17	961	35,622	52,571	17	990	17	990	17	990	17	990
SEAMSTRESS (RSH)	37.5	30,219	43,606	892	31,126	44,914	15	919	32,059	46,262	15	947	15	947	15	947	15	947
SEC. ASST. STENO. HIRED AFTER 01/01/78	35.0	34,675	55,470	1,155	35,715	57,134	18	1,190	36,787	58,848	18	1,226	18	1,226	18	1,226	18	1,226
SEC. ASST. STENO. HIRED PRIOR 01/01/78	35.0	36,664	60,215	1,197	39,824	62,021	18	1,233	39,824	62,021	18	1,270	18	1,270	18	1,270	18	1,270
SECRETARY ASSISTANT/ TRANSCRIBER	35.0	36,036	57,087	1,170	37,117	58,800	18	1,205	37,117	58,800	18	1,241	18	1,241	18	1,241	18	1,241
SECRETARY ASSISTANT (RSH) established 2003	37.5	35,715	57,134	1,190	36,786	58,848	18	1,226	36,786	58,848	18	1,262	18	1,262	18	1,262	18	1,262
SECRETARY ASSISTANT, HIRED AFTER 01/01/73	35.0	34,675	55,470	1,155	35,715	57,134	18	1,190	36,787	58,848	18	1,226	18	1,226	18	1,226	18	1,226
SECRETARY ASSISTANT, HIRED PRIOR 01/01/73	35.0	39,971	61,768	1,447	41,170	63,621	19	1,482	41,170	63,621	19	1,518	19	1,518	19	1,518	19	1,518
SECRETARY ASSISTANT, HIRED PRIOR 01/01/78 (OPER SVCS) estab 2001	35.0	41,010	62,842	1,449	42,240	64,727	19	1,484	42,240	64,727	19	1,520	19	1,520	19	1,520	19	1,520
SECURITY GUARD	40.0	31,529	45,212	912	32,475	46,569	15	940	33,419	47,563	15	968	15	968	15	968	15	968
SENIOR ACCOUNT CLERK	35.0	29,800	44,103	894	30,694	45,426	16	921	31,615	46,789	16	948	16	948	16	948	16	948
SENIOR ACCOUNT CLERK (RSH)	40.0	31,707	45,424	914	32,658	46,787	15	942	33,638	48,191	15	970	15	970	15	970	15	970
SENIOR ACCOUNT CLERK TYPING (RSH)	37.5	31,205	46,207	1,072	32,141	47,593	14	1,104	33,105	49,021	14	1,137	14	1,137	14	1,137	14	1,137
SENIOR ACCOUNT CLERK TYPING (RSH)	37.5	31,205	46,207	1,072	32,141	47,593	14	1,104	33,105	49,021	14	1,137	14	1,137	14	1,137	14	1,137
SENIOR ACCOUNT CLERK, STENOGRAPHER	35.0	29,800	44,103	894	30,694	45,426	16	921	31,615	46,789	16	948	16	948	16	948	16	948
SENIOR ACCOUNT CLERK, STENOGRAPHER	40.0	31,707	45,424	914	32,658	46,787	15	942	33,638	48,191	15	970	15	970	15	970	15	970
SENIOR ACCOUNT CLERK, TYPING	35.0	29,800	44,103	894	30,694	45,426	16	921	31,615	46,789	16	948	16	948	16	948	16	948
SENIOR ACCOUNT CLERK, TYPING	40.0	31,707	45,424	914	32,658	46,787	15	942	33,638	48,191	15	970	15	970	15	970	15	970
SENIOR ACCOUNTANT (RSH)	37.5	35,659	51,997	1,167	36,729	53,557	14	1,202	37,831	55,164	14	1,238	14	1,238	14	1,238	14	1,238
SENIOR ADMITTING CLERK (RSH)	37.5	31,205	46,700	1,192	32,141	48,100	13	1,228	32,141	48,100	13	1,264	13	1,264	13	1,264	13	1,264
SENIOR ADMITTING CLERK TYPING (RSH)	37.5	31,205	46,700	1,192	32,141	48,100	13	1,228	32,141	48,100	13	1,264	13	1,264	13	1,264	13	1,264
SENIOR BOOKKEEPING MACHINE OPERATOR	35.0	30,604	45,047	903	31,522	46,399	16	930	32,468	47,911	16	958	16	958	16	958	16	958
SENIOR BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	31,205	46,781	905	32,141	46,124	15	932	32,141	46,124	15	960	15	960	15	960	15	960
SENIOR BOOKKEEPING MACHINE OPERATOR TYPING	35.0	30,604	45,047	903	31,522	46,399	16	930	32,468	47,911	16	958	16	958	16	958	16	958
SENIOR BUILDING MAINTENANCE WORKER	40.0	34,571	48,585	934	35,608	50,042	15	962	36,677	51,544	15	991	15	991	15	991	15	991
SENIOR BUILDING MAINTENANCE WORKER (RSH)	40.0	31,520	46,065	1,039	32,465	47,447	14	1,070	33,439	48,870	14	1,102	14	1,102	14	1,102	14	1,102
SENIOR BUILDING MAINTENANCE WORKER (RSH)	40.0	29,812	44,324	1,037	30,707	45,654	14	1,068	31,628	47,023	14	1,100	14	1,100	14	1,100	14	1,100
SENIOR BUYERTYPING (RSH)	37.5	34,820	50,999	1,156	35,865	52,529	14	1,190	36,941	54,105	14	1,226	14	1,226	14	1,226	14	1,226
SENIOR CARPENTER	37.5	35,722	51,751	1,145	36,794	53,303	14	1,179	37,898	54,902	14	1,215	14	1,215	14	1,215	14	1,215
SENIOR CARPENTER	40.0	37,853	54,648	1,120	38,989	56,287	15	1,153	39,989	57,976	15	1,188	15	1,188	15	1,188	15	1,188
SENIOR CASHIER	40.0	40,236	57,077	1,233	41,443	58,789	15	1,269	42,666	60,553	15	1,305	15	1,305	15	1,305	15	1,305
SENIOR CHILDREN'S SUPERVISOR	35.0	33,986	51,449	1,164	35,006	52,993	15	1,199	36,066	54,982	15	1,235	15	1,235	15	1,235	15	1,235
SENIOR CHILDREN'S SUPERVISOR	40.0	33,832	48,720	992	34,847	50,181	15	1,022	34,847	50,181	15	1,053	15	1,053	15	1,053	15	1,053
SENIOR CITIZEN PROGRAM AIDE Part time	P.T.		19,02	None	19,59	None		None	19,59	None		None		None		None		None
SENIOR CLERK	35.0	30,530	44,854	895	31,446	46,200	16	922	32,468	47,911	16	950	16	950	16	950	16	950
SENIOR CLERK	40.0	32,537	46,278	916	33,513	47,666	15	944	34,519	49,086	15	972	15	972	15	972	15	972
SENIOR CLERK (RSH)	37.5	30,493	43,934	896	31,408	45,252	15	923	32,350	46,609	15	951	15	951	15	951	15	951
SENIOR CLERK BOOKKEEPER (RSH)	37.5	31,205	46,781	905	32,141	46,124	15	932	32,141	46,124	15	960	15	960	15	960	15	960
SENIOR CLERK STENOGRAPHER	35.0	30,604	45,047	903	31,522	46,399	16	930	32,468	47,911	16	958	16	958	16	958	16	958
SENIOR CLERK STENOGRAPHER	40.0	32,332	48,082	1,125	33,302	49,524	14	1,159	34,301	51,010	14	1,193	14	1,193	14	1,193	14	1,193
SENIOR CLERK STENOGRAPHER (RSH)	37.5	31,205	46,781	905	32,141	46,124	15	932	32,141	46,124	15	960	15	960	15	960	15	960
SENIOR CLERK TRANSCRIBER	35.0	31,529	45,968	902	32,475	47,347	16	930	33,449	48,767	16	957	16	957	16	957	16	957
SENIOR CLERK TRANSCRIBER (RSH)	40.0	32,441	46,278	922	33,414	47,666	15	950	34,417	49,056	15	979	15	979	15	979	15	979
SENIOR CLERK TRANSCRIBER B-I-LI. (PROS.)	37.5	35,183	48,806	908	36,239	50,270	15	935	36,239	50,270	15	964	15	964	15	964	15	964
SENIOR CLERK TYPIST	35.0	29,890	44,206	895	30,787	45,532	16	922	31,710	46,898	16	949	16	949	16	949	16	949
SENIOR CLERK TYPIST	40.0	32,748	46,469	915	33,731	47,863	15	942	33,731	47,863	15	970	15	970	15	970	15	970
SENIOR CLERK TYPIST (RSH)	37.5	30,493	43,934	896	31,408	45,252	15	923	32,350	46,609	15	951	15	951	15	951	15	951
SENIOR CLERK TYPIST (ADM ASST (SHERIFF))	35.0	34,453	51,332	1,055	35,468	52,872	16	1,087	35,468	52,872	16	1,119	16	1,119	16	1,119	16	1,119
SENIOR CLERK TYPIST / ELECTION CLERK (County's Clerk Office) 10/2001	35.0	31,205	46,781	905	32,141	46,124	15	932	32,141	46,124	15	960	15	960	15	960	15	960
SENIOR CLERK TYPIST / OFFICE MANAGER (Parks) established 2001	35.0	37,886	55,407	1,095	39,023	57,069	16	1,128	39,023	57,069	16	1,162	16	1,162	16	1,162	16	1,162
SENIOR CLERK TYPIST / RESERV. SPEC/ Parks) established Jan/2001	35.0	37,886	55,407	1,095	39,023	57,069	16	1,128	39,023	57,069	16	1,162	16	1,162	16	1,162	16	1,162
SENIOR COMMUNICATIONS TECHNICIAN	35.0	45,958	64,444	1,232	47,336	66,377	15	1,269	48,756	68,369	15	1,307	15	1,307	15	1,307	15	1,307



COUNTY OF UNION  
UNION COUNCIL NO.8  
2008-2011 SALARY RANGES

Title	Hrs.	1/1/2008		1/1/2008		1/1/09		1/1/09		1/1/10		1/1/10		1/1/11		1/1/11	
		Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max	Min	Max
SENIOR COMMUNITY SERVICE AIDE	35.0	33,523	48,477	1,068	34,528	49,931	14	1,100	34,528	49,931	14	1,100	35,564	51,429	14	1,133	
SENIOR COMPUTER OPERATOR	35.0	34,345	51,197	1,053	35,375	52,733	16	1,085	35,375	52,733	16	1,085	36,437	54,315	16	1,117	
SENIOR COOK	40.0	33,380	48,898	1,108	34,381	50,365	14	1,142	34,381	50,365	14	1,142	35,412	51,876	14	1,176	
SENIOR COOK (RSH)	37.5	29,875	43,572	978	30,771	44,879	14	1,008	30,771	44,879	14	1,008	31,694	46,226	14	1,038	
SENIOR COURT CLERK, PROBATE	35.0	34,876	51,829	1,080	35,923	53,384	16	1,091	35,923	53,384	16	1,091	37,000	54,985	16	1,124	
SENIOR CUSTOMER SERVICE REPRESENTATIVE (est. 8/04)	35.0	32,827	44,570	783	33,812	45,907	15	806	33,812	45,907	15	806	34,826	47,284	15	831	
SENIOR DATA CONTROL CLERK	35.0	29,623	43,950	892	30,512	45,207	16	918	30,512	45,207	16	918	31,427	46,563	16	946	
SENIOR DATA ENTRY MACHINE OPERATOR	35.0	29,800	44,103	894	30,694	45,426	16	921	30,694	45,426	16	921	31,615	46,789	16	948	
SENIOR DATA ENTRY MACHINE OPERATOR (RSH)	37.5	33,816	48,833	1,001	34,830	50,298	15	1,031	34,830	50,298	15	1,031	35,675	51,807	15	1,062	
SENIOR DOCKET CLERK	35.0	30,504	46,748	1,076	31,522	48,150	15	1,109	31,522	48,150	15	1,109	32,468	49,595	15	1,142	
SENIOR DOCKET CLERK, TYPING	40.0	32,506	48,302	1,128	33,481	49,751	14	1,162	33,481	49,751	14	1,162	34,486	51,243	14	1,197	
SENIOR DOCKET CLERK, TYPING	35.0	30,604	46,748	1,076	31,522	48,150	15	1,109	31,522	48,150	15	1,109	32,468	49,595	15	1,142	
SENIOR DOCKET CLERK, TYPING	40.0	32,506	48,302	1,128	33,481	49,751	14	1,162	33,481	49,751	14	1,162	34,486	51,243	14	1,197	
SENIOR DRAFTING TECHNICIAN	35.0	34,148	48,183	936	35,173	49,628	15	964	35,173	49,628	15	964	36,228	51,117	15	993	
SENIOR DRIVER	40.0	26,429	43,534	1,006	27,222	44,840	17	1,036	27,222	44,840	17	1,036	28,038	46,185	17	1,067	
SENIOR ELECTRICIAN	40.0	39,635	56,771	1,142	40,824	58,474	15	1,177	40,824	58,474	15	1,177	42,049	60,229	15	1,212	
SENIOR ELECTRICIAN (RSH)	37.5	37,090	53,275	1,079	38,203	54,874	15	1,111	38,203	54,874	15	1,111	39,349	56,520	15	1,145	
SENIOR ENGINEERING AIDE	35.0	33,610	47,551	929	34,619	48,977	15	957	34,619	48,977	15	957	35,657	50,446	15	986	
SENIOR FOOD SERVICE WORKER (RSH)	37.5	28,908	41,554	843	29,775	42,801	15	868	29,775	42,801	15	868	30,669	44,085	15	894	
SENIOR HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	35,925	52,229	1,165	37,002	53,796	14	1,200	37,002	53,796	14	1,200	38,113	55,410	14	1,236	
SENIOR HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	37.5	32,456	47,798	1,096	33,429	49,232	14	1,129	33,429	49,232	14	1,129	34,432	50,709	14	1,163	
SENIOR INDEX CLERK	35.0	30,067	44,422	897	30,969	45,754	16	924	30,969	45,754	16	924	31,898	47,127	16	952	
SENIOR INDEX CLERK	40.0	31,974	45,740	918	32,933	47,113	15	945	32,933	47,113	15	945	33,921	48,526	15	974	
SENIOR INDEX CLERK, TYPING	35.0	30,067	44,422	897	30,969	45,754	16	924	30,969	45,754	16	924	31,898	47,127	16	952	
SENIOR INDEX CLERK, TYPING	40.0	31,974	45,740	918	32,933	47,113	15	945	32,933	47,113	15	945	33,921	48,526	15	974	
SENIOR INSPECTOR MOSQUITO EXTERMINATION	35.0	37,024	53,506	1,177	38,134	55,111	14	1,213	38,134	55,111	14	1,213	39,279	56,764	14	1,249	
SENIOR INSPECTOR, CONSUMER PROTECTION	37.5	29,320	42,440	882	29,180	43,713	16	908	29,180	43,713	16	908	30,055	45,025	16	936	
SENIOR INVESTIGATOR, COUNTY ADJUSTER	35.0	32,327	46,797	1,098	33,297	50,261	15	1,131	33,297	50,261	15	1,131	34,295	51,769	15	1,165	
SENIOR INVESTIGATOR, COUNTY MEDICAL EXAMINER	35.0	37,637	57,082	1,215	38,766	58,795	16	1,252	38,766	58,795	16	1,252	39,929	60,568	16	1,289	
SENIOR JUVENILE DETENTION OFFICER	40.0	36,160	52,637	1,177	37,245	54,216	14	1,212	37,245	54,216	14	1,212	38,362	55,843	14	1,249	
SENIOR LAUNDRY WORKER (RSH)	37.5	31,241	49,181	1,495	32,178	50,656	12	1,540	32,178	50,656	12	1,540	33,144	52,178	12	1,586	
SENIOR LEGAL STENOGRAPHER	35.0	31,314	47,592	1,085	32,254	49,020	15	1,118	32,254	49,020	15	1,118	33,221	50,490	15	1,151	
SENIOR LIBRARY ASSISTANT TYPING (RSH)	37.5	30,867	46,264	1,184	31,793	47,651	13	1,220	31,793	47,651	13	1,220	32,746	49,081	13	1,257	
SENIOR MAIL CLERK	40.0	32,435	46,290	924	33,408	47,679	15	951	33,408	47,679	15	951	34,410	49,109	15	980	
SENIOR MAINTENANCE REPAIRER	40.0	37,853	54,648	1,120	38,989	56,287	15	1,153	38,989	56,287	15	1,153	40,158	57,976	15	1,188	
SENIOR MAINTENANCE REPAIRER (RSH)	37.5	32,985	48,819	1,131	33,974	50,284	14	1,165	33,974	50,284	14	1,165	34,994	51,792	14	1,200	
SENIOR MAINTENANCE REPAIRER CARPENTER	35.0	36,722	52,745	1,068	37,823	54,327	15	1,100	37,823	54,327	15	1,100	38,958	55,957	15	1,133	
SENIOR MAINTENANCE REPAIRER CARPENTER	40.0	37,853	54,648	1,120	38,989	56,287	15	1,153	38,989	56,287	15	1,153	40,158	57,976	15	1,188	
SENIOR MAINTENANCE REPAIRER CARPENTER (RSH)	37.5	32,985	48,819	1,131	33,974	50,284	14	1,165	33,974	50,284	14	1,165	34,994	51,792	14	1,200	
SENIOR MAINTENANCE REPAIRER PAINTER (RSH)	37.5	32,985	48,819	1,131	33,974	50,284	14	1,165	33,974	50,284	14	1,165	34,994	51,792	14	1,200	
SENIOR MASON (established 12/01)	40.0	37,853	54,648	1,120	38,989	56,287	15	1,153	38,989	56,287	15	1,153	40,158	57,976	15	1,188	
SENIOR MEAT CUTTER (RSH)	37.5	30,039	44,819	1,056	30,940	46,164	14	1,087	30,940	46,164	14	1,087	31,868	47,549	14	1,120	
SENIOR MECHANIC	40.0	36,960	55,531	1,032	38,069	57,197	18	1,063	38,069	57,197	18	1,063	39,211	58,913	18	1,095	
SENIOR MECHANIC (CDL)	40.0	38,557	57,434	1,049	39,714	59,157	18	1,080	39,714	59,157	18	1,080	40,905	60,931	18	1,113	
SENIOR MECHANIC (RSH)	37.5	32,985	48,819	1,131	33,974	50,284	14	1,165	33,974	50,284	14	1,165	34,994	51,792	14	1,200	
SENIOR MEDICAL RECORDS CLERK (RSH)	37.5	31,205	46,700	1,132	32,141	48,100	13	1,228	32,141	48,100	13	1,228	33,105	49,544	13	1,264	
SENIOR MEDICAL STENOGRAPHER (RSH)	37.5	31,205	46,700	1,132	32,141	48,100	13	1,228	32,141	48,100	13	1,228	33,105	49,544	13	1,264	
SENIOR MEDICAL TRANSCRIBER	35.0	31,982	46,699	920	32,942	48,100	16	947	32,942	48,100	16	947	33,930	49,544	16	976	
SENIOR MESSENGER (est. Feb 05)	40.0	34,452	51,332	1,055	35,466	52,872	16	1,087	35,466	52,872	16	1,087	36,550	54,548	16	1,119	
SENIOR MICROFILM OPERATOR	35.0	30,959	45,476	907	31,888	46,841	16	935	31,888	46,841	16	935	32,844	48,246	16	963	
SENIOR MICROFILM OPERATOR, TYPING	37.5	33,068	46,798	915	34,060	48,202	16	943	34,060	48,202	16	943	35,081	49,648	16	971	
SENIOR OCCUPATIONAL THERAPY AIDE (RSH)	35.0	30,959	45,476	907	31,888	46,841	16	935	31,888	46,841	16	935	32,844	48,246	16	963	
SENIOR OFFICE APPLIANCE OPERATOR	35.0	30,959	45,476	907	31,888	46,841	16	935	31,888	46,841	16	935	32,844	48,246	16	963	
SENIOR OFFSET MACHINE OPERATOR	35.0	31,160	45,718	910	32,095	47,090	16	937	32,095	47,090	16	937	33,058	48,503	16	965	
SENIOR OFFSET MACHINE OPERATOR	35.0	31,138	45,690	909	32,073	47,060	16	937	32,073	47,060	16	937	33,035	48,472	16	965	
SENIOR OPERATOR AUTOMATED TYPEWRITER	40.0	37,853	54,648	1,120	38,989	56,287	15	1,153	38,989	56,287	15	1,153	40,158	57,976	15	1,188	
SENIOR PAINTER	37.5	33,795	49,782	1,142	34,809	51,275	14	1,176	34,809	51,275	14	1,176	35,853	52,813	14	1,211	
SENIOR PAINTER (RSH)	40.0	37,130	54,693	1,142	38,134	55,111	14	1,176	38,134	55,111	14	1,176	39,279	56,764	14	1,211	
SENIOR PAINTER (RSH)	40.0	37,130	54,693	1,142	38,134	55,111	14	1,176	38,134	55,111	14	1,176	39,279	56,764	14	1,211	
SENIOR PARKING ATTENDANT	40.0	33,934	49,073	884	34,952	49,515	16	910	34,952	49,515	16	910	36,000	51,001	16		

COUNTY OF UNION  
UNION COUNCIL NO.8  
2008-2011 SALARY RANGES

Title	1/1/2008		1/1/2008		1/1/2008		1/1/2009		1/1/2009		1/1/2010		1/1/2010		1/1/2011		1/1/2011	
	Hrs.	Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt	Min	Max	Incmt	Min	Max
SENIOR PAYROLL CLERK	35.0	30,759	46,087	1,179	31,682	47,469	13	1,214	31,682	47,469	13	1,214	32,632	48,894	13	1,251	32,632	48,894
SENIOR PAYROLL CLERK (RSH)	37.5	31,920	47,546	1,116	32,878	48,972	14	1,150	32,878	48,972	14	1,150	33,864	50,442	14	1,184	33,864	50,442
SENIOR PHARMACIST'S AIDE (RSH)	37.5	31,920	45,628	914	32,878	46,997	15	941	32,878	46,997	15	941	33,864	48,407	15	970	33,864	48,407
SENIOR PHARMACIST'S AIDE TYPIST (RSH)	37.5	31,920	45,628	914	32,878	46,997	15	941	32,878	46,997	15	941	33,864	48,407	15	970	33,864	48,407
SENIOR PHYSICAL THERAPY AIDE (RSH)	37.5	33,068	46,798	915	34,060	48,202	15	943	34,060	48,202	15	943	35,081	49,648	15	971	35,081	49,648
SENIOR PLANNING AIDE	35.0	31,871	47,881	1,067	32,827	49,317	15	1,099	32,827	49,317	15	1,099	33,812	50,796	15	1,132	33,812	50,796
SENIOR PLANNING DRAFTSMAN	35.0	31,850	46,538	918	32,806	47,934	16	946	32,806	47,934	16	946	33,790	49,372	16	974	33,790	49,372
SENIOR PLUMBER STEAMFITTER (RSH)	37.5	34,637	50,778	1,153	35,678	52,301	14	1,188	35,678	52,301	14	1,188	36,746	53,870	14	1,223	36,746	53,870
SENIOR POLICE RECORDS CLERK	35.0	35,457	52,570	1,066	36,520	54,096	16	1,098	36,520	54,096	16	1,098	37,616	55,719	16	1,131	37,616	55,719
SENIOR PROBATE CLERK	35.0	36,022	53,086	1,066	37,103	54,678	16	1,098	37,103	54,678	16	1,098	38,216	56,319	16	1,131	38,216	56,319
SENIOR PUBLIC SAFETY TELECOMMUNICATOR	40.0	33,200	47,583	899	34,196	49,011	16	926	34,196	49,011	16	926	35,222	50,481	16	954	35,222	50,481
SENIOR PURCHASING ASSISTANT	35.0	33,210	48,155	879	34,206	49,600	17	906	34,206	49,600	17	906	35,233	51,088	17	933	35,233	51,088
SENIOR PURCHASING ASSISTANT STENOGRAPHER	35.0	33,210	48,155	879	34,206	49,600	17	906	34,206	49,600	17	906	35,233	51,088	17	933	35,233	51,088
SENIOR PURCHASING ASSISTANT TYPING	35.0	33,210	48,155	879	34,206	49,600	17	906	34,206	49,600	17	906	35,233	51,088	17	933	35,233	51,088
SENIOR RECEPTIONIST TRANSCRIBER	35.0	31,871	47,881	1,067	32,827	49,317	15	1,099	32,827	49,317	15	1,099	33,812	50,796	15	1,132	33,812	50,796
SENIOR RECEPTIONIST TYPING	35.0	30,604	46,747	1,076	31,522	48,150	15	1,108	31,522	48,150	15	1,108	32,488	49,594	15	1,142	32,488	49,594
SENIOR RECORDS RETRIEVAL OPERATOR (Established 2/02) Co. Clerk's	35.0	31,707	45,424	914	32,658	46,786	15	942	32,658	46,786	15	942	33,638	48,190	15	970	33,638	48,190
SENIOR RECREATION THERAPY AIDE (RSH)	37.5	31,920	45,628	914	32,878	46,997	15	941	32,878	46,997	15	941	33,864	48,407	15	970	33,864	48,407
SENIOR ROAD REPAIRER (est Apr 05)	40.0	36,225	51,910	1,046	37,312	53,467	15	1,077	37,312	53,467	15	1,077	38,431	55,071	15	1,109	38,431	55,071
SENIOR SECURITY GUARD	40.0	31,885	45,879	933	32,842	47,255	15	961	32,842	47,255	15	961	33,827	48,873	15	991	33,827	48,873
SENIOR STOCK CLERK (RSH)	37.5	31,383	45,764	1,027	32,325	47,137	14	1,148	32,325	47,137	14	1,148	41,462	59,195	14	1,182	41,462	59,195
SENIOR STOREKEEPER (RSH)	37.5	39,082	55,797	1,114	40,254	57,471	15	1,148	40,254	57,471	15	1,148	41,462	59,195	15	1,182	41,462	59,195
SENIOR TELEPHONE OPERATOR	35.0	31,775	46,189	901	32,728	47,575	16	928	32,728	47,575	16	928	33,710	49,002	16	956	33,710	49,002
SENIOR TELEPHONE OPERATOR (RSH)	37.5	35,216	48,806	906	36,272	50,270	15	933	36,272	50,270	15	933	37,360	51,779	15	961	37,360	51,779
SENIOR TELEPHONE OPERATOR RECEPTIONIST (RSH)	37.5	35,216	48,806	906	36,272	50,270	15	933	36,272	50,270	15	933	37,360	51,779	15	961	37,360	51,779
SENIOR TRAFFIC ANALYST	40.0	37,229	53,524	959	38,346	55,130	17	987	38,346	55,130	17	987	39,496	56,784	17	1,017	39,496	56,784
SENIOR TRAFFIC MAINTENANCE WORKER	40.0	36,717	55,122	1,150	37,819	56,775	16	1,185	37,819	56,775	16	1,185	38,953	58,479	16	1,220	38,953	58,479
SENIOR WELDER	40.0	37,503	54,712	1,229	38,628	56,353	14	1,266	38,628	56,353	14	1,266	39,787	58,044	14	1,304	39,787	58,044
SENIOR X-RAY TECHNICIAN (RSH)	37.5	33,342	49,244	1,136	34,343	50,722	14	1,170	34,343	50,722	14	1,170	35,373	52,243	14	1,205	35,373	52,243
SEWER EQUIPMENT OPERATOR	40.0	33,577	51,649	1,129	34,585	53,199	16	1,163	34,585	53,199	16	1,163	35,622	54,795	16	1,198	35,622	54,795
SIGN DESIGNER, PROC.&LETTERER	40.0	37,476	54,202	1,195	38,600	55,828	14	1,231	38,600	55,828	14	1,231	39,758	57,503	14	1,267	39,758	57,503
SIGN MAKER (WOOD AND METAL)	40.0	35,002	51,261	1,161	36,052	52,799	14	1,196	36,052	52,799	14	1,196	37,134	54,383	14	1,232	37,134	54,383
SIGN MAKER 2	40.0	37,924	55,740	1,188	39,062	57,413	15	1,223	39,062	57,413	15	1,223	40,233	59,135	15	1,260	40,233	59,135
SIGN MAKER 3	40.0	38,710	57,090	1,081	39,871	58,803	17	1,114	39,871	58,803	17	1,114	41,067	60,567	17	1,147	41,067	60,567
SIGN MAKER 4	40.0	43,081	60,029	1,211	44,374	61,830	14	1,247	44,374	61,830	14	1,247	45,705	63,685	14	1,284	45,705	63,685
SIGN PAINTER	40.0	35,002	51,261	1,161	36,052	52,799	14	1,196	36,052	52,799	14	1,196	37,134	54,383	14	1,232	37,134	54,383
SOCIAL SERVICE ASSISTANT established 2001	35.0	30,604	46,748	1,076	31,522	48,150	15	1,109	31,522	48,150	15	1,109	32,488	49,594	15	1,142	32,488	49,594
STOCK CLERK	35.0	29,958	43,297	889	30,856	44,596	15	916	30,856	44,596	15	916	31,782	45,934	15	943	31,782	45,934
STOCK CLERK (RSH)	40.0	32,387	49,417	1,135	33,358	50,900	15	1,169	33,358	50,900	15	1,169	34,359	52,427	15	1,205	34,359	52,427
STOCK CLERK/ASST STOREKEEPER (est 2005)	37.5	32,098	46,357	951	33,061	47,748	15	979	33,061	47,748	15	979	34,052	49,181	15	1,009	34,052	49,181
STOCK HANDLER	37.5	34,163	52,045	1,376	35,187	53,606	13	1,417	35,187	53,606	13	1,417	36,243	55,214	13	1,455	36,243	55,214
STOCK HANDLER (RSH)	35.0	28,671	41,678	929	29,531	42,927	14	957	29,531	42,927	14	957	30,471	44,215	14	986	30,471	44,215
STOCK HANDLER (RSH)	40.0	33,043	47,012	931	34,034	48,422	15	959	34,034	48,422	15	959	35,055	49,875	15	988	35,055	49,875
STOCK HANDLER (RSH)	37.5	30,198	43,682	899	31,104	44,993	15	926	31,104	44,993	15	926	32,073	46,342	15	954	32,073	46,342
STOCK HANDLER/LABORER (RSH)	37.5	32,324	46,133	921	33,294	47,516	15	948	33,294	47,516	15	948	34,293	48,942	15	977	34,293	48,942
STOREKEEPER (RSH)	37.5	34,948	54,272	1,610	35,997	55,900	12	1,659	35,997	55,900	12	1,659	37,077	57,577	12	1,708	37,077	57,577
SUPERVISING ACCOUNT CLERK	35.0	32,739	49,288	1,103	33,721	50,766	15	1,136	33,721	50,766	15	1,136	34,733	52,289	15	1,170	34,733	52,289
SUPERVISING ACCOUNT CLERK	40.0	34,949	50,901	1,139	35,998	52,428	14	1,174	35,998	52,428	14	1,174	37,078	54,001	14	1,209	37,078	54,001
SUPERVISING ACCOUNT CLERK (RSH)	37.5	34,122	50,157	1,069	35,146	51,662	15	1,101	35,146	51,662	15	1,101	36,200	53,212	15	1,134	36,200	53,212
SUPERVISING CLERK	40.0	34,643	50,841	1,157	35,683	52,366	14	1,192	35,683	52,366	14	1,192	36,753	53,937	14	1,227	36,753	53,937
SUPERVISING CLERK (COUNTY CLERK)	35.0	32,739	49,288	1,103	33,721	50,766	15	1,136	33,721	50,766	15	1,136	34,733	52,289	15	1,170	34,733	52,289
SUPERVISING CLERK (RSH)	37.5	32,314	48,019	1,122	33,283	49,460	14	1,155	33,283	49,460	14	1,155	34,282	50,944	14	1,190	34,282	50,944
SUPERVISING CLERK STENO	35.0	33,448	50,132	1,112	34,452	51,636	15	1,146	34,452	51,636	15	1,146	35,485	53,185	15	1,180	35,485	53,185
SUPERVISING CLERK TRANSCRIBER	35.0	33,148	49,710	1,104	34,142	51,201	15	1,137	34,142	51,201	15	1,137	35,166	52,737	15	1,171	35,166	52,737
SUPERVISING CLERK TYPIST	35.0	32,739	49,288	1,103	33,721	50,766	15	1,136	33,721	50,766	15	1,136	34,733	52,289				



## LPN STEPS

12/22/2008

YEARS EXPERIENCE	MONTHS EXPERIENCE	1/1/2008	1/1/2009	1/1/2010	1/1/2011
-----					
1 (NEW 01/01/98)	1-23	36,151	37,236	37,236	38,353
2 (NEW 01/01/98)	24-35	38,134	39,278	39,278	40,456
3 (NEW 01/01/98)	36-47	40,052	41,254	41,254	42,492
3A BEFORE 1998	36-47	42,096	43,359	43,359	44,660
4-07	48-95	43,890	45,207	45,207	46,563
8-11	96-143	45,776	47,149	47,149	48,563
12-14	144-179	47,465	48,889	48,889	50,356
15-19	180-239	49,256	50,734	50,734	52,256
20-24	240-299	50,129	51,633	51,633	53,182
25-26	300-323	51,043	52,574	52,574	54,151
27-29	324-359	52,211	53,777	53,777	55,390
30 +	360+	55,790	57,464	57,464	59,188
SENIOR LPN DIFF.		1,071	1,071	1,071	1,071
3A BEFORE 1998	36-47	43,167	44,430	44,430	45,731
4-07	48-95	44,961	46,278	46,278	47,634
8-11	96-143	46,847	48,220	48,220	49,634
12-14	144-179	48,536	49,960	49,960	51,427
15-19	180-239	50,327	51,805	51,805	53,327
20-24	240-299	51,200	52,704	52,704	54,253
25-26	300-323	52,114	53,645	53,645	55,222
27-29	324-359	53,282	54,848	54,848	56,461
30 +	360+	56,861	58,535	58,535	60,259



COUNTY OF UNION  
UNION COUNCIL NO. 8  
EXHIBIT \*E\*

JOB CLASSIFICATION	SHIFT	HOURS PER WEEK	SHIFT DIFFERENTIAL (PER SHIFT & YEAR)				SHIFT DIFFERENTIAL (PER HOUR & YEAR)			
			1/1/08	1/1/09	1/1/10	1/1/11	1/1/08	1/1/09	1/1/10	1/1/11
			0%	3.00%	0%	3.00%	1/1/08	1/1/09	1/1/10	1/1/11
BRIDGE OPERATOR	3 - 11PM	40.0	4.08	4.20	4.20	4.33	0.51	0.53	0.53	0.54
BRIDGE OPERATOR	11PM - 7AM	40.0	4.08	4.20	4.20	4.33	0.51	0.53	0.53	0.54
BUILDING MAINTENANCE WORKER (RSH)	3 - 11PM	40.0	3.88	4.00	4.00	4.12	0.48	0.50	0.50	0.52
BUILDING MAINTENANCE WORKER (RSH)	11PM - 7AM	40.0	3.88	4.00	4.00	4.12	0.48	0.50	0.50	0.52
BUILDING MAINTENANCE WORKER (RSH)	Weekends	40.0	4.47	4.60	4.60	4.74	0.56	0.58	0.58	0.59
LAUNDRY WORKER (RSH)	3 - 11PM	37.5	3.64	3.75	3.75	3.86	0.49	0.50	0.50	0.52
LAUNDRY WORKER (RSH)	11PM - 7AM	37.5	3.64	3.75	3.75	3.86	0.49	0.50	0.50	0.52
LAUNDRY WORKER (RSH)	Weekends	37.5	4.19	4.32	4.32	4.45	0.56	0.58	0.58	0.59
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	3 - 11PM	37.5	4.12	4.24	4.24	4.37	0.55	0.57	0.57	0.58
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	11PM - 7AM	37.5	3.88	4.00	4.00	4.12	0.52	0.53	0.53	0.55
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	Weekends	37.5	4.20	4.33	4.33	4.46	0.56	0.58	0.58	0.59
DIETARY WORKERS (RSH)	Weekends	37.5	4.19	4.32	4.32	4.45	0.56	0.58	0.58	0.59
BUILDING SERVICE WORKER	4PM - 12Midnight	40.0	3.93	4.05	4.05	4.17	0.49	0.51	0.51	0.52
CLERK (DIV OF CORRECTIONAL SERVICES)	3 - 11PM	40.0	4.29	4.42	4.42	4.55	0.54	0.55	0.55	0.57
CLERK (DIV OF CORRECTIONAL SERVICES)	11PM - 7AM	40.0	4.29	4.42	4.42	4.55	0.54	0.55	0.55	0.57
CLERK (DIV OF CORRECTIONAL SERVICES)	Weekends	40.0	4.47	4.60	4.60	4.74	0.56	0.58	0.58	0.59
JUVENILE DETENTION OFFICER & SR JUVENILE DETENTION OFFICER	3 - 11PM	40.0	5.61	5.78	5.78	5.95	0.70	0.72	0.72	0.74
JUVENILE DETENTION OFFICER & SR JUVENILE DETENTION OFFICER	11PM - 7AM	40.0	5.24	5.40	5.40	5.56	0.65	0.67	0.67	0.70
JUVENILE DETENTION OFFICER & SR JUVENILE DETENTION OFFICER	Weekends	40.0	4.47	4.60	4.60	4.74	0.56	0.58	0.58	0.59
CHILDREN'S SHELTER	3 - 11PM	40.0	5.72	5.91	5.91	6.09	0.71	0.74	0.74	0.76
CHILDREN'S SHELTER	11PM - 7AM	40.0	5.72	5.91	5.91	6.09	0.71	0.74	0.74	0.76
CHILDREN'S SHELTER	Weekends	40.0	4.47	4.62	4.62	4.76	0.56	0.58	0.58	0.59
SECURITY GUARDS	4PM - 12Midnight	40.0	4.27	4.40	4.40	4.53	0.53	0.55	0.55	0.57
SECURITY GUARDS	12Midnight - 8AM	40.0	4.27	4.40	4.40	4.53	0.53	0.55	0.55	0.57
SECURITY GUARDS	Weekends	40.0	4.47	4.60	4.60	4.74	0.56	0.58	0.58	0.59
LPNS & SENIOR LPNS	3PM - 11:15PM	37.5	21.94	22.60	22.60	23.28	2.93	3.01	3.01	3.10
LPNS & SENIOR LPNS	11PM - 7:15AM	37.5	16.34	16.83	16.83	17.33	2.18	2.24	2.24	2.31
LPNS & SENIOR LPNS	Weekends	37.5	27.51	28.34	28.34	29.19	3.67	3.78	3.78	3.89

## EXHIBIT F

### EMERGENCY CLOSING POLICY

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

4/11/2001

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

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

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

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

#### 24 HOUR FACILITIES:

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

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

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

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

NON 24 HOUR FACILITIES

- Employees who report and are required to work shall receive compensatory time for time actually worked.
- Employees who report to work and are subsequently sent home should not receive any credit for additional time off.
- Employees who do not report to work due to the emergency shall have no charge to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.

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

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

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

## EXHIBIT G

### JDO ACADEMY CLOTHING ALLOWANCE

#### Required Equipment for COTA [Sea Girl]

2 pair Trousers [Uniform of the Day]: Dickies Traditional Work Pants Lot #874H	\$45.00
Black Plain Toed Shoes	Annual Reimbursement
Athletic Shoes	\$75.00
Sufficient Underwear and handkerchiefs For 5 nights	Personal Items
Dress Socks [black]	Personal Items
Athletic Socks [white]	Personal Items
Cotton Sweat Suit [Stenciling Required]	\$35.00
Crew Neck Tee Shirts [Stenciling Required]	\$30.00
Mouth Piece	\$10.00
Gym Shorts [stenciling required]	\$30.00
Athletic Supporter [Male]	Personal Items
Athletic Bra [Female]	Personal Items
Black Leather Belt, silver buckle	\$25.00
White Sheets [2]	Personal Items
Blankets [white]	Personal Items
Pillow	Personal Item
Pillow Cases	Personal Items
Towels [bath and hand]	Personal Items
Laundry bag	\$10.00
Pajamas	Personal Items
Shoe Polish & Brush	\$10.00
Flashlights, Hangars, Water Bottle, Shower Slippers	\$25.00
Personal Hygiene Items	Personal Items
Est Total Out of Pocket:	\$300.00 - \$350.00

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

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

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

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

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

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

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

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

NO DEFICIENCY OF FUNDS REQUIRED

11/3/99 12/9/99

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

APPROVED AS TO FORM

C.U.  
COUNTY ATTORNEY

I hereby certify the above to be a true copy of a resolution adopted by the Board of Chosen Freeholders of the County of Union on the date mentioned.

*[Signature]*

# AGREEMENT

THIS AGREEMENT made this \_\_\_ day of \_\_\_\_\_, 2008, by and between the County of Union (herein the "County") and \_\_\_\_\_, (herein the "Employee"), with the approval and consent of Union Council No. 8 (hereinafter "Co8")

Insert Name of Individual Employee

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

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

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

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

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

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

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

**WITNESSETH:**

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

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

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

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



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

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

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

[REMAINDER OF PAGE LEFT INTENTIONALLY BLANK]

WHEREFORE THE PARTIES HERETO SET THEIR HANDS THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2008.

COUNTY OF UNION

By: \_\_\_\_\_  
George W. Devanney  
County Manager

\_\_\_\_\_  
ATTEST

**Council No. 8**

By: \_\_\_\_\_  
Ed Lozinski  
President

\_\_\_\_\_  
ATTEST

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_, Employee  
Print Name

\_\_\_\_\_  
ATTEST