

2-0023



Mr. Aronin

11-00

ROBERT R. KLEIN
Mercer County Administrator
Clerk, Board of Chosen Freeholders,
Mercer County

Court House
Trenton, New Jersey 08607
(609) 989-8000

1-1-70
12-31-70

April 29, 1970

M E M O R A N D U M

TO: Freeholders, Mercer County Departments and Agencies
FROM: Robert R. Klein, Administrator **RRK**
SUBJECT: Union Contract

Attached is a copy of the first contract signed between the County of Mercer and Local 1963, American Federation of State, County and Municipal Employees, AFL-CIO. It is effective retroactively from January 1, 1970 through December 31, 1971.

We trust that each departmental head and supervisor will read the contract thoroughly. If there are any questions of substantive interpretation, please contact the County Counsel or the County Administrator.

Thank you for your cooperation.

PREAMBLE

WHEREAS, the County has voluntarily endorsed the practices and procedures of collective bargaining as a fair and orderly way of conducting its relations with its employees insofar as such practices and procedures are appropriate to the functions and obligations of the County, to retain the right effectively to operate in a responsible and efficient manner and are consonant with the paramount interests of the County and its citizens; and,

WHEREAS, the parties recognize that this Agreement is not intended to modify any of the discretionary authority vested in the County by the statutes of the State of New Jersey; and,

WHEREAS, it is in the intention of this Agreement to provide, where not otherwise mandated by statute or ordinance, for the salary structure, fringe benefits and employment conditions of the employees covered by this Agreement, to prevent interruptions of work and interference with the efficient operation of the County and to provide an orderly and prompt method for handling and processing grievances;

NOW THEREFORE, the parties agree with each other as follows:

1. RECOGNITION

1.1 The employer recognizes the union as the sole and/or exclusive bargaining agent for the purpose of establishing salaries, wages, hours and other conditions of employment for all of its employees in the classifications listed under Appendix A attached

hereto, and by reference made a part of this Agreement, and for such additional classifications as the parties may later agree to include.

2. UNION SECURITY

2.1 Upon receipt of a lawfully executed written authorization from an employee the County agrees to deduct the regular monthly union dues of such employee from his pay and remit such deduction by the tenth (10) day of the succeeding month to the official designated by the union in writing to receive such deductions. The union will notify the County in writing of the exact amount of such regular membership dues to be deducted. This authorization shall remain in effect unless terminated by the employee upon written notice of withdrawal or by termination of his employment. The filing of notice of withdrawal shall be effective to halt deductions as of the January 1st or July 1st next succeeding the date on which notice of withdrawal is filed.

2.2 The union agrees to indemnify and hold the County harmless against any and all claims, suits, orders or judgments brought or issued against the County as a result of any action by the County under the provision of this Article.

3. WORK SCHEDULES

3.1 The work week shall consist of five (5) consecutive days Monday through Friday, inclusive, except for employees in continuous operations as set forth herein.

3.2 The regular starting time of work shifts will be determined by the County on January 1st of each year.

3.3 Where the nature of the work involved requires continuous operations on a twenty-four hour per day, and/or seven days per week basis, employees so assigned will have their schedules arranged in a manner which will assure, on a rotation basis, that all employees will have an equal share of Saturdays and Sundays off, distributed evenly throughout the year.

4. OVERTIME

4.1 Time and one-half the employee's regular rate of pay shall be paid for work under any of the following conditions, but compensation shall not be paid twice for the same hours:

- (a) Daily -- All work performed in excess of eight (8) hours in any work day;
- (b) Weekly -- All work performed in excess of forty (40) hours;
- (c) All work performed on the sixth work day as such of any work week;
- (d) All work performed on a holiday plus the regular day's pay.

4.2 Double time the employee's regular rate of pay shall be paid for work under the following conditions:

- (a) All work performed on the seventh work day as such of any work week;
- (b) All work performed in excess of sixteen (16) hours in any twenty-four hour period.

4.3 Overtime opportunities will be distributed as equally as possible among employees in the same job classification, department and shift. It is understood that nothing in this clause shall require payment for overtime hours not worked.

4.4 Provision of meals for employees working overtime through a regularly scheduled meal time with the stipulation that the employee has worked four (4) hours overtime, or if the employee is called in on an emergency basis before his starting time and works through the regular breakfast hour.

5. CALL-IN TIME

5.1 Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time and one half for such work and be guaranteed not less than four (4) hours pay at the overtime rate, regardless of the number of hours actually worked. With the approval of his supervisor, the employee shall have the option as to whether he shall remain on the job in excess of that time actually needed to complete the work for which he was called in, provided, however, that should he elect not to stay on the job, he shall not be entitled to successive guarantees should he be recalled within that same four (4) hour period. If the employee's call-in time work assignment and his regular shift overlap, he shall be paid time and one-half for the first two hours of work. Thereafter, for the balance of his regular work shift he shall be paid at the appropriate rate.

6. PAY SCALES OR RATES OF PAY

6.1 The pay scales for all employees covered by this Agreement shall be as set forth in Appendix A attached.

6.2 During the term of this Agreement the pay scales will not be changed unless by mutual consent of both parties.

6.3 An employee who performs work in a higher pay classification than his own for at least four (4) hours in any work day, shall receive the higher rate of pay for such work for the time that it is performed and his salary shall be adjusted to the minimum of the new range or to the increment of the new range one increment above his present rate, whichever is higher, and in no instance would an employee receive less than his present range.

7. INSURANCE AND RETIREMENT BENEFITS

7.1 The County agrees to provide insurance through the New Jersey State Health Benefits Program to the employees and their families as defined in the program.

7.2 The County agrees to provide retirement benefits in accord with applicable New Jersey statutes.

8. PAID LEAVES OF ABSENCE

8.1 In the event of the death of a member of the immediate family of any employee covered by this Agreement, the immediate family being mother, father, sister, brother, spouse, child, mother-in-law, father-in-law or any other relative living in the household of the employee, said employee shall be excused for a

period not to exceed five (5) consecutive days for bereavement purposes, commencing the day after date of death. The employee will be paid his regular hourly rate for any such days of excused absence which occur during his normal workweek, but in no event more than eight (8) hours pay for any one day.

8.2 Any employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for an aggregate period not to exceed ten (10) working days in any calendar year for the purposes of union business and/or conventions. The union shall designate no more than three (3) employees, not more than one from any division, who shall be allowed an aggregate of not more than thirty (30) days in any calendar year.

8.3 Any employee who is disabled because of occupational injury or disease, shall be granted a leave of absence with full pay. Any amount of salary or wages paid or payable to such an employee for disability leave, shall be reduced by the amount of Workmen's Compensation paid under the New Jersey Workmen's Compensation Act, for temporary disability. Such leave shall be limited to a maximum of six months from the date of injury or illness, or until temporary disability compensation payments terminate, whichever is sooner.

8.4 ANNUAL SICK LEAVE

All permanent full-time temporary or full-time

provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.

1. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used for short periods for the attendance of the employee upon the member of the immediate family who is seriously ill.

8.5 AMOUNT OF SICK LEAVE

The minimum sick leave with pay shall accrue to any full-time employee on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter. Part-time permanent employees shall be entitled to sick leave on a prorated annual basis and only if illness occurs on a regularly scheduled work day.

Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

8.6 REPORTING OF ABSENCE ON SICK LEAVE

If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations or departments where notice must be made prior to the

employee's starting time or in conformance with department regulations.

8.7 VERIFICATION OF SICK LEAVE

(1) The appointing authority may require proof of illness of an employee of sick leave, whenever such requirements appear reasonable. Abuse of sick leave shall be cause for disciplinary action.

(2) In case of leave of absence due to exposure to contagious disease a certificate from the Department of Health shall be required.

(3) The appointing authority may require an employee who has been absent because of personal illness, as a condition of his return to duty to be examined, at the expense of the County, by a physician designated by the appointing authority. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

8.8 TEMPORARY AND PROVISIONAL EMPLOYEES

(1) Part time temporary or part time provisional employees shall not be entitled to sick leave.

(2) Full-time temporary and provisional employees shall be entitled to sick leave to the same extent and for the same reasons such leave is provided for permanent employees.

8.9 ACCUMULATION OF SICK LEAVE CREDITS

Sick leave credits shall continue to accrue while an employee is on leave with pay. Credits shall not accrue while an employee is on any leave without pay except military leave.

8A. NON PAID LEAVES OF ABSENCE

8A.1 Maternity leaves not to exceed six (6) months shall be granted at the request of an employee. Maternity leaves may be extended or renewed for a period not to exceed six (6) months, upon the request of an employee.

8A.2 An employee shall be entitled to a leave of absence without pay to accept a permanent position with any other governmental agency for a period not to exceed the probationary period for such position, or a period of four (4) months, whichever is longer.

8A.3 The County will grant leaves of absence to two employees, not more than one from any division, to accept full-time union employment. Sixty days notice shall be given to the County by any employee requesting such leave.

8A.4 All other leaves of absence without pay shall be at the discretion of the County.

8A.5 Employees returning from authorized leaves of absence as set forth above will be restored to their original classification at the then appropriate rate of pay, with no loss of seniority, or other employee rights, privileges or benefits, provided however that sick leave and vacation leave and longevity credits shall not accrue with exception of those on military leave.

9. SENIORITY

9.1 Seniority is defined as an employee's total length of service with the County beginning with his date of hire. In the case of Donnelly Hospital, date of hire shall be construed as date of hire with that institution.

9.2 In all applications of seniority under this Article, determinations shall be made by the County and are within its sole discretion. Where ability to perform work and physical fitness are equal as determined by the County, seniority shall be given preference only in promotions, demotions, layoff, recall, vacation schedules and on work shifts as defined in 9.3.

9.3 Where more than one work shift per day within a given classification is in effect, employees within such classification will be given preference of shifts on a seniority basis only when vacancies occur or changes in the number of employees per shift are being made. Where such vacancy occurs, or where there is a change in the number of employees per shift, a senior employee will not be permitted or required to wait longer than one year to exercise his preference of shift over a less senior employee.

9.4 The County shall maintain an accurate, up to date seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the union upon reasonable request.

9.5 The County shall promptly advise the appropriate union representative of any changes which necessitate amendments to the seniority list.

10. HOLIDAYS

10.1 The following days are recognized paid holidays whether or not worked:

NEW YEARS DAY	COLUMBUS DAY
WASHINGTON'S BIRTHDAY	GENERAL ELECTION DAY
LINCOLN'S BIRTHDAY	VETERANS DAY
GOOD FRIDAY	THANKSGIVING DAY
MEMORIAL DAY	DAY AFTER THANKSGIVING
JULY FOURTH	CHRISTMAS DAY
LABOR DAY	

10.2 Holidays enumerated in 10.1 above which fall on a Saturday shall be celebrated on the preceeding Friday; holidays that fall on Sunday shall be celebrated on the following Monday; holidays which fall within an employee's vacation period shall be celebrated, at the employee's option unless the County determines that it cannot be taken because of pressure of work.

10.3 In order to be eligible for holiday pay, an employee must be on the active payroll of the County and must have worked his full regularly scheduled work day before and after the holiday, unless such absence is authorized.

11. GRIEVANCE PROCEDURE

11.1 Any grievance or dispute which may arise between the parties involving the application, meaning or interpretation of this agreement, shall be settled in the following manner:

Step 1 The union steward or employee, or both, shall take up the grievance or dispute with the employee's immediate superior within ten (10) days of its occurrence. The immediate superior shall then attempt to adjust the matter and shall respond to the steward within three (3) working days.

Step 2 If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing by the union steward to the supervisor within seven (7) days after the immediate superior's response is due. The supervisor shall respond in writing to the union president or his designated representative within five (5) working days.

Step 3 If the grievance still remains unadjusted, it shall be presented by the president, or union representative to the department director in writing within seven (7) days after the response of the supervisor is due. The department director shall respond in writing to the union president or his designated representative within five (5) working days.

Step 4 If the grievance is still unsettled, the union may, within fifteen (15) days after the reply of the department director is due, by written notice to the department director proceed to arbitration.

11.2 The union and the employer agree to give reasonable consideration to a request by the department director for meetings to discuss grievances pending at Steps 1, 2 or 3, above.

11.3 Expenses for the arbitrator's services and the proceedings shall be borne equally by the employer and the union. However, each party shall be responsible for compensating its own representatives and witnesses. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, providing it pays for the record.

11.4 The union will notify the employer in writing of the names of its employees who are designated by the union to represent employees under the grievance procedure. Two of its employees so designated by the union will be permitted to confer with other union representatives, employees, and with employer representatives regarding matters of employee representation, during working hours without loss of pay provided, however, all employees shall secure the permission of their immediate superior, which permission shall not unreasonably be withheld.

11.5 Representatives of the union, who are not employees previously accredited to the employer in writing by the union, shall be permitted to come on the premises of the employer for the purpose of investigating and discussing grievances, so long as such right is reasonably exercised and there is no undue interference with work progress, if they first obtain permission to do so from the employee's department director or his designated representative, which permission shall not unreasonably be withheld.

12. SAFETY AND HEALTH

12.1 The employer shall at all times maintain safe and healthful working conditions, and will provide employees with wearing apparel, tools or devices deemed necessary in order to insure their safety and health. When such materials are issued, they shall be used.

12.2 The employer and the union shall each designate a safety committee member and two alternates. It shall be the joint responsibility of the members or their alternates to investigate and correct unsafe and unhealthful conditions. The members or their alternates shall meet periodically as necessary to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the union or one of his alternates, with the approval of the employer, shall be permitted reasonable opportunity to visit work locations throughout the employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

13. EQUAL TREATMENT

13.1 The employer agrees that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, political affiliation, union membership or union activities.

13.2 The County and the union agree not to interfere with the right of employees to become or not to become members of the

union and further that there shall be no discrimination or coercion against any employee because of union membership or non-membership.

14. WORK RULES

14.1 The employer may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.

15. ANNUAL VACATION LEAVE

15.1 All permanent employees or full-time temporary or full-time provisional employees shall be entitled to vacation leave based on their years of continuous service. Periods on a leave of absence without pay except military leave shall be deducted from the employee's total continuous service for purposes of determining the earned service credit for vacation leave.

(a) Vacations with pay shall be granted to employees as follows:

Appointment to December 31st of the year of appointment	1 day per month
One year to 10 years	12 working days
Ten years to 15 years	18 working days
Over 15 years	20 working days

(b) Permanent part-time employees shall receive vacation credit allowance on a proportionate or prorated basis.

15.2 The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the pay day immediately preceding the employee's vacation period.

15.3 If an employee is called back to work while on vacation, he shall be paid double-time per day and shall not lose vacation day or days.

15.4 Vacation allowance must be taken during the current calendar year at such time as permitted unless the appointing authority determines that it cannot be taken because of pressure of work. Any unused vacation may be carried forward into the next succeeding year only;

(a) A permanent employee who returns from military service is entitled to full vacation allowance for the calendar year of return and for the year preceding, provided the latter can be taken during the year of return.

15.5 VACATION LEAVE DUE UPON SEPARATION

An employee who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year prorated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

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

15.6 TEMPORARY AND PROVISIONAL EMPLOYEES

Part-time temporary or part-time provisional employees shall not be entitled to vacation leave.

(a) Full-time temporary and provisional employees shall be entitled to vacation leave to the same extent and for the same reasons such leave is provided for permanent employees.

ACCUMULATION OF VACATION CREDITS

Vacation leave credits shall continue to accrue while an employee is on leave with pay. Credits shall not accrue while an employee is on any leave without pay except military leave.

16. SHIFT PAY

16.1 Employee's working on shifts of which the majority of working hours fall between 4:00 P.M. in the afternoon and 12:00 A.M. at night shall receive in addition to their regular pay, an additional ten cents per hour.

16.2 Employees working on shifts of which the majority of working hours fall between 12:00 A.M. in the evening and 8:00 A.M. the following morning, shall receive in addition to their regular pay ten cents per hour.

17. LONGEVITY

17.1 Every full time employee, temporary or permanent, classified or unclassified, of the County of Mercer, shall be paid longevity payments on a prorated basis with each salary check during the calendar year, and such longevity payment shall be considered in total with the salary for pension purposes.,

Employees having completed ten (10) years of continuous service as of January 1, 1969, or thereafter, will have added to their gross per annum pay an additional \$200, commencing with the first day of the first full pay period following said anniversary date, and for the completion of each additional five (5) years of continuous service calculated in the same manner using employee anniversary dates, shall have added to their gross per annum pay, an additional \$100.

Any interruption of service due to a cause beyond the control of the employee, i.e., for military service, injury or illness, shall be considered as service for the County of Mercer for the purpose of determining the completion of said cumulative periods of service with the County of Mercer. Nothing contained in this Article shall be construed to apply to any person whose employment has been terminated for any reason prior to the effective date of the adoption of the contract.

Such additional longevity payments shall be paid, notwithstanding the maximum salary heretofore provided for such employment, or for future employment, by resolution, but shall

not apply to those officers, positions or employment where compensation is set by state statute, and the maximum allowed by law is presently being received.

18. WORK UNIFORMS

18.1 The employer will provide clothes annually and pay cost of maintenance for Maintenance Personnel in the Highway, Division, Bridge Division, Shade Tree Commission, Mosquito Commission, Court House, Airport and Park Commission as follows:

- (a) Three (3) sets of summer uniforms
- (b) Two (2) sets of winter uniforms
- (c) One (1) three-quarter length winter jacket, water repellent.
- (d) One (1) Eisenhower jacket, zip out lining.

18.2 An allowance of \$50.00 per year will be allotted for all personnel belonging to the Blue Unit at Donnelly Memorial Hospital for the purchase and maintenance of uniforms and shoes. The allotment will be paid on the following dates:

\$20.00	April 30th
\$15.00	August 31st
\$15.00	December 31st

Any excess of \$50.00 would be borne by the employee; any less would be used for maintenance of such uniforms.

- (a) A \$50.00 annual allotment will be made to the Airport Security Guards for the maintenance of their uniforms.

18.3 In all cases where uniforms or an allowance is provided, such uniforms shall be worn.

18.A MEALS

One meal per shift will be granted to all Donnelly Memorial Hospital employees.

19. CLASSIFICATIONS AND JOB DESCRIPTIONS

19.1 The classifications for employees covered by this Agreement are attached hereto as Appendix A and by reference are made a part of this Agreement.

19.2 If during the term of this Agreement the County determines that new job descriptions and/or classifications be established or that changes be made in existing job descriptions and/or classifications the parties agree that they will consult with a view to arriving at a mutually acceptable determination, including the rate of pay thereof, prior to such changes being made effective. Should the parties fail to agree, the matter will be referred to the grievance procedure commencing with Step 3, of this Agreement.

20. GENERAL PROVISIONS

20.1 The employer agrees to make available one locked glass enclosed bulletin board at each of the following locations:

Court House	Donnelly Hospital
Administration Bldg.	Mercer County Garage

The said bulletin board shall be used for posting of the following notices: union meetings, union elections, union election returns, union appointments to office and union recreational or social

affairs. Such notices shall first be approved by the department director.

20.2 If any provision of this Agreement is subsequently declared by the proper legislative or judicial authority or court of competent jurisdiction to be unlawful, unenforceable, or not in accordance with applicable statutes, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement, the parties agree immediately to negotiate a substitute for the invalidated portion thereof.

21. STRIKES AND LOCKOUTS

21.1 In addition to any other restriction under the law, the union and its members will not cause a strike or work stoppage of any kind, nor will any employees take part in a strike, intentionally slow down in the rate of work, or in any manner cause interference with or stoppage of the employer's work. The employer shall follow the grievance procedure for which provision is made herein and the employer shall not cause any lockout.

22. TERMINATION

22.1 Subject to the terms of this Agreement and the grievance procedure; the County has the right and responsibility to direct the affairs of the County including the right to plan, control and direct the operation of the equipment and work forces, to relieve employees due to lack of work; and to contract for and subcontract out services except that the employer agrees there

will be no subcontracting of work which can be done by the regular work forces.

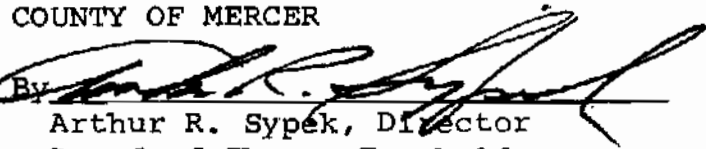
22.2 This Agreement shall be effective as of the 1st day of January, 1970, and shall remain in full force and effect until the 31st day of December, 1970. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing 60 days prior to the anniversary date, that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than 30 days prior to the anniversary date; this Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

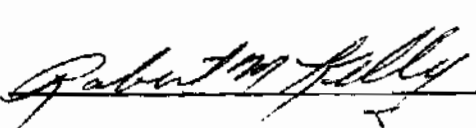
In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than 10 days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

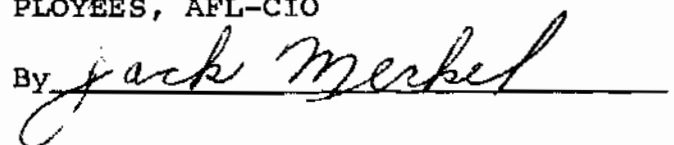
IN WITNESS WHEREOF, the parties hereto have caused these Presents to be signed by their proper officers and attested to on the 21st day of April, in the year of our Lord, One Thousand Nine Hundred and Seventy.

ATTEST

Robert R. Klein, Clerk

COUNTY OF MERCER
By 
Arthur R. Sypek, Director
Board of Chosen Freeholders

ATTEST:


LOCAL 1963, AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EM-
PLOYEES, AFL-CIO
By 

APPENDIX "A" CLASSIFICATIONS
BLUE UNIT

Airport Security Officer	5,760 - 7,960
Asphalt Plant Operator	6,000 - 8,320
Asphalt Raker	4,800 - 6,700
Bridge Repairman	6,000 - 8,320
Building Maintenance Worker	3,780 - 5,440
Building Service Worker	3,780 - 5,440
Butcher	5,520 - 7,600
Carpenter	6,000 - 8,320
Chief Mechanical Repairman	6,900 - 9,460
Clubhouse Attendant	4,800 - 6,700
Cook	4,800 - 6,700
Dragline Operator	
Electrician	6,000 - 8,320
Elevator Operator	4,560 - 6,400
Equipment Operator	5,520 - 7,600
Equipment Operator (Sweeper)	5,520 - 7,600
Farmer	6,000 - 8,320
Food Service Worker	3,780 - 5,440
Gardner	4,800 - 6,700
Head Cook	7,560 - 10,300
Heavy Equipment Operator	6,000 - 8,320
Hospital Attendant	3,780 - 5,440
Heavy Equipment Operator (Crane)	6,300 - 8,680
Inspector (Mosquito)	6,000 - 8,320
Laborer	4,560 - 6,400
Laborer-Driver	5,040 - 7,000
Laundry Worker	3,780 - 5,440
Linen Room Attendant	3,960 - 5,680
Maintenance Man	5,520 - 7,600
Maintenance Repairman	5,520 - 7,600
Maintenance Repairman (Blacksmith)	5,520 - 7,600
Maintenance Repairman (Carpenter)	5,520 - 7,600
Maintenance Repairman (Carpenter and Mason)	5,520 - 7,600
Maintenance Repairman (General)	5,520 - 7,600
Maintenance Repairman (Mason)	5,520 - 7,600
Maintenance Repairman (Painter)	5,520 - 7,600

Mechanical Repairman	6,000 - 8,320
Painter	6,000 - 8,320
Park Maintenance Man	5,040 - 7,000
Physical Therapy Aide	4,140 - 5,920
Plumber	6,000 - 8,320
Practical Nurse	5,040 - 7,000
Quarryman and Blaster	6,000 - 8,320
Recreation Therapist	6,000 - 8,320
Recreation Therapy Aide	5,520 - 7,600
Road Inspector	6,000 - 8,320
Seamstress	4,140 - 5,920
Senior Bridge Repairman	6,300 - 8,680
Senior Building Maint. Man	4,560 - 6,400
Senior Cook	5,040 - 7,000
Senior Cook-Butcher	6,600 - 9,040
Senior Electrician	6,900 - 9,460
Senior Food Service Worker	3,960 - 5,680
Senior Laundry Worker	3,960 - 5,680
Senior Maintenance Repairman	6,000 - 8,320
Senior Traffic Maint. Man	6,000 - 8,320
Senior Tree Climber	6,000 - 8,320
Stationary Engineer	6,000 - 8,320
Stationary Fireman	5,280 - 7,300
Stock Clerk	3,780 - 5,440
Storekeeper	6,000 - 8,320
Timekeeper-Paymaster	6,900 - 9,460
Traffic Line Painter	5,520 - 7,600
Traffic Maintenance Man	5,520 - 7,600
Traffic Signal Electrician	6,600 - 9,040
Tree Climber	5,520 - 7,600
Tree Trimmer	4,800 - 6,700
Watchman	4,320 - 6,160
Welder	6,000 - 8,320
Yardman	4,560 - 6,400