

AGREEMENT

between

TOWNSHIP OF BRICK
OCEAN COUNTY, NJ

AND

TRANSPORT WORKERS UNION
OF AMERICA AFL-CIO

LOCAL 220

January 1, 2023

through

December 31, 2026

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THIS AGREEMENT, made this 19th day of May 2023, between the TOWNSHIP OF BRICK, a Municipal Corporation of the State of New Jersey, having offices at 401 Chambers Bridge Road, Brick, New Jersey, hereinafter referred to as "Township", and TRANSPORT WORKERS UNION OF AMERICA, A.F.L.-C.I.O., and its LOCAL 220, having offices at 308 Drum Point Road, Brick, New Jersey, hereinafter referred to as "Union".

ARTICLE I
RECOGNITION

In accordance with the provisions of the New Jersey Employment Relations Act, the Township recognizes the Transport Workers Union of America, A.F.L.-C.I.O., Local 220, as the sole and exclusive representative for collective negotiations concerning the terms and conditions of employment for the following unit certified by the New Jersey Public Employment Relations Commission.

Unit:

Included: All full-time employees of the Township of Brick other than those listed below. Part-time employees performing unit work.

Excluded: Managerial executives, confidential employees, police, professional employees, craft employees, supervisory employees, and all seasonal employees within the meaning of the Act.

ARTICLE II
DUES CHECK-OFF

A. Upon receipt of a duly signed authorization, the Township shall deduct membership dues and remit dues deducted as directed on the authorization card.

B. The amount of monthly dues will be certified in writing by a check-off list submitted by the Treasurer of the Union and the amount shall be uniform for all members.

C. No deduction will be made for any month in which there is insufficient pay available to cover same after all other deductions required by law have been made. Deductions for a prior month's dues will not be made in respect to such dues, except where the Township, through error or oversight, failed to make the deduction in any monthly period.

D. Dues deducted from employees' pay will be transmitted by check as directed as soon as practicable after the deductions have been made, together with a list of names showing employees for whom deductions have been made.

E. The Township and the Union agree that each shall comply with the provisions of Bill A3686, the Workplace Democracy Enhancement Act N.J.S.A. 34:13A-5.11 to 5.15.

F. The Union will indemnify and save harmless the Township from any and all claims and disputes that may arise out of or by reason of action taken by the Township in reliance on the authorization form set forth above.

ARTICLE III

COMMITTEE ON POLITICAL EDUCATION

A. The Township agrees to deduct and transmit to the Secretary-Treasurer of the Union the amount specified from the wages of those employees who voluntarily authorize such contributions on the forms provided for that purpose by the Transport Workers Union Committee on Political Education. These transmittals shall occur monthly and shall be accompanied by a list of the names of those employees for whom such deductions have been made and the amount deducted for each such employee.

B. The Union will indemnify and save harmless the Township from any and all claims and disputes that may arise out of or by reason of action taken by the Township in reliance on the authorization of deducted monies in behalf of the Union.

ARTICLE IV

BULLETIN BOARDS

A. Bulletin boards will be made available to the Union for the purpose of posting Union notices relating to meetings, dues, entertainment, health, safety and welfare of Union members. The number, size and location of the bulletin boards shall be the same as exists at the date of execution of this Agreement.

B. Materials to be posted on the bulletin board will be signed by the shop steward and in no event shall any material be posted which is deemed by the Business Administrator or his/her designee to be detrimental to the good order of the Department.

ARTICLE V

GRIEVANCE AND DISCIPLINARY PROCEDURE

A. A grievance shall mean a complaint by a member of the bargaining unit that there has been to him/her a misinterpretation or misapplication of the terms and conditions of this Agreement.

B. **Level One:** Within thirty (30) calendar days after the occurrence of a grievance, a grievance may be discussed with the immediate Supervisor by the grievant with or without a Union Committee Representative. Within five (5) business days thereafter, a written reply shall be given by the supervisor to the grievant and Union Section Representative.

Level Two: Within five (5) business days from receipt of the Supervisor's reply, the Union may submit the unresolved grievance in writing to the Department Head. The Department Head may hold a hearing, if requested by the Union, with the Union and grievant within five (5) business days thereafter. A written response will be provided by the Department Head to the Union within five (5) business days of submission or the hearing, whichever is later.

Level Three: Within ten (10) business days from receipt of the Department Head's reply, the Union may submit the unresolved grievance in writing to the Business Administrator. The Business Administrator, in his/her discretion, shall either review the grievance as submitted to him in writing and provide his/her written decision within ten (10) business days from the date of the submission, or hold a meeting with the Union Section Committee and the grievant and within fourteen (14) business days after receipt of the grievance, submit his/her decision in writing.

In grievances involving Administration, Finance and Public Affairs where the Department Head and the Business Administrator is the same person, Level Two will be omitted and the matter will proceed to Level Three.

Level Four: Within ten (10) business days after receipt of the Business Administrator's decision, and if the grievance is still unresolved, the matter may then be submitted to the Mayor. The Mayor, in his/her discretion, shall either review the grievance as submitted to him in writing and provide his/her written decision within five (5) business days from the date of submission, or hold a meeting with the Union Section Grievance Committee together with one (1) or more local Union Officers and the grievant and within ten (10) business days after receipt of the grievance submit his/her decision in writing.

- C. 1. Within twenty (20) days after receipt of the Mayor's reply, any grievance processed under this article through the above levels, which cannot be resolved satisfactorily after going through the foregoing procedures, may be submitted by either the Union or the Township in writing to the Public Employees Relation Commission.
2. The arbitrator so selected shall confer with the representatives of the Township and the Union and hold hearings promptly and shall issue his/her decision not later than thirty (30) days from the date of the submission of briefs, or if oral hearings have been waived, then, from the date the final statements and proofs on the issues submitted to him. The arbitrator's decision shall be in writing and shall set forth his/her findings of fact, reasoning and conclusions on the issues submitted. Only one (1) issue shall be

submitted to the arbitrator (aside from any question of arbitrability) unless the parties mutually agree otherwise. The arbitrator shall be without power or authority to make any decision which requires the commission of an act prohibited by law or which is violative of the terms of the Agreement. The decision of the arbitrator shall be submitted to the Township and the Union and shall be final and binding on the parties.

3. The costs for the services for the arbitrator, including the per diem expenses, if any, and actual necessary travel and subsistence shall be borne equally by the Union and the Township. Any other expenses incurred shall be borne by the party or parties incurring same.

D. If the Township fails to meet or answer any grievance within the prescribed time limits as herein provided, such grievance may be processed to the next step. Written notice of the failure shall, in each instance, be given in writing to the Township Business Administrator.

E. Disciplinary action against an employee in the form of a suspension will not be invoked by the Township until the matter has been reviewed by the Business Administrator at the option of the Township, the Mayor, or Mayor's designee. Notwithstanding the foregoing, the Supervisor or Department Head may invoke such disciplinary action as perceived appropriate where an employee's conduct is of such a serious nature as to require immediate action in the opinion of the Supervisor or Department Head for the health, welfare, safety or order of the Township and its employees.

F. All verbal warnings and written reprimands in an employee's central and departmental personnel file will not be used in any future disciplinary matter, provided that the employee has received no disciplinary action for a continuous two (2) year period.

G. Disciplinary action/charges will be filed within forty-five (45) days of the date the person filing the charge obtained sufficient information to file the charge.

ARTICLE VI

UNION SECTION COMMITTEE BUSINESS AND VISITATION

A. The members of the Union's Section Negotiating Committee, not to exceed four (4) in number, shall be granted time off from duty with full pay for all meetings between the Township and the Union for the purpose of negotiating the terms of an Agreement when such meetings take place at a time during which such employee member is scheduled to work. Union Committee Members will also be granted the same privilege for processing grievances. All such meetings shall be coordinated and scheduled with the approval of the Business

Administrator.

B. The Union's Section Representative or any officer of the Local Union shall have admission to the Township premises at any time during working hours for the purpose of ascertaining whether this Agreement is being carried out in good faith, or for the purpose of assisting in the adjustment of any grievance which may have arisen. No such Representative, however, shall have the privilege of roaming about the premises, but shall first apply to the Department Head for permission to visit, which permission shall not be unreasonably denied; it being understood, however, that such Representative shall not in any way interfere with operation of the Department during working hours and that this privilege shall be so exercised as to help at a minimum time loss thereby to the Township.

C. Union Leave: One (1) full time Union Officer shall be granted unpaid leave to serve as an elected officer of the Transport Workers Union of America A.F.L.-C.I.O. Such leave will coincide with the applicable term or duty of the office held. The Township shall continue to pay the employee's wages and benefits and shall be reimbursed by the Union for the full salary and half of the employer health benefits cost no later than 45 days from the end of the quarter. During such leave the Employee will continue to accrue seniority.

ARTICLE VII WORK WEEK

A. **Work Hours:** Present work hours in the case of each employee to continue. Employees working in the Municipal Complex may be required to work a staggered shift one (1) day per month to enable to serve the public on a weekday in the evening. This shall be done on a voluntary basis in accordance with seniority; in the event that there are no volunteers, the junior qualified employee in the Department shall be assigned. At least one (1) municipal court employee will work flex time or overtime (employee's choice) once a week on a rotating basis for scheduled court days, which will be scheduled based on seniority.

B. **Overtime:** Whenever an employee works in excess of his/her regularly assigned schedule, he/she shall be paid for such overtime work at one and one-half (1 1/2) times the hourly rate which he/she receives for his/her regularly assigned duty. This Article does not apply to Emergency Medical Technicians/Paramedics refer to Article XXII.

1. Overtime is defined as anything more than the normal working day or forty (40) hours per week.

Note: For Sanitation employees, anything over eight (8) hours a day and Saturdays will be considered overtime.

2. All overtime work must be offered to available regular full-time employees before any part-time

employee is used. Overtime will be offered to available qualified regular full-time bargaining unit members before any other employee is utilized, including seasonal or part-time employee. The Township will notify the Union before changing, modifying, altering, revising or deleting any qualifications necessary to perform the functions or duties of a particular job.

3. All overtime shall be designated by the supervisor.

a. A pull list shall be posted with the names of those employees subject to overtime work, including snow work, with the senior employee's name on top and so on down. After the senior employee has had his/her turn, the next senior employee in line shall be offered overtime, etc. No employee shall again be assigned overtime until the seniority list is exhausted.

b. When overtime is offered:

- An employee who is out of work due to use of accrued time will retain his/her spot on the list for the next pull.
- An employee who is out of work due to suspension or deduct status or will be placed at the bottom of the pull list.
- An employee who refuses the work will be placed at the bottom of the pull list.

c. Each year on January 1st, the seniority pull list will be reset to zero.

d. If an employee is out using accrued time for two or more consecutive picks, upon return to work, the employee will be placed at 1 pull below the employee with the least number of pulls on the seniority pull list.

4. All White-Collar employees who work in addition to their regular schedule shall have the option of electing overtime pay or electing to flex their hours within the pay period. Any additional work hours MUST be approved by the supervisor prior to the occurrence.

C. **Overtime** shall be paid in the following instances:

1. Any time worked more than the normal working day;
2. Effective 1/1/98, a minimum of two (2) hours guaranteed for a call-in before or after an employee's regular shift hours if employee reports to work within one (1) hour of receiving the call, unless otherwise specified;
3. Effective 1/1/98, a minimum of four (4) hours guaranteed for call-in on the employee's normal day off;
4. Minimum of six (6) hours guaranteed for scheduled work on the employee's normal day off.
5. Snow work shall be paid time and one half (1 1/2) an employee's hourly rate for hours beyond the regular work day. Work after the first twelve (12) hours shall be paid at the double time rate.

D. **Double Time** shall be paid in the following instances:

1. Employees, other than those normally required to work on Sunday, shall receive double their hourly rate for all work performed with a minimum guarantee of six (6) hours;
2. Work after the first twelve (12) hours shall be paid at the double time rate. This clause does not apply to EMTs.
3. SPS/PS Telecommunicators/Trainees after the first twelve (12) hours of duty shall be paid double time. (Effective 1/1/2000)

E. **Premium Pay** shall be paid: On any of the twelve (12) holidays, the employee shall receive his/her holiday pay plus two (2) times the employee's hourly rate for a minimum of six (6) hours. Excluding PSTs and EMTs – refer to Article XXI and XXII.

F. **Emergency Stand-By:** The administrative head of any department or division may require an employee to remain on emergency standby for recall to employment during after-work hours. In the event any employee is required to be on emergency standby, such employee shall be compensated at the rate of two (2) hours regular rate of pay. If an employee on standby fails to report for work when required by his/her superior, the emergency standby pay shall be forfeited and the employee will be passed over on the next emergency standby pull.

G. **Meal Allotment Program:** Effective 1/1/05, the meal allowance for every four (4) hours segments of snow overtime work shall be compensated at \$8.00 per break and shall be paid within the next pay period following the request. Effective 1/1/05, in lieu of an evening dinner break, employees of the Municipal Court shall receive an \$8.00 meal voucher, which shall be paid within the next pay period.

H. **Work in a Higher Classification:** Employees assigned to perform all of the required duties of a higher classification shall be entitled to the pay of the higher classification after more than five (5) consecutive working days in such classification for each assignment. On the sixth (6th) consecutive working day, the higher rate of pay shall commence. The Township agrees that an employee working in a higher classification to cover a vacation or other scheduled time off in excess of five (5) days will not be switched out of the higher classification after five (5) days simply to avoid payment at the higher rate of pay.

I. **Inclement Weather Emergency:** Public Safety Telecommunicators/Trainees, Emergency Medical Technicians/Paramedics, Information Technology Employees, and Department of Public Works Employees are essential and shall be required to work during inclement weather including overtime assignments.

1. In the event the Municipal Offices close for the day or early due to weather conditions, all employees who work shall receive, in addition to pay, equivalent time off or to be paid at their overtime rate at the discretion of the Business Administrator. Essential employees scheduled to work who are unable to report shall be charged with time from their accrued bank.
2. Department of Public Works Employees shall also make themselves available when inclement weather occurs outside their regular workday.

J. The Township agrees that, should it decide to subcontract any bargaining unit work performed by members of TWU to a private third-party entity, or through a shared services agreement, or other interlocal agreement, the union will receive notice of that decision at least 100 days before any proposed layoffs of bargaining unit members. The Township and Union shall meet to discuss the proposed subcontracting and layoffs during which time the Union will be given the opportunity to offer alternatives to layoffs, and negotiate over impact issues as a result of the layoffs, if any.

ARTICLE VIII

TIME OFF WITH PAY

- A. 1. **Holidays:** All departments, unless otherwise specified, covered by this Agreement shall receive full pay for twelve (12) holidays. The Holidays include: New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Election Day, Thanksgiving Day, the day after Thanksgiving, and Christmas Day. When a holiday provided for in this Agreement falls on a weekend, it shall be celebrated on the day designated by law for that purpose.
2. **Floating Holidays:** Lincoln's Birthday and Good Friday are Floating Holidays. Requests for the Floating Holiday shall be made three days in advance to the Supervisor and shall not be unreasonably denied. In the event an employee is called in on their Floating Holiday, they shall receive the premium pay. **This paragraph does not apply to Emergency Medical Technicians/Paramedics or Senior/Public Safety Telecommunicators/Trainees.**
3. **SPS/PS Telecommunicators/Trainees:** shall celebrate any of the Holidays above on the actual calendar day. Easter Sunday shall be celebrated in lieu of Martin Luther King's Birthday. Public Safety Telecommunicators shall continue to observe Lincoln's Birthday and Good Friday as part of their holiday allotment.
- B. **Pay Period:** All employees covered by this Agreement shall be paid bi-weekly provided said employees shall have worked, used accrued time or if there was a paid holiday during the pay period.

C. **Jury/Court Duty:** Any employee covered by this Agreement who is absent from work because of jury duty or appearing as a witness on behalf of the Township upon proper evidence of same being presented to the Business Administrator, shall receive regular full time pay for said jury duty or witness service on behalf of the Township. All jury pay will be turned over to the Township. In the event the employee is excused from jury duty before 12:30 p.m., he shall report to work for the balance of the day allowing for a sufficient amount of time for travel and lunch period. An employee who works an evening or midnight shift and who is called to jury duty or court duty to testify on behalf of the Township shall be granted equivalent time off on a daily basis without loss of pay. However, if the evening or midnight shift employee is excused and need not report for jury duty, the employee shall report to work on their normal shift.

ARTICLE IX

VACATION

A. 1. During the first year of employment, an employee is to receive one (1) day vacation for each month of employment. Thereafter, vacations shall be twelve (12) days for the first full year of employment with one (1) day added for each additional year of employment, not to exceed the maximum of twenty-five (25) days.

2. Effective January 1, 2005, upon twenty (20) years of service, the maximum amount of vacation days shall increase to thirty (30) days per year.

B. Vacation shall be chosen in seniority rotation order. The initial "first pick" shall not exceed a block of time of two separate five (5) consecutive work day time periods, or one single ten (10) consecutive work day time period; the second pick may be for an unlimited number of days. The Business Administrator may extend the block of time requirement for extenuating or unusual circumstances.

C. 1. The Department/Division Head in each department shall administer the vacation leave policy in each office; where two vacation requests come in for the same day(s) off, seniority shall determine who goes on vacation. The employee will be permitted to take off one or more days of his/her accumulated vacation time with the approval of the Department Head.

2. For the Department of Public Works and those Departments that by necessity need to utilize such a procedure, it shall be as follows:

Not later than January 31st of each year, such Departments shall post vacation periods, a list of seniority in each title, and the number of employees permitted to take vacation during each weekly period.

Employees in accordance with seniority within each division shall be given first choice. The senior employee shall pick his/her initial "first pick" as in B. above, then go to the bottom of the list and shall

not choose his/her second pick until after all other employees in his/her title have had their pick. After every employee within a Department/Division or Office has made their selected blocks of time; individuals may select additional blocks of time and/or single days. Management reserves the right to modify the number of employees or vacation periods prior to posting.

3. Those employees failing to select within thirty (30) days (by March 2nd) of posting shall go to the bottom of the list. These employees may pick at other times of the year subject to availability on the calendar as seniority will not displace a person who picked in accordance with the standard procedure.

D. Accrued vacation time carry-over may be permitted upon the approval of the Business Administrator and/or if the employee is prevented from taking his/her vacation due to the press of Township business up to a maximum of one year's allotment.

E. An employee may request between October 1 and October 31 of each year to cash in up to one-half vacation time not used for 80% of the full money value subject to the approval of the Business Administrator and subject to the mutual agreement between the employee and the Township and the availability of funds. Compensation for days shall not exceed a maximum of thirty-five (35) days' pay, including any sick days sold back in accordance with Article X (E); excepting those employees participating in the advance retirement agreement program where accumulated time will be paid at full money value for vacation days and 80% of the employee's accrued sick time up to the maximum. Payment shall be made by December 31st.

F. A laid-off employee and/or any employee who leaves the employ of the Township by his/her own choice with proper notification shall be paid for all unused vacation time.

ARTICLE X

PERSONAL DAYS, BEREAVEMENT, SICK TIME

A. Personal Days:

1. Each employee shall be granted five (5) personal leave days per year, with the exception of employees hired on or after September 1, 2012 who shall be eligible for three (3) personal days only. A maximum of three (3) personal leave days may be utilized as emergency personal days, and may be taken on any day throughout the year; however, these days may not be taken consecutively but must be used individually one day at a time. While it shall not be necessary for employees to give reasons for the leave, such personal days are not to be used for the purpose of vacation or other recreational reasons.

2. A request for an emergency personal day, however, must be made on the day of the emergency by phone call to the employee's immediate supervisor or department head; the supervisor must be made

aware of the nature of such emergency. Application for personal leave, with the exception of an emergency personal day, shall be made three days in advance to the Supervisor/Department Head whose approval shall be required before taking of the personal day. This clause also applies to Emergency Medical Technicians/Paramedics.

B. Bereavement:

1. In the case of death in the immediate family as defined below, employees shall be granted leave up to a maximum of five (5) days within (7) calendar days including the day of the funeral, per occurrence, following the death without loss of pay for: spouse, mother, father, brother, sister, step-mother, step-father, mother-in-law, father-in-law, son, daughter, step-children, grandchildren, son-in-law, daughter-in-law, and three (3) consecutive calendar days including the day of the funeral for brother-in-law, sister-in-law, and grandparents, and one (1) day of leave without loss of pay for the day of the funeral for premature birth resulting in death (submission of a death certificate may be required).
2. In the case of the death of an aunt, uncle, niece, nephew of the employee or the employee's spouse, the employee shall suffer no loss of pay for two (2) days absence, one of which shall be the day of the funeral.
3. In the event of the death of an employee's grandfather-in-law or grandmother-in-law, or the parent of your child, the employee will be granted one (1) day leave without loss of pay for the day of the funeral.
4. The Township reserves the right to request reasonable proof of the death.
5. All of the above may be extended with the approval of the Business Administrator upon a written request.

C. Sick leave with pay shall be granted as follows:

1. One and a quarter (1.25) working days for every month of service during the remainder of the first calendar year of service following permanent appointment; fifteen (15) working days in each calendar year thereafter. However, a doctor's certificate shall be required after five (5) consecutive working days absent, and the certificate shall certify to the illness for the entire five (5) day period. However, if the Township should request a doctor's certificate under any other circumstances, the cost for such doctor's certificate and/or examination will be at the Township's expense.

2. If an employee utilizes all of his/her earned and accumulated sick days, the employer has the right to request a doctor's note for any subsequent absences. The cost of such doctor's note shall be borne by the employee.

3. Maternity Restricted Duty: The Township will make reasonable accommodations for employees who are pregnant in compliance with physician restrictions. Doctor's note with specific restrictions and updates will

be required.

D. It is agreed that any employee covered by this Agreement who, at the time of retirement, has at least five (5) years employment with the Township, or any employee who, at the time of separation of employment with the Township in good standing, had at least ten (10) years employment with the Township, has unused sick time due, as provided by Revised Statutes 11:24.1 et seq., shall be paid in the lump sum four (4) days pay (at the rate he or she is receiving at the time of retirement or separation) for each five (5) days standing to his/her credit, but not to exceed a total of one hundred seventeen (117) days pay. For those employees with twenty-five (25) years of service or more, the limit shall be one hundred fifty (150) days. Employees hired after January 1, 2005 shall have a maximum cap of \$7,500.00.

E. An employee may request between October 1 and October 31 of each year to cash in accrued sick time for 50% of the full money value subject to the approval of the Business Administrator and subject to mutual agreement between the employee and the Township and the availability of funds. Compensation for days shall not exceed a maximum of thirty-five (35) days of pay, including any vacation days sold back in accordance with Article IX (E); excepting those employees participating in the advance retirement agreement program where accumulated time will be paid at full money value for vacation days and 80% of the employee's accrued sick time. Payment shall be made by December 31.

ARTICLE XI

WORK WEEK DEPARTMENT OF PUBLIC WORKS

All Department of Public Works personnel shall be required to obtain and maintain a CDL license, unless medically unable to obtain or maintain the CDL license, or as otherwise excused by the Business Administrator, except as otherwise provided herein. Department of Public Works Office/Clerical Employees will not be required to obtain/maintain a CDL and, therefore, are not subject to the drug and alcohol testing pool.

A. All employees in the Department will work an eight-hour day starting at 6:30 am and ending at 2:30 pm, incorporating a half hour paid lunch, with the exception of clerical staff and vehicle maintenance staff who shall remain on their current schedule. In the event that the Township reinstates the Road Department, the Township agrees to discuss with the Union the hours of operation and hours of work.

B. Vehicle Maintenance:

1. Vehicle Maintenance employees assigned to the Public Works Garage shall work a five (5) day

workweek, eight (8) hours per day, inclusive of a half hour lunch.

2. In the event a second shift is scheduled in the garage, employees shall pick their shift in seniority order annually. Effected employees shall be paid a five (5) percent night shift differential.

C. Division of Sanitation Employees:

1. Sanitation Employees shall have a workweek of five (5) days per week, eight (8) hours per day, Monday through Friday.

2. Sanitation/Recycling routes shall be picked annually in seniority order by drivers; laborers shall also pick annually by seniority order. A list of seniority and routes will be posted. Picks to be completed on December 15th of each year, or the Monday following. It is the responsibility of the employee to be present for the pick, unless on an approved leave of absence or utilizing a contractual benefit, in which case the Supervisor will contact the employee to let him know what routes are available for the employee to make a selection.

3. Employees with a scheduled permanent route that requires pickups on Saturdays or holidays will be expected to work those dates, in accordance with route and truck picks. Employees may request off on the additional pick up day, but they must do so no later than three days prior (ex. for Saturday pick up day, the request is due the prior Wednesday). Requests will be granted based on manpower. Requests will be reviewed in the order in which submitted: first submitted is first approved. With the exception of requests made on the same day, those will be granted based on seniority. Day off requests will be denied when the maximum allowed off is reached.

4. The parties agree to continue the practice of maintaining operations at the DPW refuse/recycling site (hill), whereby one employee shall be designated by Administration to work on a steady basis on the Saturday, with assistance from All Purpose Crew employees who shall rotate Saturday duty in seniority order. In the event the roll off driver positions become vacated, management reserves the right to select a new driver, with seniority and qualifications being considered.

5. Any person hired in the Department of Public Works or Department of Parks after September 1, 2012 must have and maintain a CDL license. Attainment of the CDL must occur within 90 days of hire. If any new hire should lose their CDL because of a physical impediment or disability, the Township shall place the employee in a vacant position so long as the employee can perform the essential functions of the vacant position. In the absence of a vacant position, the employee may be terminated. Any employee required to obtain or maintain a CDL license shall be reimbursed for the initial fee of said license and the cost of the annual job-related endorsement (excluding clerical employees).

D. Snow Plowing Policy:

1. Snow plowing, including sanding and salting of Township roads, shall be performed by employees of the Department of Public Works and the Parks Department, in the following manner:

- a. During the normal workweek employees of the All Purpose Crew, Building and Grounds and Parks employees shall be called in first in seniority rotation. In the event that additional manpower is needed, employees in Sanitation/Recycling shall be called. Vehicles shall be operated by CDL Licensees.
- b. Management shall prepare two (2) staffed shifts for snow plowing, referred to as Shift A and Shift B. The shift priority per event will be determined on a rotating basis. Drivers will be assigned to the same route and same truck if possible to ensure properly trained drivers are operating equipment commensurate to their training. For salting events, there will be two (2) pull sheets used exclusively for salting. During the normal work week employees of All Purpose Crew, Building & Grounds and Parks shall be called in first in seniority rotation. From 6:00pm Friday to midnight Sunday the pull sheet shall consist of all CDL drivers in seniority rotation regardless of department or title. The Township shall comply with CDL Rules and Regulations as to the maximum amount of time an employee can be on duty, which is 15 hours, except in a case of an emergency situation as declared by the Business Administrator.
- c. Employees of Buildings and Grounds shall be called first to perform snow removal at the Township buildings where they are regularly assigned.
- d. For safety reasons, two (2) employees shall be assigned to snow plowing during the hours from dusk to daybreak when truck with a GVW rating of 70,000 lbs. or over are utilized. This shall mean one (1) CDL driver and one (1) laborer called in on a seniority rotation order subject to the limitations above. Two (2) employees, a laborer and a CDL driver shall be assigned to duty for sanding/salting.
- e. Any employee holding the title of laborer and assigned to snow plowing, including sanding and salting, requiring a CDL license shall receive the higher rate of pay at truck driver beginning on the first day assigned.

2. In the event that insufficient CDL holders are available, the Township may utilize all other Township employees in the Department of Public Works in seniority rotation order as long as they operate vehicles that do not require a CDL operator.

ARTICLE XII
HEALTH AND WELFARE

A. Health Insurance:

1. The Township shall provide Health Insurance with at least a \$1,000,000.00 (\$100.00 deductible per year) Major Medical Coverage for each employee and his/her family or equal coverage. Out-of-network chiropractic treatment will be limited to five (5) visits per year.
2. The Township shall provide all employees with health insurance equal to or better than the current coverage (Direct Access) for each employee and his/her eligible dependents. All employees shall contribute to their health insurance premiums in accordance with Year 3 on the P.L. 2011, Chapter 78 grid and in accordance with P.L. 2010, Chapter 2.
3. Employees with proven alternate coverage may exercise the option of not participating in the insurance plan. Employees who waive all coverages (medical, prescription, dental and vision) for self and all eligible dependents will receive a waiver incentive of \$4,000 annually. Incentive will be prorated based on eligibility period. The incentive will be paid out in two installments: June and December.

B. It is agreed that the Township shall provide Temporary Disability Insurance in accordance with the plan made available to employees of the State of New Jersey through the New Jersey State Department of Labor and Industry, or through an approved private plan at the option of the Township where the benefits and employee's contributions are comparable to the State Plan.

C. It is agreed that the Township shall pay for replacing eyeglasses broken due to the performance of the employee's duties. However, before said eyeglasses are replaced by the Township, the employee shall be required to produce the broken eyeglasses, which will then be replaced by comparable eyeglasses.

D. The present prescription plan for each employee and his/her eligible dependents shall continue in full force and effect. The current prescription plan shall provide for \$10.00 generic drug co-pay and a \$20.00 non-generic drug co-pay.

E. The Employer will provide a fully paid dental plan, eighty (80) percent paid by the plan and twenty (20) percent paid by the employee; the dental coverage calendar year maximum shall be \$1500 per person per year, and orthodontist coverage of \$1,000 maximum per person. Dental coverage will become effective for new employees the first of the month after two (2) months of permanent employment.

F. The Township shall provide a Vision Program with Vision Coverage equal to or better than the current

coverage.

G. The Township will provide hospitalization, surgical, prescription and major medical coverage with full family benefits for all retirees with twenty-five (25) or more years of pensionable service credit in the State pension system effective upon receipt of a service, early, veteran or disability retirement. Employees hired on January 1, 2023 or later must have a minimum of twenty (20) years of service with the Township of the required twenty-five (25) to be eligible. Current and future retirees shall be provided with the same health benefits as are provided to current employees. Any employee who retires after January 1, 2019, shall contribute to his/her retiree health insurance provided for in this Agreement in accordance with Year 4 of the P.L. 2011, Chapter 78 grid and in accordance with P.L. 2010, Chapter 2.

H. The Township shall secure Accident and Liability Insurance for all employees to provide for defense of all actions, except those brought for punitive damages, against an employee by a third party as a result of the Township employment, including defense of all 911 related litigation.

I. In the event an employee is absent from work due to an alleged disability resulting from a job-related injury, such employee shall be paid his or her full pay for the first six (6) months during the period in which the employee is qualified for temporary disability payments under the Workers' Compensation Law. After six (6) months and if the employee has not been returned to work, the compensation shall be reduced to 70%, the minimum required by law. Insurance benefits for temporary disability pay due to an employee shall be assigned to the Township during such period in consideration of the Township paying to the employee his or her full pay. If no determination is made pursuant to the Workers' Compensation Law regarding the partial or total disability of an employee, then two and one-half (2 1/2) days of the first seven (7) days of an employee's absence shall be deducted and charged against any sick leave days which said employee may have accrued. If the employee does not have any remaining accrued sick leave days, the two and one-half (2 1/2) days deduction shall be taken against sick leave days which the employee may be entitled to in the ensuing year. If any action is pursued which results in an award of partial or total disability, there shall be no reduction of sick leave days as set forth herein above.

ARTICLE XIII

SENIORITY

A. The Township agrees that it is bound to the seniority rights as established by applicable Civil Service Laws and Regulations.

B. The Township shall supply the Union with a seniority roster which shall contain the job classification and the date on which each employee was given permanent employment. A copy of such roster shall be placed on all bulletin boards.

C. A permanent employee shall accrue seniority from the first day of employment with the Township, and such employee shall retain all accrued seniority when there is a change in the job title of such employee.

D. The employment anniversary date for individuals employed by the Township shall be established in respect to the actual employment date.

ARTICLE XIV

LONGEVITY

A. 1. All employees covered by this Agreement shall receive and be paid longevity pay over and above his/her salary in accordance with the provisions of the pertinent ordinance adopted by the Township as follows: as provided in Ordinance 19-68. Longevity pay shall be payable to eligible employees on their anniversary dates in accordance with the following schedule:

After 5 full years of service 1% of base salary

After 10 full years of service 3% of base salary

After 15 full years of service 5% of base salary

After 20 full years of service 7% of base salary

After 25 full years of service 9% of base salary

After 30 full years of service 10% of base salary

2. Effective January 1, 1998, newly hired employees shall not be eligible for longevity pay.

B. All salaries shall have a minimum and a maximum range with yearly increments of at least one-twelfth (1/12) of the difference between the minimum and the maximum to be paid so the employee reaches maximum by the twelfth increment. Increments shall be payable to eligible employees on their anniversary dates after each full year of employment.

C. There shall not be an incremental salary guide for any employee hired on or after September 1, 2012. All new hires, hired on or after September 1, 2012, and placed in a title covered by the TWU collective negotiations agreement (this agreement) will be paid a starting salary consistent with the "New" Hire Guide, Schedule V, VI, VII, VIII. Thereafter, every January 1 during the period of the current Agreement the employee will receive the annual percentage increase. "New" Hire Guide range for each title will be increased annually.

The bottom of the range will increase by half (1/2) the annual percentage increase. The top of the range will increase by the annual percentage increase.

ARTICLE XV

MANAGEMENT RIGHTS

A. Except as provided herein in this Agreement, the Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the Township government and its properties and facilities, and the activities of its employees during working hours.
2. Type of work to be performed.
3. Work assignment.
4. Machinery, tools, and equipment to be used.
5. Shift schedules.
6. Hours of work.
7. Hire, promotion, discharge, demotions, and disciplinary action against employees, all in accordance with Title II (Civil Service) and terms of agreement contained herein.
8. Making, drafting, and enforcing rules and regulations governing the same and safety of its employees.

B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the Township shall be limited only by the specific and express terms of this Agreement and then only to the extent that specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States and ordinances of Brick Township.

C. Nothing contained herein shall be construed to deny or restrict the Township of its rights, responsibilities and authority under R.S. 40 and R.S. 11 or any other national, county, state or local laws or ordinances.

ARTICLE XVI

RULES AND REGULATIONS

A. The Township may establish and enforce reasonable rules and regulations for department operations and conduct of personnel thereof and maintenance of discipline; copies of such rules and regulations shall be

furnished to the Union and shall be posted on various bulletin boards as, if and when established.

B. The employees shall comply with such rules and regulations, and all employees shall promptly and efficiently execute the instructions and orders of their superiors. If any employee of the bargaining unit believes an instruction or order of a superior is unreasonable or unjust, the employee shall comply with the order or instructions, but with the further provision that such employee of the bargaining unit may treat the order or instruction as a grievance which should be handled in accordance with the grievance procedure set forth previously.

C. All employees shall be provided with a set of rules and regulations governing them, as, if and when established.

ARTICLE XVII

UNIFORMS, EDUCATIONAL PROGRAMS AND OTHER BENEFITS

A. Uniforms

1. a. The Township shall supply eleven (11) sets of uniforms with weekly laundering service for Blue Collar workers. New sets of uniforms shall be supplied every two (2) years. In addition one (1) winter coat and (2) lightweight jackets shall be issued beginning February 1, 2005 and replaced every two years. The Township shall supply on an annual basis ten (10) short sleeve (T-shirts) or long sleeve shirts, which shall be provided by May of each year.
b. All Blue-Collar workers shall receive an annual work boot allowance of \$300 which will be provided in the second pay in November of each year. Field workers (Inspections, Engineering and Code Enforcement) will receive an annual work boot allowance of \$300 on a receipt reimbursement basis only.
2. Garage personnel and mechanics and building maintenance employees shall receive uniforms in accordance with A above. Mechanics, Senior Mechanics, Mechanic Helpers, and Garage Personnel are to be provided with prescription safety glasses, and two (2) pairs of regular coveralls, in addition to a pair of insulated coveralls.
3. The Township may require Engineering, Building Inspectors and Road Inspectors to wear Uniforms.
4. Any Township issued work related equipment, gear or uniform item damaged during the performance of duty shall be replaced by the Township. However, before the item is replaced, the employee may be required to produce the item and provide an incident report.

B. Educational Programs:

1. Employees may be enrolled in job-related courses, subject to the approval of the Township Business

Administrator, and will be reimbursed by the Township for costs of tuition not to exceed \$100.00 per semester hour.

2. The Township shall provide release time from work and reimburse the employees for the cost of seminars and training necessary in continuing their education pertaining to their respective departments subject to the approval of the Business Administrator. The Township further agrees to provide and pay for any and all certifications and updates of certification required for their job; prior approval by the Business Administrator is required.

3. The Employer agrees to provide a technical education program for all mechanics, mechanic helpers, and senior mechanics for a maximum of \$500, subject to the approval of the Administrator.

4. Implementation of a Drug Free work place to include all employees, same as the policy that covers CDL Holders in the 1992 Omnibus Act. Program to include education awareness for all employees, supervisors' education, employees' assistance program and random testing.

C. **Parking:** The Township will provide designated parking spaces for all employees employed at the municipal complex.

D. **Lounge Area:** The Employer agrees to supply a lounge area for the Department of Public Works, at the Department of Public Works site.

E. **Safety Committee:** Employees will be permitted to form a "Safety Committee" to study and evaluate working conditions. The Committee shall consist of the TWU Chairperson and three (3) other representatives from the Union who shall be chosen by the Chairperson. The "Safety Committee" may submit reports and/or recommendations to the Township Business Administrator with respect to any working conditions which are detrimental to safety, health, and welfare.

ARTICLE XVIII

SUSPENSION, DISMISSALS, DEMOTIONS, & PROMOTIONS

A. They shall be in accordance with Civil Service Laws and Regulations, State of New Jersey, Civil Service Commission.

B. Promotions and vacated positions: permanent full-time vacancies and permanent new positions will be posted as they arise. The filling of such vacancies shall be in accordance with Civil Service Rules and Regulations.

C. The Township will forward to the Union copies of Job Postings and any current or amended Civil Service Certification List.

D. If a temporary or provisional position is open, the Township shall post the open position and award the open position to the senior qualified employee applying for same. The Township retains the right of approval in determining employee qualifications. The Township will make every effort to use existing Township employees before going outside to fill vacated positions and/or promotions in the bargaining unit.

**ARTICLE XIX
DISCRIMINATION**

A. Neither the Township nor the Union shall discriminate against any employee by reason of race, creed, sex, age, color, political or religious affiliation, or national origin.

B. Where the words "he", "she", "him", or "her" is used in this Agreement, it shall mean both sexes.

**ARTICLE XX
SALARY**

A. All employees on the payroll as of the date of ratification shall receive a retroactive salary increase as follows:

Effective 1/1/2023	-	6%	wage increase across the Board
Effective 1/1/2024	-	6%	wage increase across the Board
Effective 1/1/2025	-	6%	wage increase across the Board
Effective 1/1/2026	-	4%	wage increase across the Board

B. Salary Step Guide (Schedules I, II, III, and IV) and "New" Hire Salary Range (Schedule V, VI, VII, and VIII) are attached hereto and made a part of this agreement.

- C. 1. The Township agrees to pay all employees a shift differential as follows:
- a. First shift shall receive a 5% late night shift differential. (Example: 12 Midnight to 8 a.m. OR overnight shift)
 - b. Second shift is the normal daytime shift.
 - c. Third shift shall receive a 4% night shift differential. (Example: 4 p.m. to Midnight)
2. Such differential is paid only to the employee who picks that shift.
3. Once shifts have been selected, the pay scale associated with the selected shift shall constitute the

employee's regular annual base salary. All overtime shall be calculated at this annual base salary, with the exception of 4. below.

4. In the event that an employee works another shift, no shift differential will be instituted until the employee has performed the duties of that shift for five consecutive days. Shift differential will commence on the sixth consecutive day retroactive to the first day. All overtime accrued during the time the shift differential is in place will be paid at the higher rate retroactive to the first day.

D. Stipends:

1. Any Inspector/Subcode Official having more than one technical license shall receive a stipend of \$250.00 for each license. Technical licenses include Building Inspector, Plumbing Inspector, Electrical Inspector, Mechanical Inspector and Fire Protection Inspector. Inspectors will be required to submit copies of their valid licenses with proof of annual recertification in October of each calendar year.

2. Any clerical employee within the Inspections Division who holds the UCC Technical Assistant certification shall receive a yearly stipend of \$100.00. Employees must provide a copy of the certificate issued by the NJ Department of Community Affairs to qualify.

3. Public Works employees who hold the additional certification of Class A, tank vehicle endorsement, hazardous materials endorsement and/or passenger endorsement will be eligible for an annual stipend of \$250. Stipend is subject to administration approval – certification must be relevant to job duties. The employee is required to submit a written request with a copy of the valid license with endorsement by October 15th of each calendar year.

ARTICLE XXI

PUBLIC SAFETY TELECOMMUNICATORS/TRAINEES

In addition to the general terms and conditions of employment contained herein this Agreement, the following shall apply to Public Safety Telecommunicators/Trainees (PS) and Senior Public Safety Telecommunicators (SPS).

A. Work Hours: PS Telecommunicators/Trainees shall continue to work the current schedule which is four (4) consecutive days on/two (2) consecutive days off. SPS/PS Telecommunicators/Trainees will receive double time on Sundays only in the event that they are called in for overtime when those days are their regularly scheduled days off. Effective January 1, 2005, the SPS/PS Telecommunicators/Trainees shall work eight (8) hours per day inclusive of a one (1) hour meal break and two (2) ten minute breaks per shift. The meal break shall not be unduly denied as long as the minimum operating requirements are met.

B. PS Telecommunicators, excluding Trainees, may pick their shift assignment by seniority annually. Individual shift vacancies (due to separations) will be communicated in writing for existing PS Telecommunicators to bid by seniority.

C. The shifts shall be as follows:

- | | | |
|-------------------|---|--------------|
| 7 a.m. - 3 p.m. | - | 0700 - 1500; |
| 3 p.m. to 11 p.m. | - | 1500 - 2300; |
| 11 p.m. to 7 a.m. | - | 2300 - 0700. |

Minimum manpower requirements must be maintained at all times. Notice of minimum manpower changes must be provided quarterly.

D. Holidays.

1. Fifteen (15) holidays are defined as: New Year's Day, Martin Luther King Day*, President's Day*, Good Friday, Easter, Memorial Day*, July 4th, Labor Day, Columbus Day*, Election Day, Veteran's Day*, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day. Asterik (*) indicates OBSERVED days.

2. Holidays will be included in base pay.

3. A SPS/PS Telecommunicator/Trainee scheduled to work on a holiday shall have the option to take the day off utilizing his/her accrued time provided that minimum manpower is met. If the request causes the day to fall below minimums, the day will be posted. If no one signs up, it will be denied.

4. No switches will be permitted on holidays.

5. SPS/PS Telecommunicators/Trainees will receive overtime (1.5x) for hours worked on a holiday.

E. In the event a SPS/PS Telecommunicator/Trainee is issued a subpoena, or required to attend a legal proceeding, on behalf of the Township and it becomes necessary for them to be on call, he/she shall receive a minimum of two (2) hours pay at the applicable rate if said time is not on a day that they are working. In the event that the SPS/PS Telecommunicator/Trainee reports to the legal proceeding, he/she will be paid at the applicable rate for all hours required for such testimony.

F. Mutual switches shall be permitted among SPS/PS Telecommunicators. Switches are subject to minimum manpower requirements and must be within a thirty (30) day period. It is understood that no overtime will be paid for mutual switches.

G. SPS/PS Telecommunicator/Trainees shall be able to take a lunch period throughout any hours of their

shift as long as minimum manpower requirements and operational needs are met, with notice and approval of the Supervisor and, in his/her absence, the watch commander.

H. Application for use of vacation and personal days shall be made three (3) days in advance for single days off. For blocks of vacation time, SPS/PS Telecommunicator/Trainees must request one month in advance. Approval of days off shall be granted on the basis of first request, first given; in the event that two or more requests come in at the same time, seniority shall be the tiebreaker. At least one (1) SPS/PS Telecommunicator/Trainee will be permitted to take a single vacation day/personal day so long as overtime is not incurred by the grant of the day off by utilizing per diems to fill the vacancy per Section 8 of this Article. Separate requests for blocks of vacation time that overlap by one (1) or two (2) days that incur overtime costs MAY be granted at the discretion of management.

I. SPS/PS Telecommunicator/Trainees after the first twelve (12) hours of duty shall be paid double time.

J. 1. Per Diem PS Telecommunicators shall be called in rotational seniority order based on availability for any leave of absence where the PS Telecommunicator is absent. In the event a Per Diem PS Telecommunicator is not available, the Overtime Rosters of PS Telecommunicators shall be utilized to fill the vacancy. Per diem PS Telecommunicators shall be utilized to fill shift vacancies caused by regular PS Telecommunicator/Trainees taking vacation or personal days. If no per diem accepts the work and overtime will be incurred by the grant of the day off at the time of the request, the request for a vacation day or personal day will be denied.

2. This procedure will be utilized for overtime caused by the use of sick days. In the event of the need to fill a shift because of a sick day absence, and no per diem or voluntary overtime is accepted by a regular PS Telecommunicator/Trainee then the regular PS Telecommunicator/Trainee on the mandatory list shall be required to work the vacant shift.

K. SPS/PS Telecommunicators are authorized to cover the meal breaks, consisting of a four (4) hour shift. Hours worked will be paid one and a half (1 ½) times the rate of pay.

L. SPS/PS Telecommunicators shall earn one (1) hour of comp time per shift for acting as a trainer.

M. SPS/PS Telecommunicators will be paid an additional (.5) rate for hours worked on all RESTRICTED days. No switches will be permitted on restricted days. Time off requests can be made and the day will be posted. If no one signs up, it will be denied.

ARTICLE XXII

EMERGENCY MEDICAL TECHNICIANS/PARAMEDICS

In addition to the general terms and conditions of employment contained herein this Agreement, the following shall apply to the Emergency Medical Technicians/Paramedics.

A. Work hours:

1. Work Hours. Thirty-seven and a half (37.5) hours per week consisting of three 12.5-hour shifts. Pay calculations will be done based on a 40-hour week.
2. Emergency Medical Technicians/Paramedics may pick their shift assignment annually based on seniority.
3. Emergency Medical Technicians/Paramedics will be paid shift differential in accordance with Article XX.C. First shift is defined as any shift that starts at 5pm or later for the purpose of shift differential.

B. Uniforms/Clothing Allowance:

1. New full-time hires shall be issued:
 - 4 long sleeve shirts
 - 4 short sleeve shirts
 - 4 pairs of pants
 - 1 belt
 - 1 pair of boots
 - 1 jacket with safety vest
 - 1 raincoat
 - 1 baseball cap
 - 1 winter hat
2. Emergency Medical Technicians/Paramedics changed from part-time to full-time status will be issued additional uniform items to constitute the full uniform issuance as referenced above.
3. An annual clothing allowance of up to \$700 will be issued to full time Emergency Medical Technicians/Paramedics for uniforms, equipment, and items which will be included in the bid specifications established by the Township. The allowance will be processed in the form of a Township Purchase Order. Uniforms damaged in the line of duty will be replaced by the Township.

C. Overtime:

1. ARTICLE VII does not apply to Emergency Medical Technicians/Paramedics.

2. Emergency Medical Technicians/Paramedics will be paid overtime at the rate of time and one-half their hourly rate in the event they work more than 40 hours in one week, a week being Saturday 12:00 am to Friday 11:59 pm. .
3. Emergency Medical Technicians/Paramedics will be paid double time at the rate of two times their hourly rate in the event they work over one and one-half the number of hours in one shift (after 18.75).
4. A minimum of two (2) hours paid at time and a half guaranteed for reporting to MCRU housing location for a deployment that is subsequently canceled.
5. Road jobs (i.e. outside events) and grant funded overtime will be offered to all full-time employees by seniority rotation. Special details (i.e. Township sponsored events or emergency response) will be filled by available, qualified per diem employees first. In the event the detail is not filled by a per diem, it will be filled by an available, qualified full-time employee based on seniority rotation.

D. Holidays:

1. Holidays will be included in base pay.
2. Paid overtime (1.5x) for hours worked on a holiday
3. EMTs scheduled to work on a holiday shall have the option to take the day off utilizing his/her accrued time provided that minimum manpower is met. If the request causes the day to fall below minimums, the day will be posted. If no one signs up, it will be denied.
4. Fifteen (15) holidays are defined as: New Year's Day, Martin Luther King Day*, President's Day*, Good Friday, Easter, Memorial Day*, July 4th, Labor Day, Columbus Day*, Election Day, Veteran's Day*, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day. Asterik (*) indicates OBSERVED days.

E. Education/Training:

1. Emergency Medical Technicians/Paramedics will receive reimbursement for training costs incurred to maintain their EMT certification only and must be approved by Police Chief prior to incurring costs.
2. Emergency Medical Technicians/Paramedics who attend training/classes may be flexed for training/classes within the pay week provided the hours worked during that week do not exceed forty (40) hours.
3. Emergency Medical Technicians/Paramedics who attend classes or training during a scheduled day off may elect compensatory time or overtime pay for those hours in class or training on a day off where the employee's hours in one week exceed 40 hours.
4. Emergency Medical Technicians/Paramedics shall earn three (3) hours of comp time per shift per trainee for acting as an FTO.

ARTICLE XXIII
PART-TIME EMPLOYEES

The following applies to part-time employees performing unit work:

- A. Each part-time employee (excluding per diem EMTs and per diem PS Telecommunicators) shall receive an increase equal to half the annual contractual increase on his or her anniversary date contingent upon performance standards being met. Per diem EMTs shall receive an increase based on years of service. Per diem PS Telecommunicator increases will be annually reviewed on an individual basis.
- B. Any additional increases will be negotiated between the Union and Management when required.
- C. Adjustments for minimum wage, if applicable, will be done on January 1 of each calendar year.
- D. Pursuant to the New Jersey Paid Sick Leave Act (the "Act"), part-time employees covered by this agreement shall accrue one hour of sick time for every thirty (30) hours worked. These employees are eligible to use the accrued leave 120 days after October 29, 2018 or if hired after the effective date of the law, they are eligible to use the sick leave 120 days after hire date. New employees shall begin accruing earned sick leave on the date their employment begins. Part-time employees can carry forward a maximum of 40 hours of earned sick leave into the next benefit period. Part-time sick time balances may not exceed 40 hours. A part-time employee may not use more than 40 hours of earned sick time in a benefit period. The benefit period is twelve (12) consecutive months, from January 1st through December 31st. Sick leave must be used in increments of one (1) entire scheduled work day.
- E. All other terms and conditions contained in this Agreement, do not apply to part-time employees.

ARTICLE XXIV
FURTHER NEGOTIATIONS

During the month of July prior to the ending date of this Agreement, the parties shall confer, at a mutually agreed upon time and place, for the purpose of effecting, if possible, a new continuation of the within Agreement.

ARTICLE XXV
SEVERABILITY

- A. Should any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of said Court shall apply only to the specific portion of the Agreement affected by such decision.
- B. Similarly, a legislative act or government regulation or order affecting any particular provision of this Agreement shall apply only to the specific portion of the Agreement affected thereby.

ARTICLE XXVI

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding of settlement by the parties of all bargainable issues which were or could have been the subject of negotiations.

ARTICLE XXVII

DURATION OF AGREEMENT

THIS AGREEMENT shall be effective from January 1, 2023 through December 31, 2026.

IN WITNESS WHEREOF, the undersigned have caused this Agreement to be signed by the appropriate officer of each party thereto.

TOWNSHIP OF BRICK

By  _____

LISA CRATE, Mayor

By  _____

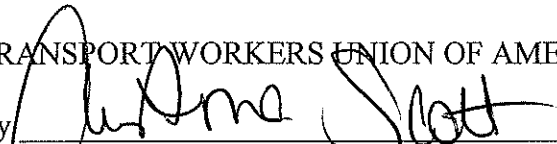
JOANNE BERGIN, Business Administrator

ATTEST:

 _____

LYNNETTE IANNARONE, Municipal Clerk

TRANSPORT WORKERS UNION OF AMERICA, A.F.L. - C.I.O. and its Local 220

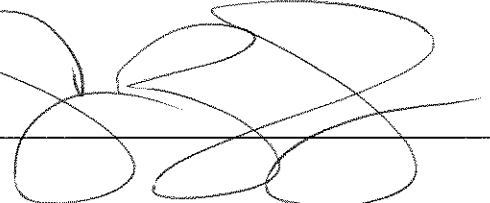
By  _____

CHRISTINA SCOTT, President Local 220

By  _____

MADELINE IANNARONE, Chairperson

ATTEST:

 _____

Schedule I - 2023												
#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12	
					Communications Technician							
\$63,312	\$67,516	\$71,713	\$75,916	\$80,614	\$84,321	\$88,521	\$92,720	\$96,924	\$101,126	\$105,328	\$109,527	
					Building Subcode Official							
					Electrical Subcode Official							
					Plumbing Subcode Official							
					Senior Electrician							
\$71,368	\$74,662	\$77,998	\$81,313	\$84,628	\$87,946	\$91,261	\$94,573	\$97,891	\$101,205	\$104,520	\$107,836	
					Secretary Board/Commission							
\$89,042	\$90,501	\$91,958	\$93,420	\$94,877	\$96,336	\$97,796	\$99,255	\$100,713	\$102,172	\$103,633	\$105,091	
					Building Inspector							
					Electrical Inspector							
					Plumbing Inspector							
					Mechanical Inspector							
\$65,754	\$69,047	\$72,338	\$75,632	\$78,928	\$82,219	\$85,512	\$88,805	\$92,097	\$95,388	\$98,684	\$101,976	
					Technician, MIS (Management Information Systems)							
\$65,754	\$69,045	\$72,337	\$75,629	\$78,920	\$82,214	\$85,503	\$88,794	\$92,089	\$95,378	\$98,670	\$101,961	
					Principal Engineering Aide							
\$65,236	\$68,120	\$71,010	\$73,897	\$76,787	\$79,675	\$82,560	\$85,449	\$88,336	\$91,226	\$94,114	\$97,002	
					Clerk 4							
\$62,419	\$65,485	\$68,547	\$71,613	\$74,677	\$77,740	\$80,804	\$83,868	\$86,933	\$89,996	\$93,061	\$96,126	
					Senior Road Inspector							
\$56,555	\$59,535	\$62,518	\$65,501	\$68,482	\$71,462	\$74,443	\$77,425	\$80,406	\$83,388	\$86,369	\$89,351	
					Senior Emergency Medical Technician							
					Senior Public Safety Telecommunicator							
\$68,607	\$70,573	\$72,543	\$74,515	\$76,482	\$78,455	\$80,422	\$82,391	\$84,360	\$86,328	\$88,300	\$90,269	
					Principal Employee Benefits Clerk							
					Telecommunications System Analyst							
\$50,905	\$54,288	\$57,670	\$61,050	\$64,433	\$67,812	\$71,191	\$74,573	\$77,956	\$81,338	\$84,716	\$88,097	
					Assistant Zoning Officer							
\$55,740	\$58,616	\$61,492	\$64,367	\$67,244	\$70,120	\$72,998	\$75,874	\$78,747	\$81,622	\$84,498	\$87,374	
					Animal Control Officer							
					Code Enforcement Officer							
\$73,683	\$74,768	\$75,854	\$76,938	\$78,026	\$79,110	\$80,196	\$81,282	\$82,368	\$83,453	\$84,538	\$85,624	
					Senior Engineering Aide							
					Senior Mechanic							
\$55,832	\$58,435	\$61,037	\$63,640	\$66,242	\$68,845	\$71,449	\$74,051	\$76,656	\$79,257	\$81,861	\$84,462	
					Assistant Assessor							
					Clerk 3							
					Personnel Assistant							
					Recreation Program Coordinator							
\$54,837	\$57,528	\$60,221	\$62,911	\$65,606	\$68,299	\$70,989	\$73,682	\$76,373	\$79,065	\$81,756	\$84,450	
					Senior Employee Benefits Clerk							
\$57,062	\$59,550	\$62,042	\$64,532	\$67,022	\$69,510	\$71,999	\$74,488	\$76,979	\$79,469	\$81,957	\$84,449	
					Public Safety Telecommunicator							
\$53,736	\$56,474	\$59,208	\$61,945	\$64,680	\$67,416	\$70,151	\$72,891	\$75,623	\$78,359	\$81,094	\$83,831	
					Public Safety Telecommunicator Trainee							
\$51,147												
					Sign Maker II							
\$62,933	\$64,738	\$66,545	\$68,354	\$70,158	\$71,967	\$73,771	\$75,577	\$77,385	\$79,190	\$80,999	\$82,805	
					Data Processing Technician							
\$52,774	\$55,319	\$57,861	\$60,406	\$62,949	\$65,494	\$68,040	\$70,582	\$73,129	\$75,674	\$78,216	\$80,761	
					Emergency Medical Technician							
\$54,313	\$56,618	\$58,922	\$61,225	\$63,530	\$65,833	\$68,139	\$70,445	\$72,748	\$75,053	\$77,355	\$79,658	

Schedule I - 2023											
#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12
Equipment Operator Heavy Equipment Operator Mechanic Mechanic/Welder Senior Maintenance Repairer											
\$50,991	\$53,589	\$56,183	\$58,780	\$61,375	\$63,971	\$66,567	\$69,167	\$71,759	\$74,355	\$76,950	\$79,548
Storekeeper 2											
\$53,829	\$56,079	\$58,334	\$60,585	\$62,836	\$65,087	\$67,339	\$69,590	\$71,842	\$74,094	\$76,343	\$78,490
Maintenance Worker 2, Grounds Mechanic Helper Principal Account Clerk Principal Payroll Clerk Purchasing Assistant Sanitation/Recycling Driver, Class I Truck Driver, Heavy											
\$47,728	\$50,126	\$52,529	\$54,928	\$57,325	\$59,725	\$62,127	\$64,522	\$66,921	\$69,322	\$71,720	\$74,119
Sign Maker I											
\$55,478	\$57,069	\$58,665	\$60,256	\$61,850	\$63,441	\$65,034	\$66,627	\$68,221	\$69,812	\$71,406	\$72,999
Maintenance Repairer Public Works Repairer Road Inspector											
\$46,209	\$48,522	\$50,828	\$53,138	\$55,445	\$57,753	\$60,062	\$62,373	\$64,679	\$66,988	\$69,299	\$71,607
Keyboarding Clerk 3 Maintenance Worker 1, Grounds Personnel Aide											
\$45,653	\$47,923	\$50,191	\$52,460	\$54,729	\$56,993	\$59,262	\$61,532	\$63,798	\$66,069	\$68,336	\$70,606
Community Service Worker Principal Engineering Clerk											
\$44,966	\$47,203	\$49,439	\$51,676	\$53,911	\$56,147	\$58,384	\$60,619	\$62,857	\$65,092	\$67,329	\$69,566
Clerk 2 Omnibus Operator, Class I Sanitation Driver Truck Driver											
\$44,756	\$46,982	\$49,209	\$51,433	\$53,663	\$55,886	\$58,112	\$60,335	\$62,562	\$64,788	\$67,014	\$69,240
Keyboarding Clerk 2											
\$43,384	\$45,635	\$47,890	\$50,143	\$52,397	\$54,651	\$56,903	\$59,159	\$61,411	\$63,664	\$65,919	\$68,173
Building Maintenance Worker Code Enforcement Officer Trainee Garage Attendant Laborer 1 Recreation Leader Sanitation Worker Senior Account Clerk Senior Payroll Clerk Storekeeper											
\$43,384	\$45,568	\$47,754	\$49,939	\$52,123	\$54,308	\$56,493	\$58,679	\$60,862	\$63,048	\$65,236	\$67,419
Clerk 1 Payroll Clerk											
\$42,089	\$44,148	\$46,204	\$48,261	\$50,324	\$52,381	\$54,438	\$56,496	\$58,554	\$60,613	\$62,674	\$64,729
Engineering Aide Keyboarding Clerk 1											
\$37,455	\$39,234	\$41,011	\$42,790	\$44,570	\$46,347	\$48,124	\$49,903	\$51,683	\$53,461	\$55,239	\$57,017

Schedule II - 2024

#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12
Communications Technician											
\$67,111	\$71,567	\$76,016	\$80,471	\$85,451	\$89,380	\$93,832	\$98,283	\$102,739	\$107,194	\$111,648	\$116,099
Building Subcode Official Electrical Subcode Official Plumbing Subcode Official Senior Electrician											
\$75,650	\$79,163	\$82,678	\$86,192	\$89,706	\$93,223	\$96,737	\$100,247	\$103,764	\$107,277	\$110,791	\$114,306
Secretary Board/Commission											
\$94,385	\$95,931	\$97,475	\$99,025	\$100,570	\$102,116	\$103,664	\$105,210	\$106,756	\$108,302	\$109,851	\$111,396
Building Inspector Electrical Inspector Plumbing Inspector Mechanical Inspector											
\$69,699	\$73,190	\$76,678	\$80,170	\$83,664	\$87,152	\$90,643	\$94,133	\$97,623	\$101,111	\$104,605	\$108,095
Technician, MIS (Management Information Systems)											
\$69,699	\$73,188	\$76,677	\$80,167	\$83,655	\$87,147	\$90,633	\$94,122	\$97,614	\$101,101	\$104,590	\$108,079
Principal Engineering Aide											
\$69,150	\$72,207	\$75,271	\$78,331	\$81,394	\$84,456	\$87,514	\$90,576	\$93,636	\$96,700	\$99,761	\$102,822
Clerk 4											
\$66,164	\$69,414	\$72,660	\$75,910	\$79,158	\$82,404	\$85,652	\$88,900	\$92,149	\$95,396	\$98,645	\$101,894
Senior Road Inspector											
\$63,545	\$66,893	\$70,245	\$73,597	\$76,946	\$80,295	\$83,645	\$86,995	\$90,344	\$93,694	\$97,044	\$100,395
Senior Emergency Medical Technician Senior Public Safety Telecommunicator											
\$72,722	\$74,808	\$76,897	\$78,987	\$81,071	\$83,161	\$85,246	\$87,333	\$89,423	\$91,509	\$93,599	\$95,685
Principal Employee Benefits Clerk Telecommunications System Analyst											
\$53,959	\$57,545	\$61,130	\$64,713	\$68,299	\$71,881	\$75,462	\$79,047	\$82,633	\$86,218	\$89,799	\$93,383
Assistant Zoning Officer											
\$59,084	\$62,133	\$65,182	\$68,229	\$71,279	\$74,327	\$77,378	\$80,426	\$83,472	\$86,519	\$89,568	\$92,616
Animal Control Officer Code Enforcement Officer											
\$78,104	\$79,254	\$80,405	\$81,554	\$82,708	\$83,857	\$85,008	\$86,159	\$87,310	\$88,460	\$89,610	\$90,761
Senior Engineering Aide Senior Mechanic											
\$59,182	\$61,941	\$64,699	\$67,458	\$70,217	\$72,976	\$75,736	\$78,494	\$81,255	\$84,012	\$86,773	\$89,530
Assistant Assessor Clerk 3 Personnel Assistant Recreation Program Coordinator											
\$58,127	\$60,980	\$63,834	\$66,686	\$69,542	\$72,397	\$75,248	\$78,103	\$80,955	\$83,809	\$86,661	\$89,517
Senior Employee Benefits Clerk											
\$60,486	\$63,123	\$65,765	\$68,404	\$71,043	\$73,681	\$76,319	\$78,957	\$81,598	\$84,237	\$86,874	\$89,516
Public Safety Telecommunicator											
\$56,960	\$59,862	\$62,760	\$65,662	\$68,561	\$71,461	\$74,360	\$77,264	\$80,160	\$83,061	\$85,960	\$88,861
Public Safety Telecommunicator Trainee											
\$54,216											
Sign Maker II											
\$66,709	\$68,622	\$70,538	\$72,455	\$74,367	\$76,285	\$78,197	\$80,112	\$82,028	\$83,941	\$85,859	\$87,773
Emergency Medical Technician											
\$57,572	\$60,015	\$62,457	\$64,899	\$67,342	\$69,783	\$72,227	\$74,672	\$77,113	\$79,556	\$81,996	\$84,437
Data Processing Technician											
\$55,940	\$58,638	\$61,333	\$64,030	\$66,726	\$69,424	\$72,122	\$74,817	\$77,517	\$80,214	\$82,909	\$85,607

Schedule II - 2024													
#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12		
					Equipment Operator Heavy Equipment Operator Mechanic Mechanic/Welder Senior Maintenance Repairer								
\$54,050	\$56,804	\$59,554	\$62,307	\$65,058	\$67,809	\$70,561	\$73,317	\$76,065	\$78,816	\$81,567	\$84,321		
					Storekeeper 2								
\$57,059	\$59,444	\$61,834	\$64,220	\$66,606	\$68,992	\$71,379	\$73,765	\$76,153	\$78,540	\$80,924	\$83,199		
					Maintenance Worker 2, Grounds Mechanic Helper Principal Account Clerk Principal Payroll Clerk Purchasing Assistant Sanitation/Recycling Driver, Class I Truck Driver, Heavy								
\$50,592	\$53,134	\$55,681	\$58,224	\$60,765	\$63,309	\$65,855	\$68,393	\$70,936	\$73,481	\$76,023	\$78,566		
					Sign Maker I								
\$58,807	\$60,493	\$62,185	\$63,871	\$65,561	\$67,247	\$68,936	\$70,625	\$72,314	\$74,001	\$75,690	\$77,379		
					Maintenance Repairer Public Works Repairer Road Inspector								
\$48,982	\$51,433	\$53,878	\$56,326	\$58,772	\$61,218	\$63,666	\$66,115	\$68,560	\$71,007	\$73,457	\$75,903		
					Keyboarding Clerk 3 Maintenance Worker 1, Grounds Personnel Aide								
\$48,392	\$50,798	\$53,202	\$55,608	\$58,013	\$60,413	\$62,818	\$65,224	\$67,626	\$70,033	\$72,436	\$74,842		
					Community Service Worker Principal Engineering Clerk								
\$47,664	\$50,035	\$52,405	\$54,777	\$57,146	\$59,516	\$61,887	\$64,256	\$66,628	\$68,998	\$71,369	\$73,740		
					Clerk 2 Omnibus Operator, Class I Sanitation Driver Truck Driver								
\$47,441	\$49,801	\$52,162	\$54,519	\$56,883	\$59,239	\$61,599	\$63,955	\$66,316	\$68,675	\$71,035	\$73,394		
					Keyboarding Clerk 2								
\$45,987	\$48,373	\$50,763	\$53,152	\$55,541	\$57,930	\$60,317	\$62,709	\$65,096	\$67,484	\$69,874	\$72,263		
					Building Maintenance Worker Code Enforcement Officer Trainee Garage Attendant Laborer 1 Recreation Leader Sanitation Worker Senior Account Clerk Senior Payroll Clerk Storekeeper								
\$45,987	\$48,302	\$50,619	\$52,935	\$55,250	\$57,566	\$59,883	\$62,200	\$64,514	\$66,831	\$69,150	\$71,464		
					Clerk 1 Payroll Clerk								
\$44,614	\$46,797	\$48,976	\$51,157	\$53,343	\$55,524	\$57,704	\$59,886	\$62,067	\$64,250	\$66,434	\$68,613		
					Engineering Aide Keyboarding Clerk 1								
\$39,702	\$41,588	\$43,472	\$45,357	\$47,244	\$49,128	\$51,011	\$52,897	\$54,784	\$56,669	\$58,553	\$60,438		

Schedule III - 2025

#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12
Communications Technician											
\$71,138	\$75,861	\$80,577	\$85,299	\$90,578	\$94,743	\$99,462	\$104,180	\$108,903	\$113,626	\$118,347	\$123,065
Building Subcode Official Electrical Subcode Official Plumbing Subcode Official Senior Electrician											
\$80,189	\$83,913	\$87,639	\$91,364	\$95,088	\$98,816	\$102,541	\$106,262	\$109,990	\$113,714	\$117,438	\$121,164
Secretary Board/Commission											
\$100,048	\$101,687	\$103,324	\$104,967	\$106,604	\$108,243	\$109,884	\$111,523	\$113,161	\$114,800	\$116,442	\$118,080
Building Inspector Electrical Inspector Plumbing Inspector Mechanical Inspector											
\$73,881	\$77,581	\$81,279	\$84,980	\$88,684	\$92,381	\$96,082	\$99,781	\$103,480	\$107,178	\$110,881	\$114,581
Technician, MIS (Management Information Systems)											
\$73,881	\$77,579	\$81,278	\$84,977	\$88,674	\$92,376	\$96,071	\$99,769	\$103,471	\$107,167	\$110,865	\$114,564
Principal Engineering Aide											
\$73,299	\$76,539	\$79,787	\$83,031	\$86,278	\$89,523	\$92,765	\$96,011	\$99,254	\$102,502	\$105,747	\$108,991
Clerk 4											
\$70,134	\$73,579	\$77,020	\$80,465	\$83,907	\$87,348	\$90,791	\$94,234	\$97,678	\$101,120	\$104,564	\$108,008
Senior Road Inspector											
\$67,358	\$70,907	\$74,460	\$78,013	\$81,563	\$85,113	\$88,664	\$92,215	\$95,765	\$99,316	\$102,867	\$106,419
Senior Emergency Medical Technician Senior Public Safety Telecommunicator											
\$77,085	\$79,296	\$81,511	\$83,726	\$85,935	\$88,151	\$90,361	\$92,573	\$94,788	\$97,000	\$99,215	\$101,426
Principal Employee Benefits Clerk Telecommunications System Analyst											
\$57,197	\$60,998	\$64,798	\$68,596	\$72,397	\$76,194	\$79,990	\$83,790	\$87,591	\$91,391	\$95,187	\$98,986
Assistant Zoning Officer											
\$62,629	\$65,861	\$69,093	\$72,323	\$75,556	\$78,787	\$82,021	\$85,252	\$88,480	\$91,710	\$94,942	\$98,173
Animal Control Officer Code Enforcement Officer											
\$82,790	\$84,009	\$85,229	\$86,447	\$87,670	\$88,888	\$90,108	\$91,329	\$92,549	\$93,768	\$94,987	\$96,207
Senior Engineering Aide Senior Mechanic											
\$62,733	\$65,657	\$68,581	\$71,505	\$74,430	\$77,355	\$80,280	\$83,204	\$86,130	\$89,053	\$91,979	\$94,902
Assistant Assessor Clerk 3 Personnel Assistant Recreation Program Coordinator											
\$61,615	\$64,639	\$67,664	\$70,687	\$73,715	\$76,741	\$79,763	\$82,789	\$85,812	\$88,838	\$91,861	\$94,888
Senior Employee Benefits Clerk											
\$64,115	\$66,910	\$69,711	\$72,508	\$75,306	\$78,102	\$80,898	\$83,694	\$86,494	\$89,291	\$92,086	\$94,887
Public Safety Telecommunicator											
\$60,378	\$63,454	\$66,526	\$69,602	\$72,675	\$75,749	\$78,822	\$81,900	\$84,970	\$88,045	\$91,118	\$94,193
Public Safety Telecommunicator Trainee											
\$57,469											
Sign Maker II											
\$70,712	\$72,739	\$74,770	\$76,802	\$78,829	\$80,862	\$82,889	\$84,919	\$86,950	\$88,977	\$91,011	\$93,039
Emergency Medical Technician											
\$61,026	\$63,616	\$66,204	\$68,793	\$71,383	\$73,970	\$76,561	\$79,152	\$81,740	\$84,329	\$86,916	\$89,503
Data Processing Technician											
\$59,296	\$62,156	\$65,013	\$67,872	\$70,730	\$73,589	\$76,449	\$79,306	\$82,168	\$85,027	\$87,884	\$90,743

Schedule III - 2025

#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12
Equipment Operator Heavy Equipment Operator Mechanic Mechanic/Welder Senior Maintenance Repairer											
\$57,293	\$60,212	\$63,127	\$66,045	\$68,961	\$71,878	\$74,795	\$77,716	\$80,629	\$83,545	\$86,461	\$89,380
Storekeeper 2											
\$60,483	\$63,011	\$65,544	\$68,073	\$70,602	\$73,132	\$75,662	\$78,191	\$80,722	\$83,252	\$85,779	\$88,191
Maintenance Worker 2, Grounds Mechanic Helper Principal Account Clerk Principal Payroll Clerk Purchasing Assistant Sanitation/Recycling Driver, Class I Truck Driver, Heavy											
\$53,628	\$56,322	\$59,022	\$61,717	\$64,411	\$67,108	\$69,806	\$72,497	\$75,192	\$77,890	\$80,584	\$83,280
Sign Maker I											
\$62,335	\$64,123	\$65,916	\$67,703	\$69,495	\$71,282	\$73,072	\$74,863	\$76,653	\$78,441	\$80,231	\$82,022
Maintenance Repairer Public Works Repairer Road Inspector											
\$51,921	\$54,519	\$57,111	\$59,706	\$62,298	\$64,891	\$67,486	\$70,082	\$72,674	\$75,267	\$77,864	\$80,457
Keyboarding Clerk 3 Maintenance Worker 1, Grounds Personnel Aide											
\$51,296	\$53,846	\$56,394	\$58,944	\$61,494	\$64,038	\$66,587	\$69,137	\$71,684	\$74,235	\$76,782	\$79,333
Community Service Worker Principal Engineering Clerk											
\$50,524	\$53,037	\$55,549	\$58,064	\$60,575	\$63,087	\$65,600	\$68,111	\$70,626	\$73,138	\$75,651	\$78,164
Clerk 2 Omnibus Operator, Class I Sanitation Driver Truck Driver											
\$50,287	\$52,789	\$55,292	\$57,790	\$60,296	\$62,793	\$65,295	\$67,792	\$70,295	\$72,796	\$75,297	\$77,798
Keyboarding Clerk 2											
\$48,746	\$51,275	\$53,809	\$56,341	\$58,873	\$61,406	\$63,936	\$66,472	\$69,002	\$71,533	\$74,066	\$76,599
Building Maintenance Worker Code Enforcement Officer Trainee Garage Attendant Laborer 1 Recreation Leader Sanitation Worker Senior Account Clerk Senior Payroll Clerk Storekeeper											
\$48,746	\$51,200	\$53,656	\$56,111	\$58,565	\$61,020	\$63,476	\$65,932	\$68,385	\$70,841	\$73,299	\$75,752
Clerk 1 Payroll Clerk											
\$47,291	\$49,605	\$51,915	\$54,226	\$56,544	\$58,855	\$61,166	\$63,479	\$65,791	\$68,105	\$70,420	\$72,730
Engineering Aide Keyboarding Clerk 1											
\$42,084	\$44,083	\$46,080	\$48,078	\$50,079	\$52,076	\$54,072	\$56,071	\$58,071	\$60,069	\$62,066	\$64,064

Schedule IV - 2026											
#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12
Communications Technician											
\$73,984	\$78,895	\$83,800	\$88,711	\$94,201	\$98,533	\$103,440	\$108,347	\$113,259	\$118,171	\$123,081	\$127,988
Building Subcode Official Electrical Subcode Official Plumbing Subcode Official Senior Electrician											
\$83,397	\$87,270	\$91,145	\$95,019	\$98,892	\$102,769	\$106,643	\$110,512	\$114,390	\$118,263	\$122,136	\$126,011
Secretary Board/Commission											
\$104,050	\$105,754	\$107,457	\$109,166	\$110,868	\$112,573	\$114,279	\$115,984	\$117,687	\$119,392	\$121,100	\$122,803
Building Inspector Electrical Inspector Plumbing Inspector Mechanical Inspector											
\$76,836	\$80,684	\$84,530	\$88,379	\$92,231	\$96,076	\$99,925	\$103,772	\$107,619	\$111,465	\$115,316	\$119,164
Technician, MIS (Management Information Systems)											
\$76,836	\$80,682	\$84,529	\$88,376	\$92,221	\$96,071	\$99,914	\$103,760	\$107,610	\$111,454	\$115,300	\$119,147
Principal Engineering Aide											
\$76,231	\$79,601	\$82,978	\$86,352	\$89,729	\$93,104	\$96,476	\$99,851	\$103,224	\$106,602	\$109,977	\$113,351
Clerk 4											
\$72,939	\$76,522	\$80,101	\$83,684	\$87,263	\$90,842	\$94,423	\$98,003	\$101,585	\$105,165	\$108,747	\$112,328
Senior Road Inspector											
\$70,052	\$73,743	\$77,438	\$81,134	\$84,826	\$88,518	\$92,211	\$95,904	\$99,596	\$103,289	\$106,982	\$110,676
Senior Emergency Medical Technician Senior Public Safety Telecommunicator											
\$80,168	\$82,468	\$84,771	\$87,075	\$89,372	\$91,677	\$93,975	\$96,276	\$98,580	\$100,880	\$103,184	\$105,483
Principal Employee Benefits Clerk Telecommunications System Analyst											
\$59,485	\$63,438	\$67,390	\$71,340	\$75,293	\$79,242	\$83,190	\$87,142	\$91,095	\$95,047	\$98,994	\$102,945
Assistant Zoning Officer											
\$65,134	\$68,495	\$71,857	\$75,216	\$78,578	\$81,938	\$85,302	\$88,662	\$92,019	\$95,378	\$98,740	\$102,100
Animal Control Officer Code Enforcement Officer											
\$86,102	\$87,369	\$88,638	\$89,905	\$91,177	\$92,444	\$93,712	\$94,982	\$96,251	\$97,519	\$98,786	\$100,055
Senior Engineering Aide Senior Mechanic											
\$65,242	\$68,283	\$71,324	\$74,365	\$77,407	\$80,449	\$83,491	\$86,532	\$89,575	\$92,615	\$95,658	\$98,698
Assistant Assessor Clerk 3 Personnel Assistant Recreation Program Coordinator											
\$64,080	\$67,225	\$70,371	\$73,514	\$76,664	\$79,811	\$82,954	\$86,101	\$89,244	\$92,392	\$95,535	\$98,684
Senior Employee Benefits Clerk											
\$66,680	\$69,586	\$72,499	\$75,408	\$78,318	\$81,226	\$84,134	\$87,042	\$89,954	\$92,863	\$95,769	\$98,682
Public Safety Telecommunicator											
\$62,793	\$65,992	\$69,187	\$72,386	\$75,582	\$78,779	\$81,975	\$85,176	\$88,369	\$91,567	\$94,763	\$97,961
Public Safety Telecommunicator Trainee											
\$59,768											
Sign Maker II											
\$73,540	\$75,649	\$77,761	\$79,874	\$81,982	\$84,096	\$86,205	\$88,316	\$90,428	\$92,536	\$94,651	\$96,761
Emergency Medical Technician											
\$63,467	\$66,161	\$68,852	\$71,545	\$74,238	\$76,929	\$79,623	\$82,318	\$85,010	\$87,702	\$90,393	\$93,083
Data Processing Technician											
\$61,668	\$64,642	\$67,614	\$70,587	\$73,559	\$76,533	\$79,507	\$82,478	\$85,455	\$88,428	\$91,399	\$94,373

Schedule IV - 2025

#1	#2	#3	#4	#5	#6	#7	#8	#9	#10	#11	#12
Equipment Operator Heavy Equipment Operator Mechanic Mechanic/Welder Senior Maintenance Repairer											
\$59,585	\$62,620	\$65,652	\$68,687	\$71,719	\$74,753	\$77,787	\$80,825	\$83,854	\$86,887	\$89,919	\$92,955
Storekeeper 2											
\$62,902	\$65,531	\$68,166	\$70,796	\$73,426	\$76,057	\$78,688	\$81,319	\$83,951	\$86,582	\$89,210	\$91,719
Maintenance Worker 2, Grounds Mechanic Helper Principal Account Clerk Principal Payroll Clerk Purchasing Assistant Sanitation/Recycling Driver, Class I Truck Driver, Heavy											
\$55,773	\$58,575	\$61,383	\$64,186	\$66,987	\$69,792	\$72,598	\$75,397	\$78,200	\$81,006	\$83,807	\$86,611
Sign Maker I											
\$64,828	\$66,688	\$68,553	\$70,411	\$72,275	\$74,133	\$75,995	\$77,858	\$79,719	\$81,579	\$83,440	\$85,303
Maintenance Repairer Public Works Repairer Road Inspector											
\$53,998	\$56,700	\$59,395	\$62,094	\$64,790	\$67,487	\$70,185	\$72,885	\$75,581	\$78,278	\$80,979	\$83,675
Keyboarding Clerk 3 Maintenance Worker 1, Grounds Personnel Aide											
\$53,348	\$56,000	\$58,650	\$61,302	\$63,954	\$66,600	\$69,250	\$71,902	\$74,551	\$77,204	\$79,853	\$82,506
Community Service Worker Principal Engineering Clerk											
\$52,545	\$55,158	\$57,771	\$60,387	\$62,998	\$65,610	\$68,224	\$70,835	\$73,451	\$76,064	\$78,677	\$81,291
Clerk 2 Omnibus Operator, Class I Sanitation Driver Truck Driver											
\$52,298	\$54,901	\$57,504	\$60,102	\$62,708	\$65,305	\$67,907	\$70,504	\$73,107	\$75,708	\$78,309	\$80,910
Keyboarding Clerk 2											
\$50,696	\$53,326	\$55,961	\$58,595	\$61,228	\$63,862	\$66,493	\$69,131	\$71,762	\$74,394	\$77,029	\$79,663
Building Maintenance Worker Code Enforcement Officer Trainee Garage Attendant Laborer 1 Recreation Leader Sanitation Worker Senior Account Clerk Senior Payroll Clerk Storekeeper											
\$50,696	\$53,248	\$55,802	\$58,355	\$60,908	\$63,461	\$66,015	\$68,569	\$71,120	\$73,675	\$76,231	\$78,782
Clerk 1 Payroll Clerk											
\$49,183	\$51,589	\$53,992	\$56,395	\$58,806	\$61,209	\$63,613	\$66,018	\$68,423	\$70,829	\$73,237	\$75,639
Engineering Aide Keyboarding Clerk 1											
\$43,767	\$45,846	\$47,923	\$50,001	\$52,082	\$54,159	\$56,235	\$58,314	\$60,394	\$62,472	\$64,549	\$66,627

**Schedule V - 2023 "New" Hire Guide
Employees Hired after 9/1/2012**

TITLE	Salary Range	
Animal Control Officer	\$58,370	\$82,368
Assistant Assessor	\$49,852	\$76,373
Assistant Zoning Officer	\$51,097	\$78,747
Building Inspector	\$59,975	\$92,097
Building Maintenance Worker	\$39,608	\$60,862
Building Subcode Official	\$64,308	\$97,891
Clerk 1	\$38,240	\$58,554
Clerk 2	\$40,776	\$62,562
Clerk 3	\$49,852	\$76,373
Clerk 4	\$56,745	\$86,933
Code Enforcement Officer	\$58,370	\$82,368
Code Enforcement Officer Trainee	\$39,608	\$60,862
Communications Technician	\$60,880	\$96,924
Community Service Worker	\$40,967	\$62,857
Data Processing Technician	\$47,835	\$73,129
Electrical Inspector	\$59,975	\$92,097
Electrical Subcode Official	\$64,308	\$97,891
Emergency Medical Technician	\$47,098	\$72,748
Engineering Aide	\$33,867	\$51,683
Equipment Operator	\$46,638	\$71,759
Garage Attendant	\$39,608	\$60,862
Heavy Equipment Operator	\$46,638	\$71,759
Keyboarding Clerk 1	\$33,867	\$51,683
Keyboarding Clerk 2	\$39,816	\$61,411
Keyboarding Clerk 3	\$41,586	\$63,798
Laborer 1	\$39,608	\$60,862
Maintenance Repairer	\$42,132	\$64,679
Maintenance Worker 1, Grounds	\$41,586	\$63,798
Maintenance Worker 2, Grounds	\$43,561	\$66,921
Mechanic	\$46,638	\$71,759
Mechanic/Welder	\$46,638	\$71,759
Mechanic Helper	\$43,561	\$66,921
Mechanical Inspector	\$59,975	\$92,097
Omnibus Operator, Class I	\$40,776	\$62,562
Payroll Clerk	\$38,240	\$58,554
Personnel Aide	\$41,586	\$63,798
Personnel Assistant	\$49,852	\$76,373

Plumbing Inspector	\$59,975	\$92,097
Plumbing Subcode Official	\$64,308	\$97,891
Principal Account Clerk	\$43,561	\$66,921
Principal Employee Benefits Clerk	\$48,961	\$77,956
Principal Engineering Aide	\$58,348	\$88,336
Principal Engineering Clerk	\$40,967	\$62,857
Principal Payroll Clerk	\$43,561	\$66,921
Public Safety Telecommunicator	\$49,150	\$75,623
Public Safety Telecommunicator Trainee	\$38,866	\$51,526
Public Works Repairer	\$42,132	\$64,679
Purchasing Assistant	\$43,561	\$66,921
Recreation Leader	\$39,608	\$60,862
Recreation Program Coordinator	\$49,852	\$76,373
Road Inspector	\$42,132	\$64,679
Sanitation Driver	\$40,776	\$62,562
Sanitation Worker	\$39,608	\$60,862
Sanitation/Recycling Driver, Class I	\$43,561	\$66,921
Secretary Board Commission	\$70,976	\$100,713
Senior Account Clerk	\$39,608	\$60,862
Senior Electrician	\$64,308	\$97,891
Senior Emergency Medical Technician	\$56,184	\$84,360
Senior Employee Benefits Clerk	\$50,928	\$76,979
Senior Engineering Aide	\$50,337	\$76,656
Senior Maintenance Repairer	\$46,638	\$71,759
Senior Mechanic	\$50,337	\$76,656
Senior Payroll Clerk	\$39,608	\$60,862
Senior Public Safety Telecommunicator	\$56,184	\$84,360
Senior Road Inspector	\$52,038	\$80,406
Sign Maker I	\$46,998	\$68,221
Sign Maker II	\$53,313	\$77,385
Storekeeper	\$39,608	\$60,862
Storekeeper 2	\$47,748	\$71,842
Technician, MIS (Management Information Systems)	\$59,971	\$92,089
Telecommunications System Analyst	\$48,961	\$77,956
Truck Driver	\$40,776	\$62,562
Truck Driver, Heavy	\$43,561	\$66,921

**Schedule V - 2024 "New" Hire Guide
Employees Hired after 9/1/2012**

TITLE	Salary Range	
Animal Control Officer	\$60,121	\$87,310
Assistant Assessor	\$51,348	\$80,955
Assistant Zoning Officer	\$52,630	\$83,472
Building Inspector	\$61,774	\$97,623
Building Maintenance Worker	\$40,796	\$64,514
Building Subcode Official	\$66,237	\$103,764
Clerk 1	\$39,387	\$62,067
Clerk 2	\$41,999	\$66,316
Clerk 3	\$51,348	\$80,955
Clerk 4	\$58,447	\$92,149
Code Enforcement Officer	\$60,121	\$87,310
Code Enforcement Officer Trainee	\$40,796	\$64,514
Communications Technician	\$62,706	\$102,739
Community Service Worker	\$42,196	\$66,628
Data Processing Technician	\$49,270	\$77,517
Electrical Inspector	\$61,774	\$97,623
Electrical Subcode Official	\$66,237	\$103,764
Emergency Medical Technician	\$48,511	\$77,113
Engineering Aide	\$34,883	\$54,784
Equipment Operator	\$48,037	\$76,065
Garage Attendant	\$40,796	\$64,514
Heavy Equipment Operator	\$48,037	\$76,065
Keyboarding Clerk 1	\$34,883	\$54,784
Keyboarding Clerk 2	\$41,010	\$65,096
Keyboarding Clerk 3	\$42,834	\$67,626
Laborer 1	\$40,796	\$64,514
Maintenance Repairer	\$43,396	\$68,560
Maintenance Worker 1, Grounds	\$42,834	\$67,626
Maintenance Worker 2, Grounds	\$44,868	\$70,936
Mechanic	\$48,037	\$76,065
Mechanic/Welder	\$48,037	\$76,065
Mechanic Helper	\$44,868	\$70,936
Mechanical Inspector	\$61,774	\$97,623
Omnibus Operator, Class I	\$40,776	\$62,562
Payroll Clerk	\$39,387	\$62,067
Personnel Aide	\$42,834	\$67,626
Personnel Assistant	\$51,348	\$80,955

Plumbing Inspector	\$61,774	\$97,623
Plumbing Subcode Official	\$66,237	\$103,764
Principal Account Clerk	\$44,868	\$70,936
Principal Employee Benefits Clerk	\$50,430	\$82,633
Principal Engineering Aide	\$60,098	\$93,636
Principal Engineering Clerk	\$42,196	\$66,628
Principal Payroll Clerk	\$44,868	\$70,936
Public Safety Telecommunicator	\$50,625	\$80,160
Public Safety Telecommunicator Trainee	\$40,032	\$54,618
Public Works Repairer	\$43,396	\$68,560
Purchasing Assistant	\$44,868	\$70,936
Recreation Leader	\$40,796	\$64,514
Recreation Program Coordinator	\$51,348	\$80,955
Road Inspector	\$43,396	\$68,560
Sanitation Driver	\$41,999	\$66,316
Sanitation Worker	\$40,796	\$64,514
Sanitation/Recycling Driver, Class I	\$44,868	\$70,936
Secretary Board Commission	\$73,105	\$106,756
Senior Account Clerk	\$40,796	\$64,514
Senior Electrician	\$66,237	\$103,764
Senior Emergency Medical Technician	\$57,870	\$89,423
Senior Employee Benefits Clerk	\$52,456	\$81,598
Senior Engineering Aide	\$51,847	\$81,255
Senior Maintenance Repairer	\$48,037	\$76,065
Senior Mechanic	\$51,847	\$81,255
Senior Payroll Clerk	\$40,796	\$64,514
Senior Public Safety Telecommunicator	\$57,870	\$89,423
Senior Road Inspector	\$53,599	\$85,230
Sign Maker I	\$48,408	\$72,314
Sign Maker II	\$54,912	\$82,028
Storekeeper	\$40,796	\$64,514
Storekeeper 2	\$49,180	\$76,153
Technician, MIS (Management Information Systems)	\$61,770	\$97,614
Telecommunications System Analyst	\$50,430	\$82,633
Truck Driver	\$41,999	\$66,316
Truck Driver, Heavy	\$44,868	\$70,936

**Schedule VII - 2025 "New" Hire Guide
Employees Hired after 9/1/2012**

TITLE	Salary Range	
Animal Control Officer	\$61,925	\$92,549
Assistant Assessor	\$52,888	\$85,812
Assistant Zoning Officer	\$54,209	\$88,480
Building Inspector	\$63,627	\$103,480
Building Maintenance Worker	\$42,020	\$68,385
Building Subcode Official	\$68,224	\$109,990
Clerk 1	\$40,569	\$65,791
Clerk 2	\$43,259	\$70,295
Clerk 3	\$52,888	\$85,812
Clerk 4	\$60,200	\$97,678
Code Enforcement Officer	\$61,925	\$92,549
Code Enforcement Officer Trainee	\$42,020	\$68,385
Communications Technician	\$64,587	\$108,903
Community Service Worker	\$43,462	\$70,626
Data Processing Technician	\$50,748	\$82,168
Electrical Inspector	\$63,627	\$103,480
Electrical Subcode Official	\$68,224	\$109,990
Emergency Medical Technician	\$49,966	\$81,740
Engineering Aide	\$35,929	\$58,071
Equipment Operator	\$49,478	\$80,629
Garage Attendant	\$42,020	\$68,385
Heavy Equipment Operator	\$49,478	\$57,989
Keyboarding Clerk 1	\$35,929	\$58,071
Keyboarding Clerk 2	\$42,240	\$69,002
Keyboarding Clerk 3	\$44,119	\$71,684
Laborer 1	\$42,020	\$68,385
Maintenance Repairer	\$44,698	\$72,674
Maintenance Worker 1, Grounds	\$44,119	\$71,684
Maintenance Worker 2, Grounds	\$46,214	\$75,192
Mechanic	\$49,478	\$80,629
Mechanic/Welder	\$49,478	\$80,629
Mechanic Helper	\$46,214	\$75,192
Mechanical Inspector	\$63,627	\$103,480
Omnibus Operator, Class I	\$41,999	\$66,316
Payroll Clerk	\$40,569	\$65,791
Personnel Aide	\$44,119	\$71,684
Personnel Assistant	\$52,888	\$85,812

Plumbing Inspector	\$63,627	\$103,480
Plumbing Subcode Official	\$68,224	\$109,990
Principal Account Clerk	\$46,214	\$75,192
Principal Employee Benefits Clerk	\$51,943	\$87,591
Principal Engineering Aide	\$61,901	\$99,254
Principal Engineering Clerk	\$43,462	\$70,626
Principal Payroll Clerk	\$46,214	\$75,192
Public Safety Telecommunicator	\$52,144	\$84,970
Public Safety Telecommunicator Trainee	\$41,233	\$57,895
Public Works Repairer	\$44,698	\$72,674
Purchasing Assistant	\$46,214	\$75,192
Recreation Leader	\$42,020	\$68,385
Recreation Program Coordinator	\$52,888	\$85,812
Road Inspector	\$44,698	\$72,674
Sanitation Driver	\$43,259	\$70,295
Sanitation Worker	\$42,020	\$68,385
Sanitation/Recycling Driver, Class I	\$46,214	\$75,192
Secretary Board Commission	\$75,298	\$113,161
Senior Account Clerk	\$42,020	\$68,385
Senior Electrician	\$68,224	\$109,990
Senior Emergency Medical Technician	\$56,559	\$86,950
Senior Employee Benefits Clerk	\$54,030	\$86,494
Senior Engineering Aide	\$53,402	\$86,130
Senior Maintenance Repairer	\$49,478	\$80,629
Senior Mechanic	\$53,402	\$86,130
Senior Payroll Clerk	\$42,020	\$68,385
Senior Public Safety Telecommunicator	\$56,559	\$86,950
Senior Road Inspector	\$55,207	\$90,344
Sign Maker I	\$49,860	\$76,653
Sign Maker II	\$56,559	\$86,950
Storekeeper	\$42,020	\$68,385
Storekeeper 2	\$50,655	\$80,722
Technician, MIS (Management Information Systems)	\$63,623	\$103,471
Telecommunications System Analyst	\$51,943	\$87,591
Truck Driver	\$43,259	\$70,295
Truck Driver, Heavy	\$46,214	\$75,192

**Schedule VIII - 2026 "New" Hire Guide
Employees Hired after 9/1/2012**

<u>TITLE</u>	Salary Range	
Animal Control Officer	\$63,164	\$96,251
Assistant Assessor	\$53,946	\$89,244
Assistant Zoning Officer	\$55,293	\$92,019
Building Inspector	\$64,900	\$107,619
Building Maintenance Worker	\$42,860	\$71,120
Building Subcode Official	\$69,588	\$114,390
Clerk 1	\$41,380	\$68,423
Clerk 2	\$44,124	\$73,107
Clerk 3	\$53,946	\$89,244
Clerk 4	\$61,404	\$101,585
Code Enforcement Officer	\$63,164	\$96,251
Code Enforcement Officer Trainee	\$42,860	\$71,120
Communications Technician	\$65,879	\$113,259
Community Service Worker	\$44,331	\$73,451
Data Processing Technician	\$51,763	\$85,455
Electrical Inspector	\$64,900	\$107,619
Electrical Subcode Official	\$69,588	\$114,390
Emergency Medical Technician	\$50,965	\$85,010
Engineering Aide	\$36,648	\$60,394
Equipment Operator	\$50,468	\$83,854
Garage Attendant	\$42,860	\$71,120
Heavy Equipment Operator	\$50,468	\$83,854
Keyboarding Clerk 1	\$36,648	\$60,394
Keyboarding Clerk 2	\$43,085	\$71,762
Keyboarding Clerk 3	\$45,001	\$74,551
Laborer 1	\$42,860	\$71,120
Maintenance Repairer	\$45,592	\$75,581
Maintenance Worker 1, Grounds	\$45,001	\$74,551
Maintenance Worker 2, Grounds	\$47,138	\$78,200
Mechanic	\$50,468	\$83,854
Mechanic/Welder	\$50,468	\$83,854
Mechanic Helper	\$47,138	\$78,200
Mechanical Inspector	\$64,900	\$107,619
Omnibus Operator, Class I	\$42,839	\$68,969
Payroll Clerk	\$41,380	\$68,423
Personnel Aide	\$45,001	\$74,551
Personnel Assistant	\$53,946	\$89,244

Plumbing Inspector	\$64,900	\$107,619
Plumbing Subcode Official	\$69,588	\$114,390
Principal Account Clerk	\$47,138	\$78,200
Principal Employee Benefits Clerk	\$52,982	\$91,095
Principal Engineering Aide	\$63,139	\$103,224
Principal Engineering Clerk	\$44,331	\$73,451
Principal Payroll Clerk	\$47,138	\$78,200
Public Safety Telecommunicator	\$53,187	\$88,369
Public Safety Telecommunicator Trainee	\$42,058	\$60,211
Public Works Repairer	\$45,592	\$75,581
Purchasing Assistant	\$47,138	\$78,200
Recreation Leader	\$42,860	\$71,120
Recreation Program Coordinator	\$53,946	\$89,244
Road Inspector	\$45,592	\$75,581
Sanitation Driver	\$44,124	\$73,107
Sanitation Worker	\$42,860	\$71,120
Sanitation/Recycling Driver, Class I	\$47,138	\$78,200
Secretary Board Commission	\$76,804	\$117,687
Senior Account Clerk	\$42,860	\$71,120
Senior Electrician	\$69,588	\$114,390
Senior Emergency Medical Technician	\$57,690	\$90,428
Senior Employee Benefits Clerk	\$55,111	\$89,954
Senior Engineering Aide	\$54,470	\$89,575
Senior Maintenance Repairer	\$50,468	\$83,854
Senior Mechanic	\$54,470	\$89,575
Senior Payroll Clerk	\$42,860	\$71,120
Senior Public Safety Telecommunicator	\$57,690	\$90,428
Senior Road Inspector	\$56,311	\$93,958
Sign Maker I	\$50,857	\$79,719
Sign Maker II	\$57,690	\$90,428
Storekeeper	\$42,860	\$71,120
Storekeeper 2	\$51,668	\$83,951
Technician, MIS (Management Information Systems)	\$64,895	\$107,610
Telecommunications System Analyst	\$52,982	\$91,095
Truck Driver	\$44,124	\$73,107
Truck Driver, Heavy	\$47,138	\$78,200