

AGREEMENT

Between

THE COUNTY OF CUMBERLAND, NEW JERSEY

And

LOCAL 2327, UNITED AUTO WORKERS OF AMERICA

JANUARY 1, 2002 THROUGH DECEMBER 31, 2005

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ARTICLE 1

PREAMBLE

This agreement entered into by the County of Cumberland, New Jersey, hereinafter referred to as the "Employer" and Local 2327, United Auto Workers of America, 155 North Delsea Drive, Vineland, New Jersey, 08360, hereinafter referred to as the "Union", has as its purpose the harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other conditions of employment.

ARTICLE 2

RECOGNITION

The employer recognizes the Union as the designated representative for the purpose of collective negotiations according to law for all full-time and regularly scheduled or permanent part-time employees as per Appendix "A" attached. Also, all new titles which are appropriate to this designated representation, will be included under this contract as they are established by the Employer. Excluded are all other employees including casual or seasonal employees, managerial and/or supervisory employees and confidential employees.

ARTICLE 3

MANAGEMENT RIGHTS

All of the authority, rights and responsibilities possessed by the County are retained by it. Management reserves all rights subject to specific limitations of this Agreement it had prior to this Agreement, including but not limited to the right of the County to determine the standards of service to be offered by its employees; determine the standards of selection of employment; direct its employees; take disciplinary action for just cause; relieve its employees from duty because of lack of work or for any other legitimate reason; maintain the efficiency of its operations, determine the amount of overtime to be worked; determine the methods, means and personnel by which its operations are to be conducted; determine the content of work assignments; schedule the hours; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

ARTICLE 4

MAINTENANCE OF STANDARDS

With respect to matters not covered by this Agreement, the County will not seek to diminish or impair during the term of this Agreement, any benefit or privilege provided by law, rule or regulation for employees without negotiations with the Union; provided, however, that this Agreement shall be construed consistent with the free exercise of rights reserved to the County by the Management Rights clause of this Agreement.

Employees shall retain all civil rights under the New Jersey State and Federal Law.

ARTICLE 5

EXISTING LAW

All rights, privileges, prerogatives, duties and obligations of parties contained in the N.J. State Constitution, Title II, Civil Service, of the Revised Statutes of N.J., in its present or amended form, shall be contained during the life of this Agreement.

In the event any portion of this Agreement shall be in conflict with or contravene said Constitution, the Revised Statutes of any other law of the State of New Jersey, or United States, that portion shall be null and void, and the remainder of this Agreement shall remain in full force and effect.

ARTICLE 6

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all negotiable or bargainable 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 of contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 7

HEALTH AND SAFETY

The County shall endeavor to provide conditions of work which are both safe and healthy in conformity with all federal, state and local laws. To that end, a Safety and Health Committee composed of three representatives each from Management and the Union shall be created which shall meet bi-monthly for purposed of reviewing health and safety conditions and making recommendations for their improvement. Such committee shall be responsible for creation of subcommittees to deal with particular problems.

If the County is aware of abnormally dangerous safety or health hazards not known to employees the employees involved shall be told of such hazards, the symptoms of possible exposure, necessary medical tests or treatment and what suggested precautionary steps, if any, should be taken. No employees are expected to perform work which exposes them to abnormally dangerous safety or health hazards.

The County will provide any necessary material, clothing and equipment to do the job safely.

ARTICLE 8

BULLETIN BOARDS

Bulletin Boards will be made available by the Employer at various locations in the Court House and other permanent work locations for the use of the Union for the purpose of posting Union announcements. Political or derogatory material shall not be posted.

ARTICLE 9

NON-DISCRIMINATION

The Employer and the Union agree that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, marital status, political affiliation, Union membership or Union activities.

ARTICLE 10

NO-STRIKE PLEDGE

A. The Union covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize, or support any strike (e.g., the concerted failure to report for duty, or willful absence of any employees from their positions, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the County. The Union agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walkout or other job action, it is covenant and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the grievance procedure contained in Article 26.

C. The Union will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the County.

ARTICLE 11

UNION VISITATION

Union representatives may visit County facilities for purposes of administering this Agreement provided they sign in advance and contact the appropriate supervisor. There shall be no undue interference with work.

ARTICLE 12

OVERTIME

Employees may be required to work in excess of the hours designated as the normal work week for their class title. Any employee who is authorized or required to work beyond forty (40) hours per week / 8 hours per day for their class title shall be compensated by cash at one and one-half time the regular pay. Those employees who receive a paid lunch shall receive straight time for any length of time worked after the normal quitting time up to the length of the meal break. Overtime at the Manor shall be paid for work performed in excess of seventy-five (75) hours actual work / 8 hours per day in a pay period. All thirty-five (35) hours a week employees will be paid cash at time and a half for all hours actually worked over thirty-five (35) hours per week / 8 hours per day (effective December 1, 2002). Instead of overtime, employees may elect to take compensatory time off at the rate of time and one-half if specifically approved by the department head. The compensatory time must be taken within thirty (30) days of the accrual.

Effective December 1, 2002, holidays, personal, vacation and sick days shall be treated as time worked for purposes of calculating overtime.

Part-time employees are those who work less than the standard full time hours per week for that position. Part-time employees are considered to be “hourly” employees and are not entitled to overtime pay or compensatory time off for less than a full week’s work. Compensation shall be at a straight time rate for all hours worked up to forty (40) hours and time and a half for all extra hours in any work-week.

Effective upon the signing of this contract, full-time employees who work seven (7) consecutive full calendar work days shall be paid double time for the seventh and eighth consecutive full work days only. Paid holidays shall be included in the computation of the seven (7) calendar work days but sick days, personal days, vacation or other time off shall not. This provision shall apply even if the seven (7) consecutive calendar days spans more than one (1) pay period. It is further understood that for this provision to apply an employee must work all regularly scheduled hours (7 hours or 8 hours depending on job title) in each of the seven (7) consecutive calendar days.

ARTICLE 13

SHIFT DIFFERENTIAL

A. Employees who work the majority of their hours between 6:00 P.M. and 6:00 A.M. will receive a shift differential rate of at least twenty-five (25) cents per hour. Those who are receiving a greater differential will not be reduced.

B. Employees called to work on nonscheduled shifts shall be paid for the entire shift, with a one (1) hour grace period to allow employee to report to work.

C. Whenever an employee is called to return to work after having left the work premises, such employee shall be entitled to a minimum of four (4) hours pay, regardless of the number of hours worked upon such return.

ARTICLE 14

WORKING OUT OF CLASSIFICATION

Employees working full time out of classification for two (2) consecutive work days shall, commencing with the third (3rd) consecutive work day, be paid at the higher rate of pay of the two respective classifications if they are substantially performing the duties of the higher classification.

ARTICLE 15

PROMOTIONS

Bona fide promotions shall result in a minimum increase of \$2,500.00 per annum (Bona Fide to be interpreted as those promotions complying with the language of the Personnel Manual). It is understood that newly created job titles shall not be eligible for this increase.

The parties agree to form a committee of four (4) UAW Local 2327 members and four (4) county staff members to develop promotion criteria language for inclusion in a letter of agreement. Criteria to be agreed upon on/before April 30, 2003 or the parties agree to non-binding mediation to assist to develop criteria.

ARTICLE 16

HOLIDAYS

New Year's Day

Labor Day

Martin Luther King Day

Columbus Day

Lincoln's Birthday

General Election Day

Washington's Birthday

Veterans Day

Good Friday

Thanksgiving Day

Memorial Day

Christmas

Fourth of July

In addition to the aforementioned holiday, the Board will grant a holiday when the Governor, as Chief Executive of the State of New Jersey, declares a holiday for the State employees, providing adequate prior notice of such intent is received by the County to allow for an orderly arrangement of County affairs of business; and further, that this holiday be recognized and observed by the Federal Reserve Banking System and Educational Institutions, or when the Board of Chosen Freeholders of the County of Cumberland declares a holiday for all County Employees.

Holidays which fall within an employee's vacation period shall be celebrated as soon as possible following the vacation. Holidays which fall on a Saturday shall be celebrated on the preceding Friday; and holidays which fall on a Sunday shall be celebrated on the following Monday. Employees who work on a County holiday shall be paid double time and one-half (2 ½x) the regular salary rate for holiday hours worked with no additional day off. No compensatory time will be allowed. In order to receive holiday pay, the employee must have worked the scheduled work day before the holiday and the scheduled day after the holiday unless excused by illness supported by a doctor's excuse or other justifiable cause.

ARTICLE 17

VACATIONS

As of the effective date of this Agreement, full-time employees shall be entitled to vacation with pay as follows:

For employees with less than one full year of service one (1) working day for each month of service. Vacation days must be accrued and will not be advanced.

After completion of 1 year and up to 5 years.....	12 days
After completion of 5 years and up to 12 years.....	15 days
After completion of 12 years and up to 20 years.....	20 days
After completion of 20 years.....	25 days

Except for permanent employees, employees cannot take vacation until after 90 days employment.

Where in any calendar year the vacation or any part thereof is not granted by pressure of work, such vacation period or parts there of not granted shall accumulate and shall be granted during the next succeeding calendar year. Unused vacation time in excess of four (4) days must be approved for carry over by the Department Head and the Personnel Department.

Employees may take vacations in periods of one-half day increments with the approval of their department head. Employees shall sign up for vacation for the calendar year by the end of January. If there is a conflict in a particular work area, the senior employee shall have preference. After the end of the sign up period, vacations shall be granted on a first come basis provided work requirements shall be met.

ARTICLE 18

SICK LEAVE

Sick leave with pay may be utilized by all full-time employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease.

1. During the remainder of the calendar year in which an employee is first appointed, he/she will accumulate sick leave privileges as earned on the basis on 1 ¼ days per month of service. Effective January 1, 1996, sick leave days shall not be advanced during the first year of employment.

2. In each full calendar year thereafter, an employee shall be entitled to fifteen (15) days sick leave. The leave is credited in advance at the beginning of the year in anticipation of continued employment for the full year and may be used on the basis and in accordance with established County policy. Such leave earned but not utilized shall be cumulative.

Part-time employees will receive sick leave on a pro-rata basis in proportion to the amount of time worked.

3. In all cases of illness, whether of short or long term the employee is required to notify his superior of the reason for absence at the earliest possible time but in no event less than his usual possible reporting time, or other time as required, or necessitated by the circumstances. Failure to so notify the Department Head may be cause of denial of the use of sick leave for that absence and constitute cause of disciplinary action.

4. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness within five (5) days after he returns to work from such illness.

5. Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

ARTICLE 19

DISABILITY LEAVE: OCCUPATIONAL INJURY

When an employee is incapacitated and unable to work because of any occupational injury or disease, as evidenced by certificate of a County designated physician or other doctor acceptable to the County, he shall be granted in addition to his annual sick leave with pay or any accumulations thereof, leave of absence with pay for a period of thirty (30) days or so much thereof as may be required, as evidenced by certificate of the County designated or accepted physician, but not longer than a period of which worker's compensation payments are allowed.

If at the end of such thirty (30) day period the employee is unable to return to his respective employment, a certificate from the County designated or accepted physician shall be presented, certifying to this fact, and the employee may elect, if he or she so desires, to use all or any part of the sick leave and vacation accumulated. In the absence of such election only worker's compensation payments will be paid to the employee after the disability leave period and accumulated sick leave shall not be affected in any manner.

During the thirty (30) day disability leave period in which the full salary or wages of any employee is paid by the County of Cumberland, any compensation payments made to or received by or on behalf of such employee shall be deducted from the amount carried on the payroll for such employee or shall be assigned to the County of Cumberland by the insurance carrier or the employee.

Whenever the County designated or accepted physician shall report in writing that the employee is fit to resume his or her duties, such employee shall forthwith report for duty.

Furthermore, if an employee, during the period of his disability is fit to perform "other" light duties, the County may, at its discretion, allow or require such employee to perform these light duties. The employee's ability to perform such light duties shall be determined by a County designated physician or other physician acceptable to the County.

Any employee on injury leave, resulting from injury while on duty, shall continue to accrue sick leave credits while their name remains on the payroll.

ARTICLE 20

LEAVE OF ABSENCE

A. General Leave

Leaves of absence except as otherwise expanded herein, are to be administered according to the provisions of the New Jersey Administrative Code, Title 4A, Department of Personnel.

B. Personal Leave

1. All employees covered in the contract shall be granted an annual allowance of three (3) days personal leave with pay. Newly hired employees shall be credited with the right to use such three personal days at the rate of one (1) day for each four (4) months of service. Those leaving the employ of the County who have then exceeded the use of personal days shall have the compensation for same deducted on a prorata basis from their last employment check; provided, however, that this shall not apply to retirees.

2. Personal leave shall not be cumulative and any such leave credit remaining unused by an employee at the end of the calendar year or upon separation shall be canceled.

The employee must notify his supervisor at least forty-eight (48) hours in advance except in extreme emergency, whereby the supervisor may waive this requirement. Such personal day will be granted if there is no undue burden upon work requirements. The County will make every reasonable effort to grant employees days off requested.

3. Priority in granting such request for personal leave:

- (a) Emergencies
- (b) Observation of religious or other days of celebration
- (c) Employee personal business

4. Personal leave may be taken in conjunction with other types of paid leave.

C. Funeral Leave

All full-time employees shall be granted a leave of absence not exceeding three (3) working days from the date of death to the day of the funeral because of death of a member of their immediate family; and where the funeral services take place out of State, the leave of absence shall not exceed four (4) working days. Where the body of the deceased is transported into the State of New Jersey, the three (3) days shall be interpreted to mean working days; the three (3) days shall be computed from the time the body of the deceased arrives in New Jersey. Immediate family is defined as father, mother, son, daughter, husband, wife, grandmother, grandfather, grandchildren, brother, sister, mother-in-law and father-in-law and members of the family living in the same household with the employee. Proof of death may be required.

D. Leave for Attendance at Local 2327, UAW

Convention and other Union Business

A total of 21 days leave with pay shall be afforded to Local 2327, UAW Stewards and local officers in any one calendar year to attend Annual Convention or for any other Union business. The Union shall have free option of selecting the most appropriate use of these 21 days; that is, one individual may use 21 days or 21 individuals may each use one day or any other combination not exceeding a total of 21 days. Unused leave days shall not be cumulative and cannot be transferred in whole or part of the next succeeding year,

Written notice, from the Union of the authorization of such Steward or Officer to utilize such leave time shall be given to the Employer at least ten (10) days in advance.

Effective January 1, 2003 union day total will be increased by (1) one day for each additional month of contract through December 31, 2005. Total days will become 57 fifty-seven per year at end of contract.

E. Military Service

1. An employee who is a member of the National Guard or Reserves of the Military or Naval Forces of the United States who is required to undergo field training shall be granted a leave of absence with pay for the period of such tour of duty. This leave shall be in addition to the annual vacation leave, provided the employee presents the official notice from his commanding Officer prior to the effective date of such leave. Such leave of absence shall not exceed two (2) weeks.

2. Permanent employees shall be granted a leave of absence without pay for the purpose of entering upon active duty with the Armed Forces of the United States, or with any organization authorized to serve therein with the Armed Forces of this State at the time of war or emergency pursuant to or in connection with the operation of any system of Selected Service. Employees having only temporary status who went on active duty with the Armed Forces of the united States shall be regarded as having resigned.

3. Any employee shall be given time off without loss of pay when:

(a) Performing jury duty

(b) Commanded to appear as a witness and not a party before a Court, Legislative Committee, or Judicial or Quasi Judicial Body, other than in connection with the performance of his duty as employee.

(c) Performing emergency civilian duty in relation to National Defense or other emergency when so ordered by the Governor or the president, for a period not to exceed two (2) weeks.

4. Employees returning from authorized leaves of absence as set forth herein will be restored to their original classification at the then appropriate rate of pay, with no loss of seniority, or other rights, privileges or benefits of employees.

ARTICLE 21

HEALTH INSURANCE BENEFITS

The Union and the Employer agree that effective April 1, 1999 the health care plan provided to bargaining unit employees shall be the Blue Cross / Blue Shield Blue Card PPO Plan. Effective December 1, 2002 the prescription plan co-pay shall be \$7.00 for generic prescriptions and \$20.00 for name brand prescriptions (1X mail order). Effective December 1, 2002 the prescription plan co-pay for single source name brand drugs with no generic equivalent shall be \$20.00.

Effective December 1, 2002 in-network coinsurance shall be modified from 100% to 90% (office visits shall remain at 100% subject to a \$10.00 co-pay) and out-of-network coinsurance shall be modified from 80% to 70%. Out-of-pocket maximum shall remain capped on a \$2000.00 catastrophic limit.

The Employer shall have the rights to substitute a different insurance carrier or plan or to implement a self-insured plan that provides eligible employees and eligible family members with benefits that are equivalent to or better than the benefits provided under the Blue Cross/Blue Shield Blue Card PPO Plan implemented on April 1, 1999.

In the event that the employer seeks to make any subsequent changes in the delivery of health care benefits during the remainder of this agreement, the employer agrees to provide the Union with 30 days notice before any such change is to take place, in order to permit the Union and the employer to meet and discuss the proposed change and the effects of such change on bargaining unit employees.

The County dental plan benefit level shall be 50/50 of covered benefit limits with an employee co-pay of 20% of the cost of the premium.

The County optical plan coverage employee co-pay shall be \$10.00 per examination and \$10.00 per pair of eyeglasses.

Subject to the following conditions, the county shall provide health benefit coverage for employees retiring from County employment, subject to 20% premium co-pay. To be eligible, the retiring employee must:

- A. Retire from active employment with Cumberland County under the N.J. State Pension Program; and
- B. Be enrolled in the County Medical Plan or HMO; and
- C. Be at least 55 years of age; and
- D. Have at least 25 years of employment service with Cumberland County if a non-veteran, or at least 20 years of employment service with Cumberland County if a veteran.
- E. The following retired employees shall be excluded from eligibility even though they would otherwise qualify:
 - 1. Employees who although they meet the age eligibility requirement of the Federal Medicare Program are not covered by the Federal Program.
 - 2. Employees who are eligible under a like or similar coverage under another group program covering the employee or his/her spouse.
- F. Eligible employees shall have 30 days after the date of retirement from County employment to elect coverage.

G. All coverage under this plan shall terminate upon the death of the retired employee.

H. Those Bargaining Union members who are married and both employed by the County of Cumberland in UAW Local #2327 covered positions shall be reimbursed for out of pocket expenses incurred as follows:

Those covered under the medical policy as a dependent to receive the maximum annual reimbursement of:

Individual in-network - \$200.00

Family in-network - \$400.00

Individual out-of-network - \$600.00

Family out-of-network - \$1,200.00

ARTICLE 22

LIFE INSURANCE

Employer shall provide full-time employees with life insurance coverage. The County Employee Group Life Insurance Policy Death Benefit shall be in the amount of \$2,500.00. Effective July 1, 1996, the death benefit shall increase to \$7,500.00.

When an authorized Leave of Absence without pay due to illness or other emergency leave is granted, life insurance shall be continued for the first thirty (30) days of said leave.

When an employee is injured on the job, life insurance benefits may be continued by the County at its discretion for a period not to exceed one year from the date of injury provided said injury is recognized as eligible for worker's compensation.

ARTICLE 23

CREDITS FOR EMPLOYEES

A. The employer agrees to relieve the employee's expense of a Physical Examination when it is required by the employer such as in the case of the Cumberland Manor.

B. Mileage Allowance for authorized use of personal automobile will be at the rate of twenty-five (25) cents a mile.

C. It is agreed that the Employer will pay to all Road Department employees covered by this Agreement, a sum of \$5.00 for each mealtime the employee would normally experience while he/she was requested to perform emergency work such as removing ice and/or snow after his/her normal workday ended.

D. Public Health Nurses shall receive the sum of \$25.00 per year as a coat allowance. Said allowances shall be paid on or about December 15 of each year to employees whose name appears as being currently employed.

E. At Cumberland Manor, when an LPN is assigned to assume charge of a clinical floor or when an LPN or RN is assigned to assume charge of the house, he/she will be paid additional compensation at the rate of sixty-five (65) cents per hour for charge of floor and one (\$1.00) dollar per hour for charge of house.

ARTICLE 24

RETIREMENT

A permanent employee who enters retirement and has to his/her credit any earned and unused accumulated sick leave shall be entitled to receive fifty percent (50%) of his/her

accumulated sick time as severance pay, said payment not to exceed \$9,000.00. This payment shall be paid in a lump sum after the effective date of retirement, or at a mutually agreed time within reason between the retired employee and Employer.

ARTICLE 25

SENIORITY

A. Seniority once an employee becomes a permanent employee is defined as an employee's total length of continuous service with the Employer, beginning with his original date of hire, provided that such service was not interrupted except by authorized leave of absence and except as modified by the N.J. Department of Personnel (Formerly N.J. Civil Service). Employees promoted to positions outside this Agreement shall maintain their seniority in prior position for a period of one (1) year.

B. If a question arises concerning two or more employees who were hired on the same date, the following shall apply:

1. If hired prior to the effective date of this Agreement, seniority preference among such employee shall be determined by the order in which such employees are already shown on the Employer's payroll records.

2. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in accordance with N.J. Department of Personnel Rules and Regulations or in alphabetical order whichever is applicable.

ARTICLE 26

GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and having the grievance adjusted without the intervention of the Union.

There shall be no meeting of management which results in disciplinary action unless the employee has been given the right to have a Union representative present with him.

3. Definition

The term "Grievance" means any complaint, dispute or controversy concerning the interpretation, application or operation of this Agreement. Only one subject matter can be conferred in any one grievance and the article number must be specified on the Grievance Form.

Where the grievance involves an alleged violation of rights and privileges specified in Civil Service law and rules for which there is specific appeal to Civil Service, this matter shall be presented to Civil Service directly.

The Employer and the Union agree in conjunction with the Grievance Procedure that each will give reasonable consideration to requests of the other party for meetings to discuss grievances pending at any step of the grievance procedure.

C. Any grievance, dispute or complaint that might arise between the parties shall be settled as set forth in the following:

(i) Employee Grievances

Step 1. The grievance shall be taken up with the employee's Administrative Supervisor, in writing within five (5) working days of the occurrence or within five (5) working days, after he would reasonably be expected to know of its occurrence. Failure to act within said five (5) days shall be deemed to constitute an abandonment of the grievance. Upon proper presentation of a grievance, the Supervisor shall then attempt to adjust the matter and shall respond within five (5) working days.

Step 2. If the grievance has not been settled, it shall be presented in writing, by the Union and the employee to the Department Head within five (5) working days following the determination of Step 1. The Department Head shall meet with the Union and/or employee and respond in writing within five (5) working days, after the receipt of the grievance.

Step 3. If the grievance still remains unadjusted, it shall be presented by the Union and the employee to the Personnel Committee of the Board of Freeholders in writing within five (5) working days after the response from the Department Head is due. A hearing may be requested before Employer's Personnel Committee. The Employer's Personnel Committee shall include a Freeholder member or their designee to the County Personnel Committee.

The Employer's Personnel Committee will render its decision within ten (10) working days.

The Union shall have 30 days after this period to submit the grievance to the American Arbitration Association to be handled in accordance with the normal Rules and Regulations of the American Arbitration Association. The decision of the arbitrator shall be final and binding upon both parties. The arbitrator shall have no authority to render an award which goes beyond the provisions of this Agreement. The fees and expenses for the arbitrator shall be shared equally by the parties.

Should employees elect to proceed under this Article they shall not have the right then to proceed on the same grievance within the Civil Service Rules and Regulations. If the employee proceeds under the Civil Service Rules and Regulations he shall have no rights under this Article.

(ii) Employer Grievances

If the Employer has a grievance against the Union it shall present its grievance to the Union in writing within five (5) working days of the occurrence or within five (5) working days after it would reasonably be expected to know of the occurrence. Failure to act within the said five (5) days shall be deemed to constitute an abandonment of the grievance.

The Union shall respond to Employer within five (5) working days. If the grievance remains unadjusted it shall be presented at a meeting of employer's representatives and representatives of the Union.

The Union shall render its decision within 10 working days.

The Employer shall have thirty (30) days after this period to submit the grievance to the American Arbitration Association. The decision of the arbitrator shall be final and binding upon

both parties. The arbitrator shall have no authority to render an award which goes beyond the provisions of this Agreement. The fees and expenses for the arbitrator shall be shared equally by the parties.

ARTICLE 27

STEWARDS

It is agreed that there shall be one steward representing the following departments or areas:

Road Department, Engineering and Planning Board,
Registered Nurses, Licensed Practical Nurses,
Maintenance-Boiler Room, Laundry, Detention,
Clerical, Security, Public Health, Public Safety Telecommunications / 911

There shall be two stewards representing the following areas and/or departments:

- A. Aides
- B. Dietary
- C. Housekeeping
- D. Activity and Therapy in Day Care
- E. Court house, Jail, Office of Aging and Board of Education.

Stewards in administering the collective bargaining agreement shall conduct their business wherever possible on non-working time. When it is necessary to do it on working time, interference with work shall be kept to an absolute minimum. Stewards shall notify and get approval from their supervisors prior to leaving their work and such approval shall not be unreasonable withheld. Stewards shall be allowed up to two hours off per month with pay nine times per year, if scheduled to work in order to attend meetings which may be scheduled when they are normally working. Stewards shall notify their supervisor of this need at least ten days in advance.

ARTICLE 28

CHECKOFF

Upon receipt of written authorization from employees the County shall deduct regular union dues initiation fees and assessments. If allowable by law, the County shall, upon receipt of written authorization from an employee, deduct contributions as set forth in such authorization for the Martin Luther King fund and/or the Local 2327 Credit Union.

Employees who have not signed and submitted to the County a written authorization allowing the deduction of regular Union dues, initiation fees and assessments shall be required to pay to the Union a representation fee in lieu of dues in an amount not to exceed 85% of such regular membership dues, fees and assessments.

Deductions shall be made in the last pay of the month and shall be forwarded to the Union no later than the 10th day of the following month. The normal monthly dues applicable to employees covered under this Agreement as of its effective date is 1.5% of the employee's salary.

A pro-rata representation fee shall be deducted from all non-members, part-time pool employees on the following basis: $(0.85) \times (0.015) \times (\text{number of non-overtime hours worked that pay period}) = \text{pro-rata representation fee that pay period}$. No initiation fee shall be assessed to such employees. In the event, however, that a part-time pool employee becomes a Union member, regular union dues shall be assessed.

The union agrees to indemnify and save the County harmless from any suit or liability arising because of action taken or not taken by County pursuant to this Article.

During the life of this Agreement, the County agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executes or has executed the following "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form; provided further, however, that the County will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each employee for whom it has on file an unrevoked "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form, together with the provisions of this section of the Agreement.

A properly executed copy of the "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to the County before any such deductions are made, except as to employees whose authorizations have heretofore been delivered. Deductions shall be made thereafter, only under the applicable "Authorization for Assignment and Check-off of Contributions to UAW V-CAP" forms which have been properly executed and are in effect.

Deductions shall be made, pursuant to the forms received by the County from the employees first union dues period in the first month following receipt of the check-off authorization card and shall continue until the check-off authorization is revoked in writing. The County agrees to remit said deductions promptly to UAW V-CAP, in care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

The County further agrees to furnish UAW V-CAP with the name, address, Social Security number, and date of last Authorization of those employees for whom deductions have been made. The County further agrees to furnish UAW V-CAP with a monthly and year-to-date report of each such employee's deductions. This information shall be furnished along with each remittance on a floppy disk or magnetic tape, in ACSII or some other common format conveniently available to the County's accounting systems.

ARTICLE 29

MISCELLANEOUS

1. Perspective applicants referred by the Union for job openings will be considered on an equal basis with other applicants.
2. Job vacancies shall be posted in accordance with Civil Service Rules and Regulations. Effective January 1, 1996, if all qualifications are otherwise equal, the determining factor in filling a job posting shall be employee seniority.
3. Effective upon signing of the Collective Bargaining Agreement, the Employer agrees that in the event it determines that a reduction in the work force or involuntary transfers of bargaining unit employees should be implemented, it will provide the Union with advance notice before any such proposed changes are scheduled to take effect, and that the Employer will meet with the Union to discuss the proposed change(s), alternatives to the proposed change(s), and minimizing the effects on senior employees and to discuss the effects of such change(s) on bargaining unit employees.

4. If it is necessary to subcontract work the Union shall be notified in advance of the subcontract which would result in layoffs in order to discuss the reasons for subcontracting.

5. The Union shall be notified of employees who are discharged.

6. Employees who are promoted from positions within the bargaining unit to positions outside the bargaining unit shall retain their seniority rights for a period of one year.

7. The County agrees to pay employees through the Local 2327 Education Plan for School tuition costs incurred by any employee within the unit on the following basis:

(a) The course must be taken at a school approved by the County for that purpose before the tuition cost was incurred; and

(b) The course taken must be directly related to the employee's present work duties; and

(c) County will pay Local 2327 only after the employee has successfully completed the course with a passing grade.

(d) The Local 2327 Education Plan shall pay to the employee the tuition costs paid to Local 2327 by the County.

In order for any course taken by an employee to qualify, the school and the course to be taken must first be submitted by Local 2327 to County for approval as to both the school and the course. After approval the employee may undertake the course. Upon submission to County of proof that the employee successfully completed the course, then County will reimburse Local 2327.

In no event shall County pay to the Local 2327 Education Plan for any such costs for the entire calendar year 1991 in excess of a sum equal to one-half of one percent of the total annual payroll for the year 1991 for those employees within the unit.

8. The Union and the County shall each appoint up to six (6) persons to a joint Medical Center Attendance and Scheduling Committee which shall meet from time to time to discuss Medical Center attendance and scheduling problems. The first such meeting to take place within 60 days after the signing of this Agreement.

ARTICLE 30

LONGEVITY

A. Effective January 2, 1985, longevity pay will be paid in accordance with the longevity program adopted by Freeholder Resolution #111 in the year 1970 and any amendments and supplements thereto.

5 - 9 years of service	\$100.00 each year
10 - 14 years of service	200.00 each year
15 - 19 years of service	300.00 each year
20 - 24 years of service	400.00 each year
25 years of service thereafter	500.00 each year

Years of service would mean the employee's total length of continuous service beginning with his original date of hire, provided that such service was not interrupted except by authorized leave of absence and except as modified by Civil Service. Effective January 1, 1991 each of the above service categories shall be increased by \$100.00 as follows:

- 5 - 9 years of service \$200.00 each year
- 10 - 14 years of service \$300.00 each year
- 15 - 19 years of service \$400.00 each year
- 20 - 24 years of service \$500.00 each year
- 25 years of service thereafter \$600.00 each year

ARTICLE 31

SALARIES AND WAGES

A. Minimum and maximum salaries for each year of the contract shall be as stated in Attachment A. All salary / wage increases (2002) retroactive to March 1, 2002 only.

B. During each of the four (4) years of the agreement, employees shall be paid annual increases as follows:

1. Year 2002

a. All employees who are below the maximum salary for their job title will receive the greater of the following retroactive to March 1, 2002:

- (1) the new minimum salary for the job title, or

(2) \$0.50 per hour base rate increase, not to exceed the maximum salary for the job title in 2002 or the appropriate step based on years of seniority in 2005.

b. All employees who are at or above the maximum salary for their job title or the appropriate step based on years of seniority in 2005 will receive a lump sum bonus (not added to base hourly rate) equal to \$0.50 per hour time annual hours from March 1st to December 31st, 2002.

2. Year 2003

a. All employees with 15 or more years of seniority who are below the maximum salary for their job title will move to the maximum salary effective January 1, 2003.

b. All employees with less than 15 years of seniority who are below the maximum salary for their job title will receive the greater of the following effective January 1, 2003.

(1) The new minimum salary for job title, or

(2) \$0.50 per hour base rate increase, not to exceed the maximum salary for the job title in 2003 or the appropriate step based on years of seniority in 2005.

c. All employees who are at or above the maximum salary for their job title will receive \$0.50 per hour base rate increase.

d. All employees who are at or above the appropriate step based on years of seniority in 2005 will receive a lump sum bonus (not added to base hourly rate) equal to \$0.50 per hour times annual hours.

3. Year 2004

a. All employees with 11 or more years of seniority who are below the maximum salary for their job title will move to the maximum salary effective January 1, 2004.

b. All employees with less than 11 years seniority who are below the maximum salary for their job title will receive the greater of the following effective January 1, 2004.

(1) the new minimum salary for the job title, or

(2) \$0.50 per hour base rate increase, not to exceed the maximum salary for the job title in 2004 or the appropriate step based on years of seniority in 2005.

c. All employees who are at or above the maximum salary for their job title will receive a \$0.50 per hour base rate increase.

d. All employees who are at or above the appropriate step based on years of seniority in 2005 will receive a lump sum bonus (not added to base hourly rate) equal to \$0.50 per hour times annual hours.

4. Year 2005

a. All employees with 8 or more years of seniority who are below the maximum salary for their job title will move to the maximum salary effective January 1, 2005.

b. All employees with less than 8 years of seniority who are below the appropriate step of the salary grid based on their seniority will move to the

appropriate step effective January 1, 2005.

c. All employees who are at or above the maximum salary for their job title or the appropriate step based on years of seniority in 2005 will receive a lump sum bonus (not added to base hourly rate) equal to \$0.50 per hour times annual hours.

5. New Classifications - When new job titles are added, the minimum salary for each job title will be established as follows:

a. It will be at least 77 percent of the maximum salary for that job title in 2002.

b. It will be at least 80 percent of the maximum salary for that job title in 2003 through 2005.

6. Off-Guide Adjustments (effective on March 1, 2002 prior to negotiated increase)

Dennis Bruno	\$1,700 increase
Stephen Weber	\$1,700 increase
Robert Doran	\$4,000 increase
Joseph Cox	\$4,000 increase
Gary Bennett	\$4,000 increase
Shane Davenport	\$4,000 increase

7. Classification Changes - (effective on March 1, 2002 prior to negotiated increases and subject to NJ Department of Personnel Rules & Regulations)

Joanne Bowman	\$3,500 increase
Edna Richardson	\$2,566 increase
Kathy Schwegal	\$2,753 increase
Lori Vissell	\$6,000 increase

Carol Hinkley - to Principal Clerk Typist effective March 1, 2002.

Increase \$2,500.

8. Effective March 1, 2002, and prior to implementing any other changes to the wage structure, the minimum and maximum salary for each job title listed below will be increased as follows:

	<u>Rates Effective 3/1/02</u>		<u>Rates Effective 8/1/02</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Alcohol Counselor	\$22,910	\$30,500	\$25,410	\$33,000
Senior Alcohol Counselor	\$24,910	\$35,000	\$27,410	\$35,000
Principle Alcohol Counselor	\$26,910	\$37,000	\$29,410	\$37,000
Graduate Nurse	\$36,770	\$48,500	\$39,270	\$51,000
Graduate Nurse Public Health	\$36,770	\$48,500	\$39,270	\$51,000
Head Nurse	\$37,540	\$49,500	\$40,040	\$52,000
Practical Nurse	\$29,840	\$39,500	\$32,340	\$42,000
Public Health Nurse	\$34,460	\$45,500	\$36,960	\$48,000
Juvenile Detention Officer	\$24,450	\$35,000	\$26,950	\$35,000
Senior Juvenile Detention Officer	\$26,450	\$36,500	\$28,950	\$36,500
Public Safety Telecommunicator	\$22,140	\$29,500	\$24,640	\$32,000
Public Safety Telecommunicator Trainee	\$20,600	\$27,500	\$23,100	\$30,000

9. As Needed (Pool Employees) - Effective January 1, 2003 County workers who are As Needed Employees working in titles covered by UAW Local 2327 bargaining agreement shall receive increased hourly rates of pay as listed on attached roster (Attachment B).

10. Year 2002 Retroactive Pay (Retirees) - Only those employees who are covered by titles within UAW Local 2327 bargaining agreement and who retire from County service under a State New Jersey covered pension plan (service retirement) effective between January 1, 2002 and the date of signing of the

Collective Bargaining Agreement shall be entitled to pro-rated share of retroactive pay for Year 2002.

11. Year 2003, 2004, and 2005 Bonus Pay Increases to be paid in separate checks on or before January 30 of each year and not included in base pay each year.

12. County Employees hired in UAW Local 2327 covered positions (new hires) after the date of signing of the 2002 - 2005 Agreement, shall be paid the minimum salary for their job title as listed on Attachment A for each year of the Agreement. No new employee shall be paid a beginning salary above the minimum for the respective job title unless the parties agree in writing.

ARTICLE 32

DURATION

This Agreement shall be effective as of **January 1, 2002**, and continue until the **31st day of December, 2005**.

This Agreement shall automatically renew itself on a year-to-year basis after the initial **four-year term** unless either party gives at least sixty (60) days notice to terminate or modify this Agreement, and it shall remain in full force and effect during all period of negotiation and until the new Agreement is formally agreed to.

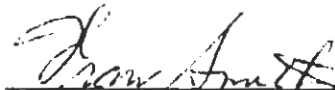
This Agreement between the County of Cumberland, New Jersey and Local 2327, United Auto Workers of America, has been executed this **30th** day of **October, 2002**.

COUNTY OF CUMBERLAND

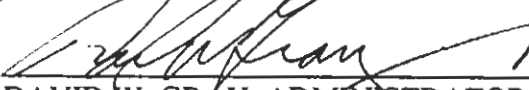
LOCAL 2327, UNITED AUTO WORKERS OF AMERICA



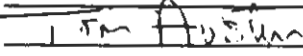
JAMES R. SAURO, FREEHOLDER DIRECTOR



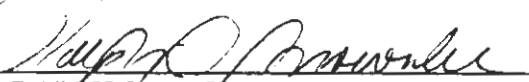
Fran Smith, President
UAW Local 2327

 10/30/02

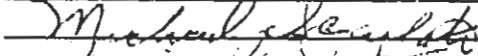
DAVID W. GRAY, ADMINISTRATOR
CLERK TO THE BOARD

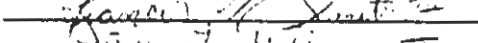


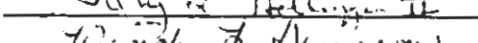
Tom Austin, Service Rep. UAW Local 2327




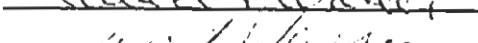
RALPH S. BROWNLEE,
DIRECTOR OF PERSONNEL

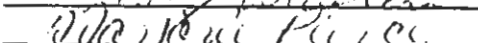
























Committee Signatures Continued
On Second Page

ARTICLE 32

DURATION


This Agreement shall be effective as of **January 1, 2002**, and continue until the **31st day of December, 2005**.

This Agreement shall automatically renew itself on a year-to-year basis after the initial **four-year term** unless either party gives at least **sixty (60) days** notice to terminate or modify this Agreement, and it shall remain in full force and effect during all period of negotiation and until the new Agreement is formally agreed to.

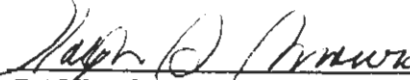
This Agreement between the County of Cumberland, New Jersey and Local 2327, United Auto Workers of America, has been executed this **day of October, 2002**.

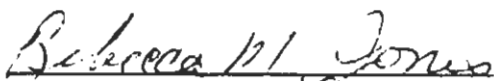
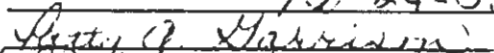


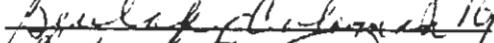


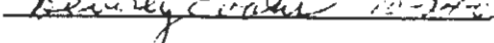
COUNTY OF CUMBERLAND

LOCAL 2327, UNITED AUTO WORKERS OF AMERICA


JAMES R. SAURO, FREEHOLDER DIRECTOR


DAVID W. GRAY, ADMINISTRATOR / CLERK TO THE BOARD


RALPH S. BROWNLEE,
DIRECTOR OF PERSONNEL


10-24-02

10-23-02

10/23/02

10/23/02

10/23/02

10/23/02

10/23/02

10-24-02

APPENDIX A

Account Clerk

Account Clerk Stenography

Account Clerk Typing

Alcohol Counselor

Alcohol Counselor Certified

Alcohol Counselor Trainee

Assistant Engineer

Assistant Engineer - Highway

Assistant Planner

Assistant Supt. Wts/Meas

Assistant Supv. Sr. Citizens Activities

Assistant Co. Sup. Wts/Meas

Auto Mechanic

Building Maintenance Repairer

Building Service Foreman M/F

Building Service Worker

Building Service Supervisor

Cabinet Maker

Carpenter

Clerk Bookkeeper Typing
Clerk Driver
Clerk Stenographer
Clerk Typist
Clinic Clerk
Clerk Bookkeeper
Clerk Typing Bilingual
Cook
Counselor Aide
Data Control Input Operator
Dental Assistant
Electrician
Electrician Repairman
Emergency Medical Technician Dispatcher
Engineering Aide
Environmental Therapy Aide
Equipment Operator
Field Rep Disease Control
Field Rep Sr. Citizen
Field Rep Sr. Cit Day
Field Rep - WIC Program

Fire & Ambulance Dispatcher
Food Service Worker
Graduate Nurse Penal Institution
Graduate Nurse
Graduate, Public Health
Head Counselor
Head Nurse
Health Aide
Health Educator
Heavy Equipment Operator
Institutional Attendant
Institutional Attendant/Physical Therapy Aide
Junior Librarian
Junior Library Assistant
Junior Library Assistant Typing
Juvenile Detention Officer
Laborer - Roads
Laborer - Building
Laundry Worker
Library Guard
Linen Room Attendant

Mechanic
Medical Records Clerk
Messenger
Omnibus Operator Class I
Omnibus Operator Class II
Painter
Payroll Clerk
Payroll Clerk Typist
Plumber
Practical Nurse (Unlicensed)
Practical Nurse (Licensed)
Principal Account Clerk
Principal Clerk Bookkeeper
Principal Clerk Typist
Principal Sanitary Inspector
Principal Engineering Aide
Principal Planner
Radio Dispatcher
Recreation Leader
Refrigeration Mechanic
Sanitary Inspector
Sanitary Inspector - Trainee

Seamstress

Senior Account Clerk

Senior Bookkeeper

Senior Building Maintenance Worker

Senior Building Service Worker

Senior Clerk Bookkeeper

Senior Clerk Bookkeeper - Typing

Senior Clerk Stenographer

Senior Clerk Typist

Senior Citizen Program Aide

Senior Cook

Senior Engineering Aide

Senior Food Service Worker

Senior Health Aide

Senior Health Aide, Bilingual

Senior Juvenile Detention Officer

Senior Legal Stenography

Senior Librarian

Senior Library Assistant

Senior Laundry Worker

Senior Mechanic

Senior Offset Machine Operator

Senior Payroll - Typing

Senior Pharmacy Aide
Senior Planning - Draftsman
Senior Planner
Senior Sanitary Inspector
Senior Stationary Engineer
Senior Telephone Operator
Senior Traffic Signal Repairer
Site Manager, Nutrition Program Elderly
Social Service Assistant - Typing
Social Worker
Social Worker, Aging
Stationary Engineer
Stationary Fireman
Stock Handler
Storekeeper - Auto
Teacher, Juvenile Facility
Telephone Operator Receptionist
Telephone Operator
Traffic Analyst
Traffic Maintenance Worker
Truck Driver
Ward Clerk
Youth Group Worker

APPENDIX B

GROUP 1

<u>TITLES</u>	<u>POINTS</u>
Building Maintenance Worker	86
Building Service Worker	86
Food Service Worker	86
Grounds Keeper	86
Sr. Building Maintenance Worker	100
Sr. Building Service Worker	100
Clerk Driver	102
Clerk Driver Typing	102
Clerk Typist	102
Receptionist Telephone Operator	104
Telephone Operator	104
Laborer	106
Clerk Stenographer	117
Sr. Clerk Typist	117
Omnibus Operator	120
Draftsman	122
Eng. Draftsman	122
Jr. Librarian Asst.	122

<u>TITLES</u>	<u>POINTS</u>
Sr. Citizens Program Aide	122
Account Clerk	125
Ward Clerk	125
Ward Clerk	125
Comm. Operator	128
Sr. Clerk Steno	130
Cook	141
Envir. Therapy Aide	141
Ins. Att. Phy. Ther. Aide	141
Institutional Attend.	141
Sr. Account Clerk	141
Sr. Pharmacy Aide	141
Truck Driver	144
Engineering Aide	147
Prin. Clerk Typist	147
Sr. Librarian Asst.	147
Planning Aide	

GROUP 2

<u>TITLES</u>	<u>POINTS</u>
Prin Drafting Tech	152

<u>TITLES</u>	<u>POINTS</u>
Prin. Acct. Clerk	160
Prin. Clerk Stenographer	160
Sr. Purchasing Asst.	160
Social Ser. Asst. Typ.	160
Painter	173
Painter Specialist	173
Equip. Operator	175
Prin. Librarian Asst.	177
Supv. Acct. Clerk Typist	181
Boiler Operator	187
Maint. Repairer Lp1	187
Auto Mechanic	203
Heavy Equip. Operator	203
Juv. Det. Officer	203
Mechanic	203
Plumber	208
Prin. Engineering Aide	208
Alcohol Counselor Train.	213
Asst. Admin. Analysis	213
Emer. Med. Tech. Disp.	213

<u>TITLES</u>	<u>POINTS</u>
Traffic Maint. Worker	213
Sr. Traffic Maint. Worker	216
Cabinet maker	220
St. Offset Mach. Operator	245
Supr. Engr. Aide	245
Dental Asst.	252
Envir. Spec.	252
Field Rep. Health Ed.	252
Field Rep. Sr. Citizens Programs	252
Inspector, Mosquito Dept.	252
Sanitary Inspector	252
Site Mar. Ntr. Program	252
Sr. Mechanic	252
Practical Nurse	194
Traffic Sign Repair Supv	260
Sr. Sanitary Inspector	262
Graduate Nurse	282
Graduate Nurse P H	282
Graduate Nurse Unlic.	282
Sr. Planner	289

<u>TITLES</u>	<u>POINTS</u>
Asst. Dir. Consumer Protection	291
Rec. Leader Arts & Crafts	298
Recreation Leader	298
Sr. Bridge Rd. Inspect.	298
Teacher Juv. Facility	298
Youth Group Worker	298
Superv. Carpenter	308
Head Nurse	330
Alcohol Counselor	332
Principal Planner	332
Asst. Supv. Sr. Citizens Act.	353
Head Teacher	417
Prin. Librarian	464
Asst. Planner	534
Industrial Rep.	534

LETTER OF AGREEMENT
BETWEEN
COUNTY OF CUMBERLAND
&
LOCAL 2327 UAW

1. The County agrees to abide by the arbitration opinion and awarded in the matter of the arbitration between the County of Cumberland and Local 2327 UAW, Case No. 18-390-00461-94L unless and until changed by subsequent negotiation and agreement.
2. The County and the Union agree to form an overtime review committee consisting of five members appointed by the Union and five members appointed by the County. The committee shall study the issue of how the County computes and pays overtime to Bargaining Unit Employees. The committee shall make nonbinding recommendations regarding any suggested changes to the existing overtime policy. The Collective Bargaining shall be subject to a reopener in the third year as to the issue of overtime computation and compensation. The County and Union agree to negotiate and bargain in good faith on that issue.

COUNTY OF CUMBERLAND

LOCAL 2327 UAW

DATED:

DATED:

Item 1 - County of Cumberland Letter Dated 12-18-95

Item 2 - Memorandum of Agreement Dated 12-18-95

#1

LETTER OF AGREEMENT
BETWEEN
COUNTY OF CUMBERLAND
&
LOCAL 2327

1. Bargaining Unit employees who are regularly scheduled to work twenty (20) or more hours per week shall receive the complete medical benefits package currently provided to full-time employees for the life of the Collective Bargaining Agreement.

COUNTY OF CUMBERLAND

LOCAL 2327 UAW

DATED:

DATED:

Item 1 - County of Cumberland Letter Dated 12-18-95
Item 2 - Memorandum of Agreement Dated 2-8-99

#2

LETTER OF AGREEMENT
BETWEEN
COUNTY OF CUMBERLAND
&
LOCAL 2327 UAW

1. Anyone employed effective January 1, 1995 will be entitled to the salary increases subject to provisions of Article XXXI, B which is part of this contract.
2. 911 Communications Center and Juvenile Detention Center, Senior and Principal titles will increase proportionately based on the new hiring rate for these two (2) facilities.
3. 911 Communication Operator Trainee - newly hired shall receive a salary rate \$1,000 lower than the communication operators salary established for that year. Upon completion of training and certification the trainee will move up to the established hiring rate for communication operators and in subsequent years receive their appropriate increase according to the collective bargaining agreement.

COUNTY OF CUMBERLAND

LOCAL 2327 UAW

DATED:

DATED:

Item 1 & 2 - Local 2327 UAW Letter Dated 1-25-96
Item 3 - Local 2327 UAW Letter Dated 1-31-96

#3



COUNTY OF CUMBERLAND
BRIDGETON, NEW JERSEY 08302

RICHARD J. GEIGER
COUNTY COUNSEL

P.O. BOX 440
146 W. BROAD STREET

December 18, 1995

SHELDON C. SCHULMAN
ASSISTANT COUNTY COUNSEL

TELEPHONE
451-8000, EXT 458
FAX 451-0279

Cleary & Josem
Attn: William Josem
Suite 300
1420 Walnut Street
Philadelphia, PA 19102-4097

Re: Cumberland County and UAW Local 2327

Dear Mr. Josem:

During the course of collective bargaining negotiations, several issues arose. The purpose of this letter is to clarify each of those issues.

Bargaining Unit employees who are regularly scheduled to work twenty (20) or more hours per week shall receive the complete medical benefits package currently provided to full-time employees for the life of the Collective Bargaining Agreement.

The County agrees to abide by the arbitration opinion and award in the matter of the arbitration between the County of Cumberland and UAW District 65, Local 2327, Case No. 18 390 00461 94L unless and until changed by subsequent negotiation and agreement.

A pro-rata representation fee shall be deducted from all non-member, part-time pool employees on the following basis: $(0.85) \times (0.015) \times (\text{number of non-overtime hours worked that pay period}) = \text{pro-rata representation fee that pay period}$. No initiation fee shall be assessed to such employees. In the event, however, that a part-time pool employee becomes a union member, regular union dues and the ~~\$50.00 union initiation fee~~ shall be assessed.

[Handwritten initials]
12/18/95

Very truly yours,

Richard J. Geiger
County Counsel

RJG:k

AGREED TO:

[Handwritten signature of Fran Smith]
Fran Smith for UAW Local 2327

[Handwritten signature of David W. Gray]
David W. Gray for County of Cumberland

[Handwritten signature of Laine Ball]

[Handwritten signature]

(ATTACHMENT A)

<u>JOB TITLE</u>	<u>Rates Effective</u> <u>3/1/2002</u>		<u>Rates Effective</u> <u>8/1/2002</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Account Clerk	\$22,000	\$28,000		
Account Clerk Typing	\$22,000	\$28,000		
Alcoholism Counselor	\$22,910	\$30,500	\$25,410	\$33,000
Assistant Cook	\$18,000	\$22,000		
Assistant Planner	\$23,223	\$30,160		
Assistant Supv of Building Services	\$24,640	\$32,000		
Assistant Supv Traffic Maintenance	\$31,570	\$41,000		
Assistant Executive Housekeeper	\$26,180	\$34,000		
Building Maintenance Worker	\$23,100	\$30,000		
Building Service Worker	\$19,250	\$25,000		
Cabinet Maker	\$26,950	\$35,000		
Carpenter	\$23,100	\$30,000		
Clerk	\$18,000	\$23,000		
Clerk Stenographer	\$24,640	\$32,000		
Clerk Typist	\$22,000	\$28,000		
Code Enforcement Officer	\$25,410	\$33,000		
Community Service Aide	\$18,480	\$24,000		
Community Youth Worker	\$24,640	\$32,000		
Computer Operator	\$20,020	\$26,000		
Cook	\$18,480	\$24,000		
Counselor Victim Witness Program	\$27,720	\$36,000		
Custodial Worker/LPL	\$23,870	\$31,000		
Dental Assistant	\$20,790	\$27,000		
Docket Clerk Typing	\$18,000	\$22,000		
Drafting Technician	\$21,560	\$28,000		
Electrician	\$25,410	\$33,000		
Engineering Aide	\$26,950	\$35,000		
Environmental Therapy Aide	\$23,100	\$30,000		
Equipment Operator	\$26,180	\$34,000		
Execution Clerk	\$23,485	\$30,500		
Field Rep Disease Control	\$26,180	\$34,000		
Field Rep Health Education	\$26,180	\$34,000		
Field Rep Senior Citizens Program	\$26,180	\$34,000		
Food Service Worker	\$18,480	\$24,000		

(ATTACHMENT A)

<u>JOB TITLE</u>	<u>Rates Effective</u> <u>3/1/2002</u>		<u>Rates Effective</u> <u>8/1/2002</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Geographic Info Systems Specialist	\$26,950	\$35,000		
Graduate Nurse	\$36,770	\$48,500	\$39,270	\$51,000
Graduate Nurse Public Health	\$36,770	\$48,500	\$39,270	\$51,000
Groundskeeper	\$24,640	\$32,000		
Head Cook	\$24,640	\$32,000		
Head Nurse	\$37,540	\$49,500	\$40,040	\$52,000
Health Educator	\$23,100	\$30,000		
Health Insurance Benefits Clerk	\$20,020	\$26,000		
Heavy Equipment Operator	\$27,720	\$36,000		
Inspector Mosquito Extermination	\$26,950	\$35,000		
Inspector Trainee Mosquito Extermination	\$26,180	\$34,000		
Institutional Attendant	\$18,480	\$24,000		
Juvenile Detention Officer	\$24,450	\$35,000	\$26,950	\$35,000
Laborer	\$19,250	\$25,000		
Laundry Worker	\$18,480	\$24,000		
Legal Secretary	\$25,410	\$33,000		
Librarian	\$24,640	\$32,000		
Library Assistant Part Time	\$17,318	\$22,491		
Maintenance Repairer	\$23,870	\$31,000		
Maintenance Repairer LPL	\$25,410	\$33,000		
Mechanic	\$25,410	\$33,000		
Messenger	\$18,000	\$21,000		
Motor Vehicle Operator - Handicapped	\$20,790	\$27,000		
Omnibus Operator	\$21,560	\$28,000		
Omnibus Operator Typing	\$21,560	\$28,000		
Painter	\$26,950	\$35,000		
Payroll Clerk	\$18,000	\$22,000		
Plumber	\$26,180	\$34,000		
Practical Nurse	\$29,840	\$39,500	\$32,340	\$42,000
Principal Account Clerk	\$26,000	\$32,000		
Principal Alcohol Counselor	\$26,910	\$37,000	\$29,410	\$37,000
Principal Clerk Stenographer	\$28,640	\$36,000		
Principal Clerk Typist	\$26,000	\$32,000		
Principal Engineering Aide	\$30,950	\$39,000		

(ATTACHMENT A)

<u>JOB TITLE</u>	<u>Rates Effective</u> <u>3/1/2002</u>		<u>Rates Effective</u> <u>8/1/2002</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Principal Librarian	\$28,640	\$36,000		
Principal Library Assistant	\$20,000	\$24,000		
Principal Planner	\$29,720	\$38,000		
Principal Purchasing Assistant	\$24,020	\$30,000		
Probate Clerk Typing	\$23,870	\$31,000		
Program Development Spec. - Aging	\$33,110	\$43,000		
Program Development Spec - Youth Services	\$15.17	\$19.70		
Program Specialist-Special Child Health	\$27,720	\$36,000		
Public Health Nurse	\$34,460	\$45,500	\$36,960	\$48,000
Public Safety Telecommunications 911	\$22,140	\$29,500	\$24,640	\$32,000
Public Safety Telecommunications Trainee	\$20,600	\$27,500	\$23,100	\$30,000
Purchasing Assistant	\$20,020	\$26,000		
Radio Dispatcher	\$20,020	\$26,000		
Radio Dispatcher Bilingual	\$21,560	\$28,000		
Receptionist/Telephone Operator	\$18,480	\$24,000		
Recreation Leader	\$26,180	\$34,000		
Recreation Leader Arts & Crafts	\$26,180	\$34,000		
Reference Librarian	\$24,640	\$32,000		
Road Inspector	\$23,100	\$30,000		
Sanitary Inspector	\$28,490	\$37,000		
Sanitary Inspector Trainee	\$27,720	\$36,000		
Site Manager Nutrition Program	\$23,870	\$31,000		
Social Service Assistant	\$20,400	\$25,000		
Social Worker Aging	\$28,490	\$37,000		
Social Worker Health	\$28,490	\$37,000		
Social Worker Institutions	\$28,490	\$37,000		
Sr. Account Clerk	\$24,000	\$30,000		
Sr. Account Clerk Typing	\$24,000	\$30,000		
Sr. Alcoholism Counselor	\$24,910	\$35,000	\$27,410	\$35,000
Sr. Building Maintenance Worker	\$25,100	\$32,000		
Sr. Building Service Worker	\$21,250	\$27,000		
Sr. Citizen Program Aide	\$19,250	\$25,000		
Sr. Clerk Stenographer	\$26,640	\$34,000		
Sr. Clerk Typist	\$24,000	\$30,000		
Sr. Code Enforcement Officer	\$27,410	\$35,000		

(ATTACHMENT A)

<u>JOB TITLE</u>	<u>Rates Effective</u> <u>3/1/2002</u>		<u>Rates Effective</u> <u>8/1/2002</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Sr. Dental Assistant	\$22,790	\$29,000		
Sr. Docket Clerk	\$20,790	\$27,000		
Sr. Electrician	\$27,410	\$35,000		
Sr. Engineering Aide	\$28,950	\$37,000		
Sr. Food Service Worker	\$20,480	\$26,000		
Sr. Inspector Mosquito Extermination	\$28,950	\$37,000		
Sr. Juvenile Detention Officer	\$26,450	\$36,500	\$28,950	\$36,500
Sr. Librarian	\$26,640	\$34,000		
Sr. Library Assistant	\$18,000	\$22,000		
Sr. Maintenance Repairer	\$25,870	\$33,000		
Sr. Maintenance Repairer LPL	\$27,410	\$35,000		
Sr. Mechanic	\$27,410	\$35,000		
Sr. Pharmacy Aide	\$20,790	\$27,000		
Sr. Planner	\$27,720	\$36,000		
Sr. Plumber	\$28,180	\$36,000		
Sr. Probate Clerk Typing	\$25,870	\$33,000		
Sr. Program Specialist Special Child Health	\$29,720	\$38,000		
Sr. Purchasing Assistant	\$22,020	\$28,000		
Sr. Road Inspector	\$25,100	\$32,000		
Sr. Sanitary Inspector	\$30,490	\$39,000		
Sr. Stock Clerk	\$20,000	\$25,000		
Sr. Storekeeper	\$23,560	\$30,000		
Sr. Traffic Maintenance Worker	\$28,565	\$36,500		
Stock Clerk	\$18,000	\$23,000		
Stock Handler	\$18,000	\$22,000		
Storekeeper	\$21,560	\$28,000		
Supervising Omnibus Operator	\$21,560	\$28,000		
Teacher Juvenile Detention Facilities	\$26,950	\$35,000		
Telephone Operator	\$20,790	\$27,000		
Traffic Maintenance Worker	\$26,565	\$34,500		
Traffic Signal Electrician	\$26,950	\$35,000		
Truck Driver	\$23,100	\$30,000		
Ward Clerk	\$18,480	\$24,000		
Youth Group Worker	\$25,410	\$33,000		
Youth Worker	\$20,405	\$26,500		

Rates Effective
1/1/2003

Rates Effective
1/1/2004

<u>JOB TITLE</u>	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
Account Clerk	\$22,400	\$28,000	\$22,400	\$28,000
Account Clerk Typing	\$22,400	\$28,000	\$22,400	\$28,000
Alcoholism Counselor	\$26,400	\$33,000	\$26,400	\$33,000
Assistant Cook	\$18,000	\$22,000	\$18,000	\$22,000
Assistant Planner	\$24,128	\$30,160	\$24,128	\$30,160
Assistant Supv of Building Services	\$25,600	\$32,000	\$25,600	\$32,000
Assistant Supv Traffic Maintenance	\$32,800	\$41,000	\$32,800	\$41,000
Assistant Executive Housekeeper	\$27,200	\$34,000	\$27,200	\$34,000
Building Maintenance Worker	\$24,000	\$30,000	\$24,000	\$30,000
Building Service Worker	\$20,000	\$25,000	\$20,000	\$25,000
Cabinet Maker	\$28,000	\$35,000	\$28,000	\$35,000
Carpenter	\$24,000	\$30,000	\$24,000	\$30,000
Clerk	\$18,400	\$23,000	\$18,400	\$23,000
Clerk Stenographer	\$25,600	\$32,000	\$25,600	\$32,000
Clerk Typist	\$22,400	\$28,000	\$22,400	\$28,000
Code Enforcement Officer	\$26,400	\$33,000	\$26,400	\$33,000
Community Service Aide	\$19,200	\$24,000	\$19,200	\$24,000
Community Youth Worker	\$25,600	\$32,000	\$25,600	\$32,000
Computer Operator	\$20,800	\$26,000	\$20,800	\$26,000
Cook	\$19,200	\$24,000	\$19,200	\$24,000
Counselor Victim Witness Program	\$28,800	\$36,000	\$28,800	\$36,000
Custodial Worker / LPL	\$24,800	\$31,000	\$24,800	\$31,000
Dental Assistant	\$21,600	\$27,000	\$21,600	\$27,000
Docket Clerk Typing	\$18,000	\$22,000	\$18,000	\$22,000
Drafting Technician	\$22,400	\$28,000	\$22,400	\$28,000
Electrician	\$26,400	\$33,000	\$26,400	\$33,000
Engineering Aide	\$28,000	\$35,000	\$28,000	\$35,000
Environmental Therapy Aide	\$24,000	\$30,000	\$24,000	\$30,000
Equipment Operator	\$27,200	\$34,000	\$28,000	\$35,000
Execution Clerk	\$24,400	\$30,500	\$24,400	\$30,500
Field Rep Disease Control	\$27,200	\$34,000	\$27,200	\$34,000
Field Rep Health Education	\$27,200	\$34,000	\$27,200	\$34,000
Field Rep Senior Citizens Program	\$27,200	\$34,000	\$27,200	\$34,000
Food Service Worker	\$19,200	\$24,000	\$19,200	\$24,000
Geographic Info Systems Specialist	\$28,000	\$35,000	\$28,000	\$35,000
Graduate Nurse	\$40,800	\$51,000	\$40,800	\$51,000
Graduate Nurse Public Health	\$40,800	\$51,000	\$40,800	\$51,000
Groundskeeper	\$25,600	\$32,000	\$25,600	\$32,000
Head Cook	\$25,600	\$32,000	\$25,600	\$32,000
Head Nurse	\$41,600	\$52,000	\$41,600	\$52,000
Health Educator	\$24,000	\$30,000	\$24,000	\$30,000
Health Ins Benefits Clerk	\$20,800	\$26,000	\$20,800	\$26,000
Heavy Equipment Operator	\$28,800	\$36,000	\$30,400	\$38,000
Inspector Mosquito Extermination	\$28,000	\$35,000	\$28,000	\$35,000

<u>JOB TITLE</u>	<u>Minimum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</u>
Inspector Trainee Mosquito Extermination	\$27,200	\$34,000		\$27,200	\$34,000
Institutional Attendant	\$19,200	\$24,000		\$19,200	\$24,000
Juvenile Detention Officer	\$28,000	\$35,000		\$28,000	\$35,000
Laborer	\$20,000	\$25,000		\$20,000	\$25,000
Laundry Worker	\$19,200	\$24,000		\$19,200	\$24,000
Legal Secretary	\$26,400	\$33,000		\$26,400	\$33,000
Librarian	\$25,600	\$32,000		\$25,600	\$32,000
Library Assistant Part Time	\$17,993	\$22,491		\$17,993	\$22,491
Maintenance Repairer	\$24,800	\$31,000		\$24,800	\$31,000
Maintenance Repairer LPL	\$26,400	\$33,000		\$26,400	\$33,000
Mechanic	\$26,400	\$33,000		\$26,400	\$33,000
Messenger	\$18,000	\$21,000		\$18,000	\$21,000
Motor Vehicle Operator - Handicapped	\$21,600	\$27,000		\$21,600	\$27,000
Omnibus Operator	\$22,400	\$28,000		\$24,000	\$30,000
Omnibus Operator Typing	\$22,400	\$28,000		\$22,400	\$28,000
Painter	\$28,000	\$35,000		\$28,000	\$35,000
Payroll Clerk	\$18,000	\$22,000		\$18,000	\$22,000
Plumber	\$27,200	\$34,000		\$27,200	\$34,000
Practical Nurse	\$33,600	\$42,000		\$33,600	\$42,000
Principal Account Clerk	\$27,400	\$33,000		\$27,400	\$33,000
Principal Alcohol Counselor	\$31,400	\$38,000		\$31,400	\$38,000
Principal Clerk Stenographer	\$30,600	\$37,000		\$30,600	\$37,000
Principal Clerk Typist	\$27,400	\$33,000		\$27,400	\$33,000
Principal Engineering Aide	\$33,000	\$40,000		\$33,000	\$40,000
Principal Librarian	\$30,600	\$37,000		\$30,600	\$37,000
Principal Library Assistant	\$20,500	\$24,500		\$20,500	\$24,500
Principal Planner	\$31,300	\$38,500		\$31,300	\$38,500
Principal Purchasing Assistant	\$25,800	\$31,000		\$25,800	\$31,000
Probate Clerk Typing	\$24,800	\$31,000		\$24,800	\$31,000
Program Development Spec - Aging	\$34,400	\$43,000		\$34,400	\$43,000
Program Development Spec - Youth Services	\$15.76	\$19.70		\$15.76	\$19.70
Program Specialist - Special Child Health	\$28,800	\$36,000		\$28,800	\$36,000
Public Health Nurse	\$38,400	\$48,000		\$38,400	\$48,000
Public Safety Telecommunications 911	\$25,600	\$32,000		\$25,600	\$32,000
Public Safety Telecommunications 911 Trainee	\$24,000	\$30,000		\$24,000	\$30,000
Purchasing Assistant	\$20,800	\$26,000		\$20,800	\$26,000
Radio Dispatcher	\$20,800	\$26,000		\$20,800	\$26,000
Radio Dispatcher Bilingual	\$22,400	\$28,000		\$22,400	\$28,000
Receptionist / Telephone Operator	\$19,200	\$24,000		\$19,200	\$24,000
Recreation Leader	\$27,200	\$34,000		\$27,200	\$34,000
Recreation Leader Arts & Crafts	\$27,200	\$34,000		\$27,200	\$34,000
Reference Librarian	\$25,600	\$32,000		\$25,600	\$32,000
Road Inspector	\$24,000	\$30,000		\$24,000	\$30,000
Sanitary Inspector	\$29,600	\$37,000		\$29,600	\$37,000
Sanitary Inspector Trainee	\$28,800	\$36,000		\$28,800	\$36,000
Site Manager Nutrition Program	\$24,800	\$31,000		\$24,800	\$31,000

<u>JOB TITLE</u>	<u>Minimum</u>	<u>Maximum</u>		<u>Minimum</u>	<u>Maximum</u>
Social Service Assistant	\$20,400	\$25,000		\$20,400	\$25,000
Social Worker Aging	\$29,600	\$37,000		\$29,600	\$37,000
Social Worker Health	\$29,600	\$37,000		\$29,600	\$37,000
Social Worker Institutions	\$29,600	\$37,000		\$29,600	\$37,000
Sr Account Clerk	\$24,900	\$30,500		\$24,900	\$30,500
Sr Account Clerk Typing	\$24,900	\$30,500		\$24,900	\$30,500
Sr Alcoholism Counselor	\$28,900	\$35,500		\$28,900	\$35,500
Sr Building Maintenance Worker	\$26,500	\$32,500		\$26,500	\$32,500
Sr Building Service Worker	\$22,500	\$27,500		\$22,500	\$27,500
Sr Citizen Program Aide	\$20,000	\$25,000		\$20,000	\$25,000
Sr Clerk Stenographer	\$28,100	\$34,500		\$28,100	\$34,500
Sr Clerk Typist	\$24,900	\$30,500		\$24,900	\$30,500
Sr Code Enforcement Officer	\$28,900	\$35,500		\$28,900	\$35,500
Sr Dental Assistant	\$24,100	\$29,500		\$24,100	\$29,500
Sr Docket Clerk	\$21,600	\$27,000		\$21,600	\$27,000
Sr Electrician	\$28,900	\$35,500		\$28,900	\$35,500
Sr Engineering Aide	\$30,500	\$37,500		\$30,500	\$37,500
Sr Food Service Worker	\$21,700	\$26,500		\$21,700	\$26,500
Sr Inspector Mosquito Extermination	\$30,500	\$37,500		\$30,500	\$37,500
Sr Juvenile Detention Officer	\$30,500	\$36,500		\$30,500	\$36,500
Sr Librarian	\$28,100	\$34,500		\$28,100	\$34,500
Sr Library Assistant	\$18,000	\$22,000		\$18,000	\$22,000
Sr Maintenance Repairer	\$27,300	\$33,500		\$27,300	\$33,500
Sr Maintenance Repairer LPL	\$28,900	\$35,500		\$28,900	\$35,500
Sr Mechanic	\$28,900	\$35,500		\$28,900	\$35,500
Sr Pharmacy Aide	\$21,600	\$27,000		\$21,600	\$27,000
Sr Planner	\$28,800	\$36,000		\$28,800	\$36,000
Sr Plumber	\$29,700	\$36,500		\$29,700	\$36,500
Sr Probate Clerk Typing	\$27,300	\$33,500		\$27,300	\$33,500
Sr Program Specialist Special Child Health	\$31,300	\$38,500		\$31,300	\$38,500
Sr Purchasing Assistant	\$23,300	\$28,500		\$23,300	\$28,500
Sr Road Inspector	\$26,500	\$32,500		\$26,500	\$32,500
Sr Sanitary Inspector	\$32,100	\$39,500		\$32,100	\$39,500
Sr Stock Clerk	\$20,900	\$25,500		\$20,900	\$25,500
Sr Stockkeeper	\$24,900	\$30,500		\$24,900	\$30,500
Sr Traffic Maintenance Worker	\$30,100	\$37,000		\$30,100	\$37,000
Stock Clerk	\$18,400	\$23,000		\$18,400	\$23,000
Stock Handler	\$18,000	\$22,000		\$18,000	\$22,000
Storekeeper	\$22,400	\$28,000		\$22,400	\$28,000
Supervising Omnibus Operator	\$22,400	\$28,000		\$22,400	\$28,000
Teacher - Juvenile Detention Facilities	\$28,000	\$35,000		\$28,000	\$35,000
Telephone Operator	\$21,600	\$27,000		\$21,600	\$27,000
Traffic Maintenance Worker	\$27,600	\$34,500		\$27,600	\$34,500
Traffic Signal Electrician	\$28,000	\$35,000		\$28,000	\$35,000
Truck Driver	\$24,000	\$30,000		\$25,600	\$32,000
Ward Clerk	\$19,200	\$24,000		\$19,200	\$24,000

JOB TITLE

Youth Group Worker
Youth Worker

Minimum

\$26,400

\$21,200

Maximum

\$33,000

\$26,500



Minimum

\$26,400

\$21,200

Maximum

\$33,000

\$26,500

Wage Progression Grid - Effective 1/1/2005
(Years of County Service)

	Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Maximum Step 8
Account Clerk	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000
Account Clerk Typing	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000
Alcoholism Counselor	\$26,400	\$27,343	\$28,286	\$29,229	\$30,171	\$31,114	\$32,057	\$33,000
Assistant Cook	\$18,000	\$18,571	\$19,143	\$19,714	\$20,286	\$20,857	\$21,429	\$22,000
Assistant Planner	\$24,128	\$24,990	\$25,851	\$26,713	\$27,575	\$28,437	\$29,298	\$30,160
Assistant Supv of Building Services	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000
Assistant Supv Traffic Maintenance	\$32,800	\$33,971	\$35,143	\$36,314	\$37,486	\$38,657	\$39,829	\$41,000
Assistant Executive Housekeeper	\$27,200	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000
Building Maintenance Worker	\$24,000	\$24,857	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000
Building Service Worker	\$20,000	\$20,714	\$21,429	\$22,143	\$22,857	\$23,571	\$24,286	\$25,000
Cabinet Maker	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Carpenter	\$24,000	\$24,857	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000
Clerk	\$18,400	\$19,057	\$19,714	\$20,371	\$21,029	\$21,686	\$22,343	\$23,000
Clerk Stenographer	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000
Clerk Typist	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000
Code Enforcement Officer	\$26,400	\$27,343	\$28,286	\$29,229	\$30,171	\$31,114	\$32,057	\$33,000
Community Service Aide	\$19,200	\$19,686	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000
Community Youth Worker	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000
Computer Operator	\$20,800	\$21,513	\$22,286	\$23,029	\$23,771	\$24,514	\$25,257	\$26,000
Cook	\$19,200	\$19,886	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000
Counselor Victim Witness Program	\$28,800	\$29,829	\$30,857	\$31,886	\$32,914	\$33,943	\$34,971	\$36,000
Custodial Worker / LPL	\$24,800	\$25,686	\$26,571	\$27,457	\$28,343	\$29,229	\$30,114	\$31,000
Dental Assistant	\$21,600	\$22,371	\$23,143	\$23,914	\$24,686	\$25,457	\$26,229	\$27,000
Docket Clerk Typing	\$18,000	\$18,571	\$19,143	\$19,714	\$20,286	\$20,857	\$21,429	\$22,000
Drafting Technician	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000
Electrician	\$26,400	\$27,343	\$28,286	\$29,229	\$30,171	\$31,114	\$32,057	\$33,000
Engineering Aide	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Environmental Therapy Aide	\$24,000	\$24,857	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000
Equipment Operator	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Execution Clerk	\$24,400	\$25,271	\$26,143	\$27,014	\$27,886	\$28,757	\$29,629	\$30,500
Field Rep Disease Control	\$27,200	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000
Field Rep Health Education	\$27,200	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000
Field Rep Senior Citizens Program	\$27,200	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000

JOB TITLE	Minimum Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Maximum Step 8
Food Service Worker	\$19,200	\$19,886	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000
Geographic Info Systems Specialist	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Graduate Nurse	\$40,800	\$42,257	\$43,714	\$45,171	\$46,629	\$48,086	\$49,543	\$51,000
Graduate Nurse Public Health	\$40,800	\$42,257	\$43,714	\$45,171	\$46,629	\$48,086	\$49,543	\$51,000
Groundskeeper	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000
Head Cook	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000
Head Nurse	\$41,600	\$43,086	\$44,571	\$46,057	\$47,543	\$49,029	\$50,514	\$52,000
Health Educator	\$24,000	\$24,857	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000
Health Ins Benefits Clerk	\$20,800	\$21,543	\$22,286	\$23,029	\$23,771	\$24,514	\$25,257	\$26,000
Heavy Equipment Operator	\$30,400	\$31,486	\$32,571	\$33,657	\$34,743	\$35,829	\$36,914	\$38,000
Inspector Mosquito Extermination	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Inspector Trained Mosquito Extermination	\$27,200	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000
Institutional Attendant	\$19,200	\$19,886	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000
Juvenile Detention Officer	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Laborer	\$20,000	\$20,714	\$21,429	\$22,143	\$22,857	\$23,571	\$24,286	\$25,000
Laundry Worker	\$19,200	\$19,886	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000
Legal Secretary	\$26,400	\$27,343	\$28,286	\$29,229	\$30,171	\$31,114	\$32,057	\$33,000
Librarian	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000
Library Assistant Part Time	\$17,993	\$18,635	\$19,278	\$19,921	\$20,563	\$21,206	\$21,848	\$22,491
Maintenance Repairer	\$24,800	\$25,686	\$26,571	\$27,457	\$28,343	\$29,229	\$30,114	\$31,000
Maintenance Repairer LPL	\$26,400	\$27,343	\$28,286	\$29,229	\$30,171	\$31,114	\$32,057	\$33,000
Mechanic	\$26,400	\$27,343	\$28,286	\$29,229	\$30,171	\$31,114	\$32,057	\$33,000
Messenger	\$18,000	\$18,429	\$18,857	\$19,286	\$19,714	\$20,143	\$20,571	\$21,000
Motor Vehicle Operator - Handicapped	\$21,600	\$22,371	\$23,143	\$23,914	\$24,686	\$25,457	\$26,229	\$27,000
Omibus Operator	\$24,000	\$24,857	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000
Omibus Operator Typing	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000
Painter	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Payroll Clerk	\$18,000	\$18,571	\$19,143	\$19,714	\$20,286	\$20,857	\$21,429	\$22,000
Plumber	\$27,200	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000
Practical Nurse	\$33,600	\$34,800	\$36,000	\$37,200	\$38,400	\$39,600	\$40,800	\$42,000
Principal Account Clerk	\$27,400	\$28,200	\$29,000	\$29,800	\$30,600	\$31,400	\$32,200	\$33,000
Principal Alcohol Counselor	\$31,400	\$32,343	\$33,286	\$34,229	\$35,171	\$36,114	\$37,057	\$38,000
Principal Clerk Stenographer	\$30,600	\$31,514	\$32,429	\$33,343	\$34,257	\$35,171	\$36,086	\$37,000
Principal Clerk Typist	\$27,400	\$28,200	\$29,000	\$29,800	\$30,600	\$31,400	\$32,200	\$33,000
Principal Engineering Aide	\$33,000	\$34,000	\$35,000	\$36,000	\$37,000	\$38,000	\$39,000	\$40,000
Principal Librarian	\$30,600	\$31,514	\$32,429	\$33,343	\$34,257	\$35,171	\$36,086	\$37,000

JOB TITLE	Minimum								Maximum								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
Principal Library Assistant	\$20,500	\$21,071	\$21,643	\$22,214	\$22,786	\$23,357	\$23,929	\$24,500	\$23,357	\$23,929	\$24,500	\$25,071	\$25,643	\$26,214	\$26,786	\$27,357	\$27,929
Principal Planner	\$31,300	\$32,329	\$33,357	\$34,386	\$35,414	\$36,443	\$37,471	\$38,500	\$33,357	\$34,386	\$35,414	\$36,443	\$37,471	\$38,500	\$39,529	\$40,557	\$41,586
Principal Purchasing Assistant	\$25,800	\$26,543	\$27,286	\$28,029	\$28,771	\$29,514	\$30,257	\$31,000	\$27,286	\$28,029	\$28,771	\$29,514	\$30,257	\$31,000	\$31,743	\$32,486	\$33,229
Probate Clerk Typing	\$24,800	\$25,686	\$26,571	\$27,457	\$28,343	\$29,229	\$30,114	\$31,000	\$26,571	\$27,457	\$28,343	\$29,229	\$30,114	\$31,000	\$31,886	\$32,771	\$33,657
Program Development Spec - Aging	\$34,400	\$35,629	\$36,857	\$38,086	\$39,314	\$40,543	\$41,771	\$43,000	\$36,857	\$38,086	\$39,314	\$40,543	\$41,771	\$43,000	\$44,229	\$45,457	\$46,686
Program Development Spec - Youth Services	\$15,76	\$16,32	\$16,89	\$17,45	\$18,01	\$18,57	\$19,14	\$19,70	\$16,89	\$17,45	\$18,01	\$18,57	\$19,14	\$19,70	\$20,26	\$20,82	\$21,38
Program Specialist - Special Child Health	\$28,800	\$29,829	\$30,857	\$31,886	\$32,914	\$33,943	\$34,971	\$36,000	\$30,857	\$31,886	\$32,914	\$33,943	\$34,971	\$36,000	\$37,029	\$38,057	\$39,086
Public Health Nurse	\$38,400	\$39,771	\$41,143	\$42,514	\$43,886	\$45,257	\$46,629	\$48,000	\$41,143	\$42,514	\$43,886	\$45,257	\$46,629	\$48,000	\$49,371	\$50,743	\$52,114
Public Safety Telecommunications 911	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000	\$32,914	\$33,829	\$34,743
Public Safety Telecommunications 911 Trainee	\$24,000	\$24,857	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000	\$30,857	\$31,714	\$32,571
Purchasing Assistant	\$20,800	\$21,543	\$22,286	\$23,029	\$23,771	\$24,514	\$25,257	\$26,000	\$22,286	\$23,029	\$23,771	\$24,514	\$25,257	\$26,000	\$26,743	\$27,486	\$28,229
Radio Dispatcher	\$20,800	\$21,543	\$22,286	\$23,029	\$23,771	\$24,514	\$25,257	\$26,000	\$21,543	\$22,286	\$23,029	\$23,771	\$24,514	\$25,257	\$26,000	\$26,743	\$27,486
Radio Dispatcher Bilingual	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000	\$28,800	\$29,600
Receptionist / Telephone Operator	\$19,200	\$19,886	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000	\$19,886	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000	\$24,686	\$25,371
Recreation Leader	\$27,200	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000	\$34,971	\$35,943
Recreation Leader Arts & Crafts	\$27,200	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000	\$28,171	\$29,143	\$30,114	\$31,086	\$32,057	\$33,029	\$34,000	\$34,971	\$35,943
Reference Librarian	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000	\$32,914	\$33,829
Road Inspector	\$24,000	\$24,857	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000	\$24,857	\$25,714	\$26,571	\$27,429	\$28,286	\$29,143	\$30,000	\$30,857	\$31,714
Sanitary Inspector	\$29,600	\$30,657	\$31,714	\$32,771	\$33,829	\$34,886	\$35,943	\$37,000	\$31,714	\$32,771	\$33,829	\$34,886	\$35,943	\$37,000	\$38,057	\$39,114	\$40,171
Sanitary Inspector Trainee	\$28,800	\$29,829	\$30,857	\$31,886	\$32,914	\$33,943	\$34,971	\$36,000	\$30,857	\$31,886	\$32,914	\$33,943	\$34,971	\$36,000	\$37,029	\$38,057	\$39,086
Site Manager Nutrition Program	\$24,800	\$25,686	\$26,571	\$27,457	\$28,343	\$29,229	\$30,114	\$31,000	\$25,686	\$26,571	\$27,457	\$28,343	\$29,229	\$30,114	\$31,000	\$31,886	\$32,771
Social Service Assistant	\$20,400	\$21,057	\$21,714	\$22,371	\$23,029	\$23,686	\$24,343	\$25,000	\$21,057	\$21,714	\$22,371	\$23,029	\$23,686	\$24,343	\$25,000	\$25,657	\$26,314
Social Worker Aging	\$29,600	\$30,657	\$31,714	\$32,771	\$33,829	\$34,886	\$35,943	\$37,000	\$30,657	\$31,714	\$32,771	\$33,829	\$34,886	\$35,943	\$37,000	\$38,057	\$39,114
Social Worker Health	\$29,600	\$30,657	\$31,714	\$32,771	\$33,829	\$34,886	\$35,943	\$37,000	\$30,657	\$31,714	\$32,771	\$33,829	\$34,886	\$35,943	\$37,000	\$38,057	\$39,114
Social Worker Institutions	\$29,600	\$30,657	\$31,714	\$32,771	\$33,829	\$34,886	\$35,943	\$37,000	\$30,657	\$31,714	\$32,771	\$33,829	\$34,886	\$35,943	\$37,000	\$38,057	\$39,114
Sr Account Clerk	\$24,900	\$25,700	\$26,500	\$27,300	\$28,100	\$28,900	\$29,700	\$30,500	\$25,700	\$26,500	\$27,300	\$28,100	\$28,900	\$29,700	\$30,500	\$31,300	\$32,100
Sr Account Clerk Typing	\$24,900	\$25,700	\$26,500	\$27,300	\$28,100	\$28,900	\$29,700	\$30,500	\$25,700	\$26,500	\$27,300	\$28,100	\$28,900	\$29,700	\$30,500	\$31,300	\$32,100
Sr Alcoholism Counselor	\$28,900	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500	\$36,443	\$37,386
Sr Building Maintenance Worker	\$26,500	\$27,357	\$28,214	\$29,071	\$29,929	\$30,786	\$31,643	\$32,500	\$27,357	\$28,214	\$29,071	\$29,929	\$30,786	\$31,643	\$32,500	\$33,357	\$34,214
Sr Building Service Worker	\$22,500	\$23,214	\$23,929	\$24,643	\$25,357	\$26,071	\$26,786	\$27,500	\$23,214	\$23,929	\$24,643	\$25,357	\$26,071	\$26,786	\$27,500	\$28,214	\$28,929
Sr Citizen Program Aide	\$20,000	\$20,714	\$21,429	\$22,143	\$22,857	\$23,571	\$24,286	\$25,000	\$20,714	\$21,429	\$22,143	\$22,857	\$23,571	\$24,286	\$25,000	\$25,714	\$26,429
Sr Clerk Stenographer	\$28,100	\$29,014	\$29,929	\$30,843	\$31,757	\$32,671	\$33,586	\$34,500	\$29,014	\$29,929	\$30,843	\$31,757	\$32,671	\$33,586	\$34,500	\$35,414	\$36,329
Sr Clerk Typist	\$24,900	\$25,700	\$26,500	\$27,300	\$28,100	\$28,900	\$29,700	\$30,500	\$25,700	\$26,500	\$27,300	\$28,100	\$28,900	\$29,700	\$30,500	\$31,300	\$32,100
Sr Code Enforcement Officer	\$28,900	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500	\$36,443	\$37,386
Sr Dental Assistant	\$24,100	\$24,871	\$25,643	\$26,414	\$27,186	\$27,957	\$28,729	\$29,500	\$24,871	\$25,643	\$26,414	\$27,186	\$27,957	\$28,729	\$29,500	\$30,271	\$31,043
Sr Docket Clerk	\$21,600	\$22,371	\$23,143	\$23,914	\$24,686	\$25,457	\$26,229	\$27,000	\$22,371	\$23,143	\$23,914	\$24,686	\$25,457	\$26,229	\$27,000	\$27,771	\$28,543

JOB TITLE	Minimum								Maximum							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Sr Electrician	\$28,900	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500	\$28,900	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500
Sr Engineering Aide	\$30,500	\$31,500	\$32,500	\$33,500	\$34,500	\$35,500	\$36,500	\$37,500	\$30,500	\$31,500	\$32,500	\$33,500	\$34,500	\$35,500	\$36,500	\$37,500
Sr Food Service Worker	\$21,700	\$22,386	\$23,071	\$23,757	\$24,443	\$25,129	\$25,814	\$26,500	\$21,700	\$22,386	\$23,071	\$23,757	\$24,443	\$25,129	\$25,814	\$26,500
Sr Inspector Mosquito Extermination	\$30,500	\$31,500	\$32,500	\$33,500	\$34,500	\$35,500	\$36,500	\$37,500	\$30,500	\$31,500	\$32,500	\$33,500	\$34,500	\$35,500	\$36,500	\$37,500
Sr Juvenile Detention Officer	\$30,500	\$31,357	\$32,214	\$33,071	\$33,929	\$34,786	\$35,643	\$36,500	\$30,500	\$31,357	\$32,214	\$33,071	\$33,929	\$34,786	\$35,643	\$36,500
Sr Librarian	\$28,100	\$29,014	\$29,929	\$30,843	\$31,757	\$32,671	\$33,586	\$34,500	\$28,100	\$29,014	\$29,929	\$30,843	\$31,757	\$32,671	\$33,586	\$34,500
Sr Library Assistant	\$18,000	\$18,571	\$19,143	\$19,714	\$20,286	\$20,857	\$21,429	\$22,000	\$18,000	\$18,571	\$19,143	\$19,714	\$20,286	\$20,857	\$21,429	\$22,000
Sr Maintenance Repairer	\$27,300	\$28,186	\$29,071	\$29,957	\$30,843	\$31,729	\$32,614	\$33,500	\$27,300	\$28,186	\$29,071	\$29,957	\$30,843	\$31,729	\$32,614	\$33,500
Sr Maintenance Repairer LPL	\$28,900	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500	\$28,900	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500
Sr Mechanic	\$28,900	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500	\$28,900	\$29,843	\$30,786	\$31,729	\$32,671	\$33,614	\$34,557	\$35,500
Sr Pharmacy Aide	\$21,600	\$22,371	\$23,143	\$23,914	\$24,686	\$25,457	\$26,229	\$27,000	\$21,600	\$22,371	\$23,143	\$23,914	\$24,686	\$25,457	\$26,229	\$27,000
Sr Planner	\$28,800	\$29,829	\$30,857	\$31,886	\$32,914	\$33,943	\$34,971	\$36,000	\$28,800	\$29,829	\$30,857	\$31,886	\$32,914	\$33,943	\$34,971	\$36,000
Sr Plumber	\$29,700	\$30,671	\$31,643	\$32,614	\$33,586	\$34,557	\$35,529	\$36,500	\$29,700	\$30,671	\$31,643	\$32,614	\$33,586	\$34,557	\$35,529	\$36,500
Sr Probate Clerk Typing	\$27,300	\$28,186	\$29,071	\$29,957	\$30,843	\$31,729	\$32,614	\$33,500	\$27,300	\$28,186	\$29,071	\$29,957	\$30,843	\$31,729	\$32,614	\$33,500
Sr Program Specialist Special Child Health	\$31,300	\$32,329	\$33,357	\$34,386	\$35,414	\$36,443	\$37,471	\$38,500	\$31,300	\$32,329	\$33,357	\$34,386	\$35,414	\$36,443	\$37,471	\$38,500
Sr Purchasing Assistant	\$23,300	\$24,043	\$24,786	\$25,529	\$26,271	\$27,014	\$27,757	\$28,500	\$23,300	\$24,043	\$24,786	\$25,529	\$26,271	\$27,014	\$27,757	\$28,500
Sr Road Inspector	\$26,500	\$27,357	\$28,214	\$29,071	\$29,929	\$30,786	\$31,643	\$32,500	\$26,500	\$27,357	\$28,214	\$29,071	\$29,929	\$30,786	\$31,643	\$32,500
Sr Sanitary Inspector	\$32,100	\$33,157	\$34,214	\$35,271	\$36,329	\$37,386	\$38,443	\$39,500	\$32,100	\$33,157	\$34,214	\$35,271	\$36,329	\$37,386	\$38,443	\$39,500
Sr Stock Clerk	\$20,900	\$21,557	\$22,214	\$22,871	\$23,529	\$24,186	\$24,843	\$25,500	\$20,900	\$21,557	\$22,214	\$22,871	\$23,529	\$24,186	\$24,843	\$25,500
Sr Storekeeper	\$24,900	\$25,700	\$26,500	\$27,300	\$28,100	\$28,900	\$29,700	\$30,500	\$24,900	\$25,700	\$26,500	\$27,300	\$28,100	\$28,900	\$29,700	\$30,500
Sr Traffic Maintenance Worker	\$30,100	\$31,086	\$32,071	\$33,057	\$34,043	\$35,029	\$36,014	\$37,000	\$30,100	\$31,086	\$32,071	\$33,057	\$34,043	\$35,029	\$36,014	\$37,000
Stock Clerk	\$18,400	\$19,057	\$19,714	\$20,371	\$21,029	\$21,686	\$22,343	\$23,000	\$18,400	\$19,057	\$19,714	\$20,371	\$21,029	\$21,686	\$22,343	\$23,000
Stock Handler	\$18,000	\$18,571	\$19,143	\$19,714	\$20,286	\$20,857	\$21,429	\$22,000	\$18,000	\$18,571	\$19,143	\$19,714	\$20,286	\$20,857	\$21,429	\$22,000
Storekeeper	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000
Supervising Omnibus Operator	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000	\$22,400	\$23,200	\$24,000	\$24,800	\$25,600	\$26,400	\$27,200	\$28,000
Teacher - Juvenile Detention Facilities	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Telephone Operator	\$21,600	\$22,371	\$23,143	\$23,914	\$24,686	\$25,457	\$26,229	\$27,000	\$21,600	\$22,371	\$23,143	\$23,914	\$24,686	\$25,457	\$26,229	\$27,000
Traffic Maintenance Worker	\$27,600	\$28,586	\$29,571	\$30,557	\$31,543	\$32,529	\$33,514	\$34,500	\$27,600	\$28,586	\$29,571	\$30,557	\$31,543	\$32,529	\$33,514	\$34,500
Traffic Signal Electrician	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000	\$28,000	\$29,000	\$30,000	\$31,000	\$32,000	\$33,000	\$34,000	\$35,000
Truck Driver	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000	\$25,600	\$26,514	\$27,429	\$28,343	\$29,257	\$30,171	\$31,086	\$32,000
Ward Clerk	\$19,200	\$19,886	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000	\$19,200	\$19,886	\$20,571	\$21,257	\$21,943	\$22,629	\$23,314	\$24,000
Youth Group Worker	\$26,400	\$27,343	\$28,286	\$29,229	\$30,171	\$31,114	\$32,057	\$33,000	\$26,400	\$27,343	\$28,286	\$29,229	\$30,171	\$31,114	\$32,057	\$33,000
Youth Worker	\$21,200	\$21,957	\$22,714	\$23,471	\$24,229	\$24,986	\$25,743	\$26,500	\$21,200	\$21,957	\$22,714	\$23,471	\$24,229	\$24,986	\$25,743	\$26,500

ATTACHMENT B

Cumberland County Wage Detail For As Needed Employees

<u>JOB TITLE</u>	<u>Last Name</u>	<u>First Name</u>	<u>Date of Hire</u>	<u>HRLY Rate</u>	<u>Annual Salary As Of 1/1/01</u>	<u>Adjustment To next Step</u>	<u>4% Raise for 2003</u>	<u>2003 Hrly Rate</u>
Building Service Worker	Roosevelt	Hudgon Jr.		8.6207	\$18,000.00	\$19,250	\$20,020	\$9.5881
Building Service Worker	Donnamarie	Diaz		8.6207	\$18,000.00	\$19,250	\$20,020	\$9.5881
Food Service Worker	Frank	Sewell		8.6207	\$18,000.00	\$18,480	\$19,219	\$9.2046
Food Service Worker	Jennifer	Stidham		8.6207	\$18,000.00	\$18,480	\$19,219	\$9.2046
Food Service Worker	Roger	Mooney Jr.		8.6207	\$18,000.00	\$18,480	\$19,219	\$9.2046
Food Service Worker	Lisa	Burks		8.6538	\$18,069.00	\$18,480	\$19,219	\$9.2046
Graduate Nurse	Margaret	VanSant		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	Carol	McCann		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	Cindy	Sanza		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	Hope	Zeck		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	James	Halligan		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	Juanito	Morales Jr.		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	Lucille	Reyes		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	Marilyn	Lewis		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	Mary Jane	Stephenson		20.0000	\$41,760.00		\$43,430	\$20.8000
Graduate Nurse	Monica	Mundy		20.0769	\$41,921.00		\$43,598	\$20.8802
Graduate Nurse	Lillian	Barthlow		20.5241	\$42,854.00		\$44,568	\$21.3449
Graduate Nurse	Stacey	Shaw		20.5241	\$42,854.00		\$44,568	\$21.3449
Graduate Nurse	Hoffman	Barthlow		21.3272	\$44,531.00		\$46,312	\$22.1802
Graduate Nurse	Clevelyn	Ricalde		23.0811	\$48,193.00		\$50,121	\$24.0042
Graduate Nurse	Deborah	Williams		23.0811	\$48,193.00		\$50,121	\$24.0042
Graduate Nurse	Mary	Levick		23.0811	\$48,193.00		\$50,121	\$24.0042
Graduate Nurse	Sharon	Brown		23.0811	\$48,193.00		\$50,121	\$24.0042
Institutional Attendant	Angela	Williams		8.6154	\$17,989.00	\$18,480	\$19,219.20	\$9.2046
Institutional Attendant	Melissa	Moore		8.6154	\$17,989.00	\$18,480	\$19,219.20	\$9.2046
Institutional Attendant	Gretchen	Sheppard		8.6207	\$18,000.00	\$18,480	\$19,219.20	\$9.2046
Institutional Attendant	Kimberly	Cox		8.6207	\$18,000.00	\$18,480	\$19,219.20	\$9.2046
Institutional Attendant	Kristen	Adams		8.6207	\$18,000.00	\$18,480	\$19,219.20	\$9.2046
Institutional Attendant	Kristi	Taylor		8.6207	\$18,000.00	\$18,480	\$19,219.20	\$9.2046
Institutional Attendant	Sonya	Hall		8.6207	\$18,000.00	\$18,480	\$19,219.20	\$9.2046
Institutional Attendant	Terri	Munyon		8.6207	\$18,000.00	\$18,480	\$19,219.20	\$9.2046

Cumberland County Wage Detail For As Needed Employees

<u>JOB TITLE</u>	<u>Last Name</u>	<u>First Name</u>	<u>Date of Hire</u>	<u>HRLY Rate</u>	<u>Annual Salary As Of 1/1/01</u>	<u>Adjustment To next Step</u>	<u>4% Raise for 2003</u>	<u>2003 Hrly Rate</u>
Institutional Attendant	Lisa	Willis		8.6212	\$18,000.00	\$18,480	\$19,219.20	\$9,2046
Institutional Attendant	Latanya	Johnson		9.1422	\$19,089.00		\$19,853	\$9,5079
Institutional Attendant	Leemarie	Gonzalez		9.6212	\$20,089.00		\$20,893	\$10,0060
Juvenile Detention Officer	Raymond	Brown		9.7700	\$20,400.00	\$24,000	\$24,960.00	\$11,9540
Juvenile Detention Officer	Terrika	Taylor		9.7700	\$20,400.00	\$24,000	\$24,960.00	\$11,9540
Juvenile Detention Officer	Edwin	Roman		9.7700	\$20,400.00	\$24,000	\$24,960.00	\$11,9540
Juvenile Detention Officer	Larry	Jordan		11.0021	\$22,972.00	\$24,000	\$24,960.00	\$11,9540
Juvenile Detention Officer	Andrew	Bonner		12.8135	\$26,755.00	\$24,000	\$24,960.00	\$11,9540
Maintenance Repairer LPL	Clarence	Wills, Sr.		11.0101	\$22,989.00	\$25,410	\$26,426.40	\$12,6563
Omnibus Operator	Harold	Fritz		9.8462	\$20,559.00	\$21,560	\$22,422.40	\$10,7387
Omnibus Operator	Lauriano	Gonzalez		9.8522	\$20,571.00	\$21,560	\$22,422.40	\$10,7387
Omnibus Operator	Francis	Corsiglia		9.8904	\$20,651.00	\$21,560	\$22,422.40	\$10,7387
Practical Nurse	Abigail	Carrasquillo		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Angel	Fonseca-Juarez		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Cindy	Gardner		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Dawn	Brown		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Donna	Vanderslice		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Elizabeth	Winrow		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Gloria	Butler		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	James	Alexander II		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Karen	Heck		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Kathleen	Cheli		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Marie	Hope		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Teresa	Goldsbrough		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Wendy	Smart		15.0000	\$31,320.00	\$32,340	\$33,633.60	\$16,1080
Practical Nurse	Doris	Sexton		15.5049	\$32,374.00		\$33,669	\$16,1250
Practical Nurse	L. Lori	Minkley		16.1072	\$33,632.00		\$34,977	\$16,7516
Practical Nurse	Lisa	Smith		16.1072	\$33,632.00		\$34,977	\$16,7516
Practical Nurse	Mary Anne	Lalli		16.1072	\$33,632.00		\$34,977	\$16,7516
Practical Nurse	Joanne	Kimble		17.4227	\$36,379.00		\$37,834	\$18,1198
Practical Nurse	Mary	Ridgway		17.4227	\$36,379.00		\$37,834	\$18,1198

Cumberland County Wage Detail For As Needed Employees

<u>JOB TITLE</u>	<u>Last Name</u>	<u>First Name</u>	<u>Date of Hire</u>	<u>HRLY Rate</u>	<u>Annual Salary As Of 1/1/01</u>	<u>Adjustment To next Step</u>	<u>4% Raise for 2003</u>	<u>2003 Hrly Rate</u>
Practical Nurse	Janis	Hullihen		20.0000	\$41,760.00		\$43,430	\$20.8000
Public Safety Telecommunications 911	Eugene	Shelton		9.8077	\$20,478.00	\$24,640	\$25,625.60	\$12.2728
Public Safety Telecommunications 911	Todd	Buirch		9.8077	\$20,478.00	\$24,640	\$25,625.60	\$12.2728
Public Safety Telecommunications 911	Michael	Marlette		9.9451	\$20,765.00	\$24,640	\$25,625.60	\$12.2728
Public Safety Telecommunications 911	Joseph	Crokus		10.7712	\$22,490.00	\$24,640	\$25,625.60	\$12.2728
Public Safety Telecommunications 911	Larry	Sooy		10.7712	\$22,490.00	\$24,640	\$25,625.60	\$12.2728
Public Safety Telecommunications 911	Chester	Watson		11.2606	\$23,512.00	\$24,640	\$25,625.60	\$12.2728
Receptionist / Telephone Operator	Melinda	Lovell		9.6523	\$20,154.00		\$20,960	\$10.0384
Receptionist / Telephone Operator	Roxanne	Puccio		9.8519	\$20,571.00		\$21,394	\$10.2461
Teacher - Juvenile Detention Facilities	Ernest D	Thrbak		10.0000	\$20,880.00	\$27,920	\$29,036.80	\$13.9065
Teacher - Juvenile Detention Facilities	Jakia	Hornes		10.0000	\$20,880.00	\$27,920	\$29,036.80	\$13.9065
Ward Clerk	Michelle	Chance		8.6212	\$18,001.00	\$18,480	\$19,219.20	\$9.2046
Total Annual Payroll					\$2,131,341	\$1,131,410	\$2,287,868	

Total Employees 74