

Contract no. 1242

1992

AGREEMENT

between

TOWNSHIP OF CEDAR GROVE

IN THE COUNTY OF ESSEX

and

CEDAR GROVE EMPLOYEES ASSOCIATION

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A G R E E M E N T

THIS AGREEMENT, entered into this 6th day of July, 1992 by and between the Township of Cedar Grove, in the County of Essex, a political subdivision of the State of New Jersey, hereinafter known as the "Township", and the Cedar Grove Employees Association, hereinafter referred to as the "Association," as the "bargaining agent," for and acting in behalf of certain full-time blue-collar municipal employees defined herein:

W I T N E S S E T H:

That the parties have agreed to the following terms and conditions affecting rates of pay and conditions of employment:

ARTICLE I
RECOGNITION - BARGAINING UNIT

Section 1 - CERTIFICATION

The Association has been certified by the Public Employees Relations Commission as the exclusive bargaining agent for all full-time blue-collar municipal employees (hereinafter referred as "Employees" or "Bargaining Unit Employees") within the Department of Public Works, except as excluded below.

Section 2 - UNIT EXCLUSION

The Bargaining Unit does not include managerial executives, confidentials, professional employees, police, supervisors within the meaning of the Act, Department Directors, Engineering Assistant/Land Surveyor, Code Enforcement Officer, Planning/Zoning Coordinator, Nurse, Deputy Municipal Tax Collector, Assistant Municipal Treasurer, Administrative Secretary to Township Manager, Assistant to Township Clerk, School Crossing Guards, Water/Sewer Supervisor, regular part-time, and temporary or seasonal employees, Building Maintenance Worker, Recreation Maintenance Worker, and clerical positions, including Clerical Assistant, Department Secretary, Deputy Court Clerk, Records Clerk-Police, Accounting/Payroll Assistant, and Tax/Utility Accounting Assistant.

Section 3 - DESIGNATED REPRESENTATIVE

The Township shall deal with the designated Association representative in all matters related to this Agreement. The Association shall submit the name of the designated representative to the Township Manager, in writing, upon the execution of this Agreement, and shall notify the Township Manager, in writing, promptly of any change of any such designated representative during the term of this Agreement.

The designated representative may receive leave without pay of up to five (5) working days annually to attend Association related training seminars or conventions at no expense to the Township.

Additionally, a written list of the Association officials shall be furnished to the Township Manager, and the Association shall notify the Township Manager promptly, in writing, of any changes of such officials.

Representatives of the Association, who are not employees of the Township, may visit with employees during working hours at their work stations for the purpose of discussing representation matters, provided such visits do not disrupt the normal business or operations of the work station.

Section 5 - PROBATIONARY PERIOD

Employees hired by the Township shall satisfactorily complete a twelve month probationary period before they shall become a part of the Bargaining Unit or be entitled to the benefits of this Agreement. During the probationary period a probationer may be discharged without cause. Upon the successful completion of one year's employment, an employee shall become eligible for permanent employment status. The probationary period shall also apply when an employee is promoted to a new classification, but shall not affect the rights and status he may have acquired in the former classification and in the Bargaining Unit.

Section 6 - SENIORITY

Seniority standing shall be granted to all employees. Employment seniority shall consist of accumulated continuous

employment with the Township. Position or title classification seniority begins from the time the employee receives permanent status in the position or title classification.

On temporary appointments to higher titles, all other things being reasonably equal, seniority will prevail in title within the department or work station. The principle of seniority shall govern for cases of decreases of the working force as well as preference in assignment to shiftwork and choice of vacation period.

ARTICLE II

TOWNSHIP'S PREROGATIVES

Section 1

The management of the Township's affairs and the direction and control of the Bargaining Unit employees and other working forces contained herein, including, without limitation, the right to establish new jobs, abolish or change operating procedures and equipment to be used by the Bargaining Unit, to determine normal working hours, to schedule overtime and to generally direct and control the working forces in a manner designed to promote the greatest continuity and efficiency of the Township's affairs, shall be solely vested in the Township through its duly authorized officials and personnel. The Township shall also have the exclusive right to schedule and assign work, to hire, suspend, demote, discipline and discharge employees for just cause, to train employees for other jobs, and to transfer (temporarily or permanently) or lay off employees, subject only to the limitations continued in this agreement.

The inclusion herein or enumeration of any specific rights or prerogatives of the Township are not intended to nor shall they be a limitation of the Township's authority and right to solely and absolutely direct its working forces. Management's prerogatives shall be limited only by specific provision in this agreement or by law.

Section 2 - WORK RULES

The Township shall have the right to establish, through its Township Manager, or its Department Directors, reasonable rules and regulations, not inconsistent with the provisions of this agreement, to assure the orderly

functioning and operation of the Township's affairs in an efficient and economical manner. Said rules and regulations may be modified or supplemented from time to time by the Township Manager, at his or their discretion. Said rules and regulations, and the modifications or supplements thereto, shall be in writing and will be effective three days after the posting thereof in a conspicuous place maintained in the Township offices, available and accessible to the Bargaining Unit employees. The Township shall discuss proposed Rules and Regulations with the Association before implementation.

All work rules shall be reasonable and fair and will not injure the health or welfare of an employee. If any instituted work rule does not have Association acceptance, the Township shall give its reasons for the rule in writing, and then such rule shall be subject to the grievance procedure. The Township may implement any work rule unilaterally subject to the above.

ARTICLE III

ADJUSTMENT OF DISPUTES AND GRIEVANCES

Section 1 - INFORMAL RESOLUTION OF DISPUTES

The parties recognize that many of the disputes and problems arising in the course of employment are not actual grievances and should be settled in an informal way by discussions between the employee and his immediate superior.

Section 2 - GRIEVANCE PROCEDURE

In the event such informal settlement is not possible within 48 hours after such problem or dispute arises, then the following formal procedure is provided for grievances arising with respect to the terms and condition of employment under this agreement:

Step No. 1 - The aggrieved employee shall reduce the grievance to writing and present the grievance within 3 working days (excluding weekends) after it arises to the department supervisor who shall consider it and provide his determination within two working days after its presentation. A meeting shall be held at this First Step level for presentation of the grievance to the supervisor.

Step No. 2 - In the event Step No. 1 fails to resolve the dispute, then the aggrieved employee, within 3 working days (excluding weekends) thereafter, shall request a grievance hearing with the appropriate Department Director, who shall have the authority to settle the dispute without the concurrence of any of his subordinates.

Step No. 3 - In the event that the dispute is not resolved by the preceding steps, then the grievance and all

responses thereto shall be, within 3 working days (excluding weekends) thereafter, presented in writing to the Township Manager. The Township Manager shall conduct a hearing at which time the aggrieved employee and Department Director may present evidence. The Township Manager shall within five (5) working days after the conclusion of the hearing, render his decision to the employee and Association representative, which decision shall be final and binding with respect to the grievance except as hereinafter provided.

Section 3 - ADVISORY PERSONNEL BOARD - APPLICATION AS OF RIGHT

If an employee who has followed and exhausted the grievance procedures set forth above is threatened with (a) suspension without pay for more than three days at any one time; (b) demotion for disciplinary reasons; or (c) dismissal for disciplinary reasons, as a final determination by the Township Manager, he shall have the right to apply to present the matter to the Township Advisory Personnel Board, in accordance with the applicable provisions set forth in the Code of the Township of Cedar Grove, N.J., Chapter 52, Sec. 52-58 thru 52-62. The determination of the Manager, after receiving the advisory opinion of the Personnel Board, shall be final and binding with respect to the grievance, except as hereinafter provided.

Section 4 - ADVISORY PERSONNEL BOARD - DISCRETIONARY APPLICATION

An employee may, after having exhausted the grievance procedures set forth in Section 2 above, request in writing leave to present an unfavorable determination of the Township Manager to the Advisory Personnel Board within 10 days after the date that the grievance accrued. The

Advisory Personnel Board, in accordance with the Code of the Township, Chapter 52, Sec. 52-60B, shall grant or deny the request for leave to present the matter within two weeks. If leave is granted, the matter may be presented in accordance with the appropriate Section, as herein before stated in Section 3 above, of the Code of the Township. The Township Manger's determination, after consideration of the Advisory Personnel Board's opinion, shall be binding and final with respect to the grievance.

Section 5 - GRIEVANCE BY TOWNSHIP

The Township shall have the right to raise any controversy, claim, dispute or grievance in the first instance directly with the Association, by giving notice thereof to the Association Representative, which grievance thereafter shall be processed in accordance with Step No. 2 of the Grievance Procedure.

Section 6 - ARBITRATION

An employee who has been dismissed or suspended without pay for a period of two weeks or more and has exhausted the administrative remedies before the Advisory Personnel Board shall be entitled to arbitration by filing a formal written notice with the Public Employment Relations Commission and a copy simultaneously served upon the Township. Thereafter, the selection of an arbitrator and the arbitration procedure shall be in accordance with rules and regulations of the Public Employment Relations Commission. Cost of the arbitrator shall be borne equally by the parties except in such case where the arbitrator determines the position of the employee was clearly non-meritorious, in which case the bargaining unit shall bear the full cost of the arbitrator's fees.

The arbitrator shall have no power to modify or vary the terms of this agreement and his determination shall be in strict accordance therewith.

ARTICLE IV

WORK WEEK AND HOURS OF EMPLOYMENT

WORK WEEK

The work week shall consist of five (5) consecutive days, except for employees in the Sewer Department.

HOURS OF EMPLOYMENT

Blue Collar Work Schedule

8 hours per day - 40 hours per week

Engineering Office Work Schedule

7 hours per day - 35 hours per week

Sewerage Treatment Plant Work Schedule

8 hours per day - 40 hours per week

10 work days followed by 4 days off
at which the cycle repeats itself

Employees shall be entitled to two 15-minute coffee breaks per day.

ARTICLE V

OVERTIME

Section 1

Overtime shall be rotated as equally as possible within the department according to seniority and among those employees who regularly perform such work. In the event of an emergency, overtime may be assigned to any qualified employee without regard to seniority. Anything above notwithstanding, overtime shall be offered to the employees regularly performing the same work during the regular work day.

Employees may be compensated for overtime when such compensation has been recommended by the Department Director and approved by the Township Manager.

Section 2 - 40-HOUR WORK WEEK

A. All work performed in excess of eight hours in any work day shall be paid at time-and-one half the employee's regular hourly rate.

B. All work performed in excess of forty hours in one week shall be paid at time-and-one half the employee's regular hourly rate.

Section 3 - 35-HOUR WORK WEEK

A. All hours worked between 35 and 40 hours in one week shall be paid at straight time.

B. All hours worked in excess of forty hours in one week shall be paid at time-and-one half the employee's regular hourly rate.

Section 4 - COMPENSATORY TIME

Employees may elect to receive overtime compensation in the form of compensatory time, provided such compensatory time must be taken off during the same pay period in which it was accrued.

Section 5 - WORK PERFORMED ON SUNDAY

For all work performed on Sunday, the pay rate shall be double the employee's regular hourly rate except for employees in continuous operations whose regular work day is Sunday.

Section 6

Holidays, sick days, vacation days, and regularly scheduled days off in the case of the sewerage treatment plant as provided herein, may be counted toward the forty (40) hours.

ARTICLE VI

RATES OF PAY - JOB CLASSIFICATIONS

Section 1 - RATES OF PAY

Effective January 1, 1992, all employees covered by the provisions of this Agreement will receive an increase of 4.1% above their previous base rate, which new amount is shown in Schedule A "Wage Rates for 1992."

Section 2 - TEMPORARY TRANSFERS

The Township shall have the right to assign an employee to any other classification on a temporary basis without thereby changing the employee's permanent classification. If an employee is temporarily assigned to a higher paying classification and works in said classification for nine (9) consecutive work days, he shall receive (4) additional hours at straight time and he shall thereafter commence receiving the higher classification rate while performing such work. In instances where an employee is temporarily assigned to a classification which pays less than his permanent classification he shall receive pay at his permanent classification rate.

Section 3 - RETURN TO WORK

An employee who is required to return to work for emergency situations shall be paid a minimum of three (3) hours at the rate of time-and-one half the employee's regular hourly rate.

Section 4 - LICENSES

Employees who obtain one or more of the following licenses, provided such licenses have been required by the Township, shall be entitled to a total annual payment of \$150.00 payable in December of the contract year upon the approval of the Township Manager and submission of evidence of the required licenses.

Public Wastewater Treatment System
Public Water Treatment System

ARTICLE VII

HOLIDAYS

Section 1 - DAYS OBSERVED AS HOLIDAYS

Full-time Bargaining Unit employees who have worked during the 30 day period preceding the following holidays, and who have worked the full regularly scheduled work day preceding and the full regularly scheduled work day succeeding the following holidays shall receive pay at their regular, straight time rate ("holiday pay"). Failure to work on the scheduled work day preceding or the scheduled work day succeeding such holiday shall only be excused where such failure is due to the fault of the Township or other similar reason beyond the employee's control. The following shall be officially observed holidays:

New Year's Day	Columbus Day
Washington's Birthday	Thanksgiving Day
Good Friday	Day after Thanksgiving
Memorial Day	Veterans Day
Independence Day	Christmas Day
Labor Day	

In addition to the holidays listed above, the Township shall observe one "floating" holiday which shall be designated by the Township.

Section 2 - SUBSTITUTE HOLIDAY OBSERVANCE

In the event a holiday falls on a Sunday, it shall be observed on the following Monday. In the event that a holiday falls on a Saturday (not a regularly scheduled work day) and no alternate day for holiday observance is designated by the Township Manager, then the employee shall be entitled to a day's pay for the Saturday holiday.

Section 3 - WORK PERFORMED ON HOLIDAY

For all work performed on a holiday observed by the Township, the pay rate shall be time-and-one half the employee's regular hourly rate.

ARTICLE VIII

VACATIONS

Section 1 - QUALIFICATIONS FOR VACATION

In order to be eligible to receive a paid vacation, an employee shall have been employed on a full-time, permanent basis for a period commencing prior to March 1st of the year in which the vacation period is to be observed. Employees hired after March 1st of the vacation year, but prior to June 1st thereof, shall receive five working days of vacation leave, in lieu of other vacation benefits provided herein. Employees hired after June 1st of the vacation year shall be entitled to no vacation leave for that year. Vacation leave shall be considered to be on a calendar year basis. In the event an employee terminates his services prior to June 1 in a vacation year, he shall not be entitled to a vacation benefit for that year.

An employee hired between January 1st and October 1st as a full-time permanent employee shall be entitled to count that period of employment as a full year of service for vacation benefit computation purposes.

Section 2 - AMOUNT OF VACATION BENEFIT

<u>Years of Service</u>	<u>Vacation Days</u>
1 thru 4 years	10 working days
5 years	11 working days
6 years	12 working days
7 years	13 working days
8 years	14 working days
9 years	15 working days
10 thr 11 years	16 working days

12 thru 13 years	17 working days
14 thru 15 years	18 working days
16 thru 17 years	19 working days
18 thru 19 years	20 working days
20 thru 24 years	21 working days
25 or more years	22 working days

Section 3 - PROBATIONERS

Probationary employees hired prior to March 1st of the vacation benefit year shall be entitled to a full vacation benefit. Probationary employees hired after March 1st, but before June 1st of the calendar year, shall be entitled to five working day's vacation benefit for that calendar year. Probationary employees hired after June 1st of the vacation year shall not be entitled to any vacation benefit.

Section 4 - ACCUMULATION OF VACATION BENEFITS

No accumulation of vacation leave benefits shall be permitted beyond the calendar year in which the vacation is to be observed. Where in any calendar year the vacation leave or any part thereof is not granted by the Township by reason of pressure of Township business, such vacation leave not granted may accumulate when approved by the Township Manager and shall be available for use by the employee the next succeeding calendar year only.

Section 5 - OBSERVANCE OF VACATIONS

Vacation leaves shall be taken from time to time during the vacation year in units of full days, with the express advance approval and consent of the Department Director and Township Manager. Vacation benefits in units of less than full days may only be taken with the express approval of the Township Manager. At the time of termination or separation

from Township employment, an employee shall be entitled to receive pay for full days of vacation benefits accumulated and not previously taken. Accumulated vacation benefits shall be paid at the rate of pay prevailing at the time of accrual.

ARTICLE IX

LEAVES OF ABSENCE AND SICK LEAVE

Section 1 - DEATH IN IMMEDIATE FAMILY

Leave with pay, not exceeding three (3) days, shall be granted by the Township Manager to a full-time employee for the purpose of attending the funeral and burial of a member in the employee's immediate family. An employee's immediate family shall include the employee's spouse, child, parent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, or such other relative residing with the employee at the time of his or her death.

Section 2 - GENERAL LEAVE OF ABSENCE WITHOUT PAY

A Bargaining Unit employee may apply to the Township Manager in writing for a leave of absence without pay for a period not to exceed six months (which may be extended thereafter for an additional six months' period at the discretion of the Township Manager) for convalescent purposes resulting from illness where the employee has exhausted his accumulated sick and vacation leave, or for other good and sufficient personal reasons requiring such leave, other than illness, where his vacation leave has been exhausted. Written request for leave without pay must be initiated by the employee and favorably endorsed by his Department Director.

Section 3 - TIME OF APPLICATION

All applications for leave shall be made whenever possible, well in advance of the time leave is intended to commence, so that the Township may make arrangements with respect to the performance of the employee's job operation

during the leave. Except for sick leave or death leave, application for leave of absence shall be made in the form prescribed by the Township.

Section 4 - JURY DUTY

A full-time employee who is required to serve on jury duty shall receive up to two (2) weeks' leave for said purpose with pay, provided that prompt notice of the requirement to serve is provided to the Township Manager and he shall have the opportunity to take the necessary steps to seek to excuse essential employees from such service. An employer receiving wages from the Township during jury duty shall remit to the Township all compensation received for the jury service.

Section 5 - SICK LEAVE

A full-time employee shall accumulate sick leave on the basis of twelve (12) days of sick leave per year. Employees hired prior to March 1 will be entitled to twelve (12) days of sick leave that year. Employees hired after March 1 and prior to July 1 shall be entitled to six (6) days of sick leave for that year, and employees hired after July 1 shall be entitled to one-half 1/2 day of sick leave per full month of employment between July 1 and December 31 of that year.

The sick leave so provided may be utilized when the employee through sickness or injury becomes incapacitated to a degree that makes it impossible for the employee to perform the duties of his position or who is quarantined by a physician because he has been exposed to a contagious disease. Accumulated sick leave may be used by an employee for personal illness or illness in his immediate family

which requires his attendance upon the ill person. The term "immediate family" for the purpose of this subsection shall mean and refer only to the employee's spouse, child, parent, or unmarried brother or sister.

An employee shall be entitled to convert one (1) accumulated sick day into a personal day for each three (3) month period during which no sick leave is taken by the employee. The use of a personal day must be approved in advance by the Department Director.

A certificate from the Township Physician or the employee's own physician may be required as sufficient proof of the need for sick leave. In the case of exposure to a contagious disease, the Township may require certification from the Township Department of Health, or other agency with appropriate jurisdiction, that the employee has recovered or that there is no danger of exposure to other employees.

Sick leave may be accumulated without limit during each employee's length of service. At the time of separation from service as a result of retirement in accordance with the Public Employment Retirement System or a work-connected disability, an employee shall receive accumulated maximum sick leave of sixty (60) days prior to date of retirement, so as to coincide with retirement. Such sick leave benefits shall be payable on a bi-weekly basis or, at the option of the Township in one or more lump sum payments at its discretion. In the event of the death of an employee, said benefits shall be payable in a lump sum to his spouse, if still living at the time of the employee's death; and in the event that the spouse predeceases the employee, the same shall be payable to the surviving children in equal shares; and in the event that the employee is not survived by spouse or child, then his accumulated sick leave benefits shall be payable to his estate.

Any unused sick leave accumulated prior to December 21, 1972 shall be payable in the manner prescribed by the ordinance in effect at that time.

ARTICLE X

HEALTH AND SAFETY

Section 1 - MEDICAL BENEFITS

The Township, at its own cost, shall provide eligible employees and their dependents with medical benefits contained in the Blue Cross/Blue Shield 14/20 Series Benefit Program and Rider J medical insurance, or other medical benefits program containing equivalent benefits, during the term of this Agreement.

Section 2 - DENTAL PLAN

The Township shall provide a primary dental plan to eligible full-time employees and their dependents. Coverage under the Dental Plan shall be effective on the first day of the calendar month following twelve (12) months of continuous full-time employment.

Section 3 - REPORTING ACCIDENTS

If an employee is injured in the performance of his duties or injury is sustained to any other person or to Township property, he shall immediately report the accident to his supervisor.

Section 4 - UNIFORMS

The Township shall contract to provide clean uniforms for full-time blue collar employees. The standard uniform shall consist of five sets of trousers and shirts and two jackets. Additionally, each blue collar employee shall be entitled to receive a reimbursement of up to \$70.00 during each year of the contract upon his purchase of prescribed safety shoes to be worn during his employment.

Employees shall be required to wear said uniforms unless there is a delay in cleaning services or some other justifiable reason outside of the control of the employee why said uniforms are not available.

Section 5 - LABOR MANAGEMENT COMMITTEE

The parties shall establish a Labor-Management Committee to consist of members selected by the Bargaining Unit and three members appointed by the Township. The committee shall meet periodically to discuss Labor-Management relations. The committee shall not utilize the meetings for the purpose of discussing grievances, for which a separate procedure has been established herein.

ARTICLE XI

MISCELLANEOUS PROVISIONS

Section 1 - BULLETIN BOARD

The Township shall provide a separate bulletin board or an adequate portion of an existing bulletin board for purposes of posting Association related information.

Section 2 - OUTSIDE EMPLOYMENT

No employee shall accept or engage in employment, other than as defined in this Agreement, without prior approval of the Township. Application shall be made for such leave in writing, which application shall contain all pertinent information with respect to the nature of the outside work. The Township shall have the right to deny approval where the outside employment proposed by the employee will serve as a conflict of interest to the employee's position in the Township; the Township shall not otherwise deny such approval but shall have the right thereafter to require an employee to terminate his outside employment where it shall prove to be detrimental or interfere with the performance of the employee's regular functions in the Township.

Section 3 - PROHIBITED ACTIVITIES

The provisions of Chapter 52, Article IX, Section 52-48 of the Code of the Township of Cedar Grove concerning certain prohibited political activity shall be applicable to Bargaining Unit employees and are hereby incorporated by reference with the same effect as if fully set forth herein.

ARTICLE XII

RECOGNITION OF PUBLIC POLICY

The Association, on behalf of and as agent for the employees of the Bargaining Unit, recognizes and acknowledges the public policy of the State of New Jersey declaring unlawful any strikes or other work stoppages by public employees. The Association and the Township therefore expressly agree that there shall be, during the period of this contract, or any extensions or renewals thereof, no strikes, work stoppages, slow-downs or any other employee job action designed to or resulting in the impairment of the performance of the employee's regularly scheduled functions in a prompt, efficient and timely fashion, or lockouts by the Township. In the event such unlawful action is engaged in by any member of the Bargaining Unit, the Association shall take prompt and decisive action to cause the termination of such conduct.

ARTICLE XIII

PROVISIONS OF REVISED ORDINANCES AND SAVING CLAUSE

Any provisions of the Code of the Township of Cedar Grove which are in conflict with the provisions of this agreement shall not be applicable to the Bargaining Unit members; this agreement is not intended to serve as a repealer for, or to nullify, the Township personnel ordinances and with respect to the provisions of the said ordinances which are not in direct conflict with this agreement, they shall continue to have application to all Township employees, including the members of the Bargaining Unit.

It is the belief of the parties hereto that each and every provision of this agreement is in conformity with the applicable laws of the State of New Jersey and the United States of America. Should it hereafter be determined that it would be a violation of any legally effective governmental or State order or statute to comply with any provision of this agreement, the parties hereto agree to renegotiate such provision, or provisions, for the purpose of making them conform to the law. It is further agreed that all other provisions of this agreement shall remain legally effective and shall not be effected by any defective provision contained herein.

ARTICLE XIV

DURATION AND TERMINATION

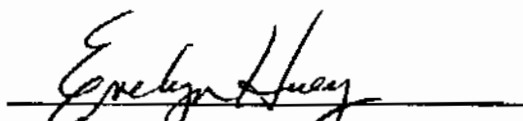
This agreement shall become effective on January 1, 1992, and shall remain in full force and effect to December 31, 1992; and thereafter until either party serves written notice at least sixty (60) days prior of its desire to modify or terminate this Agreement.

If written notification is not provided as stated herein, this Agreement shall be renewed for a one (1) year term.

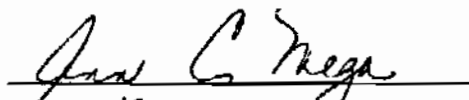
IN WITNESS WHEREOF, the parties hereto have hereunder affixed their signatures:

ATTEST:

TOWNSHIP OF CEDAR GROVE



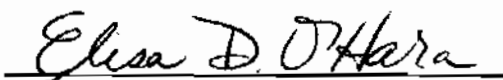
Evelyn Huey, Township Clerk




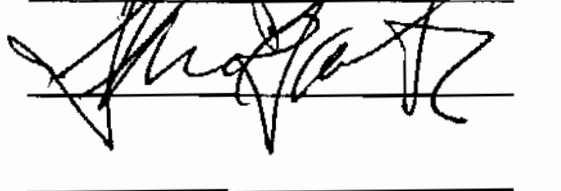
Mayor

ATTEST:

CEDAR GROVE EMPLOYEES'
ASSOCIATION







SCHEDULE A

"Wage Rates for 1992"

<u>Grade</u>	<u>Position Classification</u>	<u>Minimum</u>	<u>Maximum</u>
3	Maintenance Worker	16,164.	27,467.
4	Equipment Operator	17,781.	29,992.
5	Senior Maintenance Worker Sewer Plant Operator	19,556.	33,817.
6	Mechanic	21,513.	36,876.
7	Engineering Aide Sewer Department Foreman Water Department Foreman Park/Grounds Department Foreman Road Department Foreman	23,663.	40,228.