

AGREEMENT

BETWEEN

THE CITY OF HOBOKEN

AND

HOBOKEN MUNICIPAL EMPLOYEES' ASSOCIATION

JULY 1, 1997 through JUNE 30, 2002

PREPARED BY:
LAW OFFICES OF
LOCCKE & CORREIA P.A.
24 Salem Street
Hackensack, NJ 07601
(201) 488-0880

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PREAMBLE

The City and the Association agree that the efficient and uninterrupted performance of municipal functions is a primary purpose of this Agreement, as well as the establishment of fair and reasonable compensation and working conditions for employees and the City. This Agreement has been reached through the process of collective bargaining with the objective of fostering effective cooperation between the City and its employees. Therefore, this Agreement and procedures which it established for the resolution of differences is intended to contribute to the continuation of good employee relations and to be in all respects in the public interest.

Furthermore, the City and the Association affirm their mutual commitment to the goals of productive and efficient public service, high employee morale, sound and responsible management of City business, and amicable employer-employee relations.

To these ends, the parties mutually pledge their best efforts and cooperation over the life of this Agreement to: resolve employer-employee disputes constructively and expeditiously in an atmosphere of mutual respect without recourse to work disruptions or lockouts; encourage a high level of employee performance; uphold high standards of workmanship and safety practices; conserve material and supplies; minimize absenteeism, tardiness, and other such conditions as may adversely affect the efficient operation of the City; and promote the development of ways and means to improve the effectiveness and economy of City services.

ARTICLE I -- RECOGNITION

Section 1. The City recognizes the Association as the sole and exclusive bargaining agent for the purpose of establishing wages, benefits and other conditions of employment for all non-uniformed employees in the bargaining unit as listed in Appendix A.

Section 2. Excluded from recognition are those supervisory, managerial, administrative, professional and/or confidential employees listed in Appendix B. Such employees have authority to take action in interest of the City in such matters as hiring, transferring, suspending, laying-off, recalling, promotion, discharging, rewarding, or disciplining of their personnel; or have regular duties which contact with confidential information relating to the wages, hours and working conditions of other employees.

Section 3. Those employees considered as part of management shall not participate in any action that would impair the rendition of any and all functions that are now or may be required to be performed in rendering to the citizens full and complete municipal services.

Section 4. Nothing contained herein shall be construed to prevent any individual employee from (1) discussing any matter with administrators and/or supervisors or (2) processing a grievance procedure. However in all cases, the Association shall be appraised of such grievance and may have a representative present at its option.

ARTICLE II -- ASSOCIATION SECURITY

Section 1. The City hereby recognizes the Association as the sole and exclusive representative of all employees set forth in Appendix A for the purposes of collective bargaining. As part of the standard personnel package given to new hires by the City, the City shall provide an HMEA union application to new hires whose job title falls within the HMEA Recognition Clause.

Section 2. Upon receipt of an authorized assignment from a member of the bargaining unit, the Employer shall deduct full membership dues from the employee's wages each payday.

Section 3. The Association agrees to indemnify and hold harmless the City for any loss or damage arising from the operation of this Article. In the event of an error, a claim is to be made in writing within thirty (30) calendar days after such deductions were or should have been made, and the City Treasurer shall take appropriated action to correct the error.

ARTICLE III -- REPRESENTATION FEE AND DEMAND AND RETURN SYSTEM

Section 1. The Union having made membership available to all employees covered by the within unit on an equal basis, it is, therefore, agreed between the parties that all non-member employees are required to pay a representation fee in lieu of dues as a condition of employment. Any permanent employee in the bargaining unit on the effective date of this Agreement who does not join the Association within thirty (30) days thereafter, any new permanent employee who does not join within thirty (30) days of initial employment within the unit, and any permanent employee previously employed within the unit who does not join within ten (10) working days of re-entry into employment with the unit shall, as a condition of employment, pay a representation fee to the Association by automatic payroll deduction. This fee shall not to exceed eighty five percent (85%) of the regular membership dues, fees and assessments, as permitted under the New Jersey Employer-Employee Relations Act, as amended, P.L. 1974c 123 (C. 34:13A-5.4). The Association shall certify to the Employer that the amount of said fee is as permitted by law and the Association has established and maintains a demand and return system as required by N.J.S.A. 34:13A-5.5.

Section 2. The Employer shall deduct such fee by means of a payroll deduction and remit same to the Treasurer of the Association together with the list of the names of all employees for whom the deductions were made on a biweekly basis.

Section 3. The Association may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Association membership dues, fees and assessments. The Association's entitlement to the representation fee shall continue beyond the termination date of this

Agreement so long as the Association remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Association and the Employer.

ARTICLE IV -- TIME-OFF

Section 1. Employees shall be granted time off without deduction from pay for the following reasons:

(a) Death in the immediate family: This time off shall not exceed three working days. If additional time is necessary, vacation or sick leave shall be used.

(b) Jury Duty. Proof of daily attendance must be furnished to the City upon the conclusion of Jury service.

Section 2. The "Immediate Family" shall consist of spouse, child, stepchild, Mother, Father, Brother, Sister, Stepmother, Stepfather, Guardian, Mother-in-Law, Father-in-Law, Grandmother, Grandfather, Brother-in-Law, Sister-in-Law and Grandchildren.

Section 3. Whenever an employee requests time-off for back time owed or compensatory time, he shall notify the immediate supervisor within forty-eight (48) hours and, in return, the employee shall be notified twenty-four (24) hours in advance (time permitting) of the date required as to whether the request was granted or denied.

Section 4. The City agrees to provide time to any employee who provides a qualified substitute to perform his/her tour of duty. This request shall be made in writing. Said substitute shall be approved by the immediate supervisor.

ARTICLE VI -- MANAGEMENT RIGHTS

Section 1. Subject to the provisions of this Agreement and any other agreement between the City and the Association, the Association recognizes:

- (1) the prerogative of the City to operate and manage its affairs, and
- (2) that the City reserves those rights concerned with the management and operation of the City and its subdivisions which include but are not limited to the following:
 - a. To recruit, assign, transfer or promote members to positions within a Department; and to assign members to other departments on a temporary basis in compliance with New Jersey Department of Personnel Rules and Regulations.
 - b. To suspend, demote, discharge, or take other disciplinary actions against members for just cause and in accordance with New Jersey Department Rules and Regulations.
 - c. To determine methods, means and personnel necessary for City operation.
 - d. To control the City budget.
 - e. To take whatever actions are necessary in emergencies in order to assure the proper functions of the City.
 - f. The right to relieve employees because of lack of work, economy or other legitimate reasons, and the right to determine the extent to which facilities shall be operated, including the determination of shift hours and the right to change methods of operations or to use new equipment. However, in all cases where a lay off or lay offs are contemplated, the Association shall be notified so that alternative remedies can be explored.

Section 2. Any dispute with respect to Management Rights shall not in any way be subject to Arbitration. Those inherent managerial functions prerogatives and policy making rights which the

City has not expressly modified or restricted by a specific provision of this Agreement are not in any way, directly or indirectly, subject to the grievance procedure contained herein. Delivery of municipal services in the most efficient, effective and courteous manner is of paramount importance to the City of Hoboken. Such achievement is recognized to be a mutual obligation of both parties within their respective roles and responsibilities.

ARTICLE VII -- MANAGEMENT SECURITY

Section 1. Continuous and uninterrupted service by the City and its employees to the citizens, and orderly collective bargaining relations between the City and its employees being essential considerations of this Agreement, the Association agrees on behalf of itself and its members, individually and collectively, that there shall not be any strikes, on-duty picketing, boycotting, work stoppages, sit downs, or slowdown strikes, or a concerted refusal to render services or to work including overtime or any other curtailment or restriction of work at any time during the term of this Agreement. In the event of a violation of this section by the Association and/or the employees, the City may, in addition to other remedies, discipline such employees up to and including discharge.

Section 2. Employees shall not be entitled to any benefits or wages whatsoever while they are engaged in a strike, work stoppage or other interruption of work. However, the City is obligated to negotiate in good faith any and all changes in terms and conditions of employment.

Section 3. The City and the Association expressly waive and relinquish the right, and each agrees that the other shall not be obligated during the term of this agreement, to bargain collectively with respect to any subject or matter whether referred to or covered in this agreement, even though each subject or matter may not have been within the knowledge or contemplation of either or both the City or the Association at the time they negotiated or executed this agreement and even though such subjects or matter was proposed and later withdrawn.

ARTICLE VIII -- LEAVE OF ABSENCE

Section 1. Any employee desiring a leave of absence without pay from their employment shall secure written permission from the City. The maximum leave shall be for 180 days and may be extended for like periods. All leave of absence shall be granted in conformity with the rules and regulations of the Department of Personnel. Applications for leave of absence shall be made at least two weeks prior to the date on which the requested leave is to commence, except in case of emergency. This request is to be made in writing. Vacation time shall not accrue during such a leave of absence.

Section 2. Military Clause. Employees entering the military services for the United States, pursuant to the provisions of Federal Law, shall be granted all rights and privileges provided by Law.

Section 3. Employees who request a leave of absence without pay due to personal illness (doctor's certificate required) shall be covered with health benefits for six (6) months. Such leave can be extended for like periods by resolution of the City Council on an individual basis.

ARTICLE IX -- FITNESS FOR DUTY AND SUBSTANCE ABUSE TESTING.

Section 1. Physical, psychological or other examinations required by the employer shall be complied with by all employees, provided, however, the employer shall bear all charges for such examination.

Section 2. A committee of management and the Association shall be formed to assist in establishing a substance abuse prevention program.

Section 3. The City shall have the right to conduct drug and alcohol testing pursuant to law and in accordance with the drug testing standard which is applicable to the job title of the employee who is being tested.

ARTICLE X -- WORK DAY AND WORK WEEK

Section 1. The workweek shall consist of forty (40) hours for blue collar (field) employees and thirty five (35) hours for white collar (office) employees. Employees shall be assigned to shifts consisting of five (5) consecutive days. Police Radio Dispatchers and Fire Alarm Operators shall work forty (40) and forty two (42) hour workweeks respectively similar to uniformed employees workweek.

The City reserves the right to increase the workweek by five (5) hours for new employees hired provided such increase in work hours is part of the employee's hiring agreement.

Section 2. It shall be the exclusive right of management to prescribe the workweek and workday for employees in order to provide efficient service to the citizens.

Section 3. The regular workweek for white collar (office) employees shall be 9:00 A.M. to 4:00 P.M. (Including one (1) hour lunch) Monday through Friday. However, some employees may be assigned to other shifts to provide coverage during other periods of time as required for efficient service to the citizen. Offices that maintain other hours necessitate other shifts.

Section 4. The regular workweek for blue collar (field) employees shall be 8:00 A.M. to 4:00 P.M. (Including one (1) hour for lunch) Monday through Friday. However, some employees shall be assigned to other shifts based on seniority in title to provide 24 hours and weekend coverage where required to provide efficient service to the citizens.

Section 5. All things being equal, employees shall have the right to select shifts if there is a need to change present shift schedules based on seniority or voluntary basis.

Section 6. An employee shall be considered late for work when he reports after his prescribed starting time. Disciplinary action may be taken against an employee for habitual lateness. An

employee who reports to work more than fifteen (15) minutes late may be docked one (1) hour's pay for every hour late or part thereof.

ARTICLE XI -- VACATION AND VACATION PAY

Section 1. Annual vacations for full time shall be granted in accordance with the following schedule:

- (a) New employees shall only receive one working day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month, and one-half working day if they begin on the 9th through the 23rd day of the month.

- (b) After the initial month of employment and up to the end of the first calendar year, employees shall receive one working day for each month of service.

- (c) From the beginning of the first calendar year and up to five (5) years of service *13 work days

- (d) After five (5) years up to ten (10) years of service *16 work days

- (e) After ten (10) years up to fifteen (15) years of service *21 work days

- (f) After fifteen (15) years or more of service *26 work days

* NOTE: (includes one (1) personal day)

Section 2. For purposes of this Article, service is defined to mean employment for the City without

interruption due to resignation, retirement, removal or leave of absence as permitted by law.

Section 3. Vacation time shall be accrued from January 1st to December 31st. Years of service on January 1st determines vacation leave accrued.

Section 4.

A. All vacation requests shall be submitted by no later than December 31st of each calendar year. Timely submitted requests shall be honored in order of seniority in each department, division, bureau, section, etc. Untimely submitted requests shall be honored subject to the right of the City to deny a request in order to maintain minimum manpower requirements.

B. Vacation leave not used in a calendar year because of business necessity shall be used during the next succeeding year only and shall be scheduled to avoid loss of vacation leave.

Section 4. An employee who terminates employment with the City shall be paid for unused earned vacation leave.

Section 5. An employee who exhausts all paid vacation leave in any one year shall not be credited with additional paid vacation leave until the beginning of the next calendar year.

Section 6. Upon the death of an employee, all unused vacation leave shall be paid to the employee's estate.

Section 7. Vacation pay shall be paid in advance of vacation on the payday preceding the start of the employee's vacation period, if requested at least three (3) weeks in advance of the pay date by the employee in writing to the department director, or to the payroll supervisor in the absence of the department director.

Section 8. Part-time employees shall be entitled to ten (10) days paid vacation each year or proportionate amount for less than a year.

Section 9. Fire Alarm Operators vacation schedule (including holidays)

- (a) New employees shall only receive eight (8) working hours for the initial month of employment if they begin work on the 1st through 8th day of the calendar month, and four (4) working hours if they begin on the 9th through the 23rd day of the month.
- (b) After the initial month of employment and up to the end of the first calendar year, employees shall receive twelve (12) working days for every month of service.
- (c) From the beginning of the first full calendar year and up to five (5) years of service, employees shall receive eight (8) working days vacation. A working day is defined as a scheduled twenty-four (24) hours of duty.
- (d) After five (5) years of service, employees shall receive ten (10) working days of vacation. A working day is defined as twenty-four (24) hours of duty.
- (e) After ten (10) years of service, employees shall receive twelve (12) working days vacation. A working day is defined as twenty-four (24) hours of duty.

ARTICLE XII -- PENSIONS

Section 1. The City will provide for pensions for the covered employees in accordance with all State Laws.

Section 2. The City shall continue payments while employees are on compensation or sick leave.

ARTICLE XIII -- MEDICAL AND SURGICAL PLAN

Section 1. The "City" agrees to provide Blue Cross and Blue Shield (PACE) coverage with Major Medical Plan for all full time employees and their dependents.

Section 2. The "City" of Hoboken agrees to pay for the Hospitalization (specified in Section 1) coverage for an employee who retires after twenty-five (25) years of service in a New Jersey accredited pension system. These retired employees shall also be reimbursed for Part B Medicare Insurance when they attain 65 years of age.

Section 3. Employees and their dependents retiring after twenty (20) years of service in a New Jersey accredited pension system and who have attained 62 years of age shall receive paid Hospitalization (specified in Section 1) by the City of Hoboken.

ARTICLE XIV -- LONGEVITY

Section 1. The Longevity pay for full time employees shall be as follows:

0-3 Years of service with City of Hoboken	No Credit
Beginning of 4th thru 6th year of service	2% of base pay
Beginning of 7th thru 9th year of service	4% of base pay
Beginning of 10th thru 12th year of service	6% of base pay
Beginning of 13th thru 15th year of service	8% of base pay
Beginning of 16th year of service	10% of base pay
Effective 7/1/97, beginning of 19th year of service	11% of base pay
Effective 7/1/98, beginning of 22nd year of service	12% of base pay
Effective 7/1/99, beginning of 24th year of service	13% of base pay

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Section 2. For purpose of this Article, service is defined as exclusive full-time service to the City of Hoboken. However, part-time service shall be converted to full-time service based on the following hourly formula: Blue Collar -- 2,080 scheduled hours equals one year of full-time service; White Collar -- 1,820 hours equals one year of full-time service.

Section 3. This Longevity shall be paid bi-weekly installments as part of the employee's salary.

Section 4. Employees whose anniversary date falls between January 1st and June 30th shall be paid as of July 1st. Employees whose anniversary falls between July 1st and December 31st shall be

paid as of January 1st. Time during which the employee has been on leave of absence shall not be counted in the calculation of years of service for allowance of longevity. Employees must be permanent employees as defined by the New Jersey Department of Civil Service to receive longevity pay.

Section 5. Employees who retired with pensions from the Police and Fire Retirement System shall not be eligible for longevity pay if they return to work with the City.

ARTICLE XV -- SALARIES

Section 1. Salary Increment Movement -- Each employee who is not at maximum salary level under the City's Salary Ordinance shall receive annually an automatic increase of \$1,000 until he/she reaches the maximum salary level established for the employee's job title. The timing of payment of the annual increment shall be on the employee's anniversary date.

Section 2. Percentage Salary Increases -- All employees shall receive the following percentage increases in salary:

Effective 7/1/97 -- 3.9%

Effective 7/1/98 -- 3.9%

Effective 7/1/99 -- 3.5%

~~Effective 7/1/00 -- 3.75%~~

Effective 7/1/01 -- 3.75%

The salary ranges for all covered titles are on Appendix C.

ARTICLE XVI -- RETIREMENT

Section 1. The City agrees to administratively assist an employee with respect to the filing of papers for retirement and/or other related benefits so that an employee can receive his/her pension and/or other related benefits as expeditiously as possible.

Section 2. Terminal Leave.

If any member retires prior to June 1, 1998, the terminal leave shall be calculated on four (4) days for each year of service to the City. Effective June 2, 1998, terminal leave shall be calculated based on three (3) days for each year of service to the City.

For purposes of determining years of service, equivalent deductions of time shall be made for leaves of absences, suspensions, absences without pay, or any time periods previously used in calculating terminal leave for this unit or any other bargaining unit in the City. In calculating the years of service, time during which an employee has been on leave of absence shall not be counted.

Section 3. All accumulated vacation and compensatory time shall be paid out at the time of separation from employment for any reason.

Section 4. An employee shall have the option to request payment of terminal leave, earned accumulated vacation and compensatory time in a 100% lump sum payment or in annual installments.

ARTICLE XVII -- OVERTIME

Section 1. Employees remaining on duty more than fifteen (15) minutes after their normal work period, with the prior approval of their Supervisor, shall be paid on an hourly basis at the rate of 1½ times the regular hourly rate, but not less than one (1) hour's overtime pay for each hour or part. Employees who work in excess of their workweek shall be paid overtime for each hour above the regularly scheduled workweek.

Section 2. Overtime shall be initially assigned on a voluntary, rotating basis by seniority. If the voluntary list is exhausted and an overtime position still must be filled, then the City may resort to mandatory overtime based on inverse order of seniority. The City may bypass either list in the case of a bona fide emergency taking into account such factors as the whereabouts of the employee in connection to the location of the emergency, special job skills required and other like factors necessary to meet the demands presented by the emergency.

Section 3. An employee may request compensatory time-off for overtime worked if approved by the department director. All requests for compensatory time-off shall be made in writing. Effective as of the date of signing the July 1, 1997 through June 30, 2001 Agreement, all compensatory time earned before the signing date of the above-mentioned Agreement may be paid by the City at its discretion at the employee's current overtime rate. The employee shall maintain their compensatory time if the City decides not to make payment. However, all compensatory time that is earned on or after the signing of this Agreement must be used within the succeeding twelve (12) month period from the date earned, or else the City may require the employee to cash out his/her compensatory time at the overtime rate of pay. Payment of overtime for compensatory time-off must be documented with seven (7) days of overtime in writing.

Section 4. If an employee calls in sick during the workweek, the employee shall go to the end of the voluntary overtime rotation list.

Section 5. All recall overtime (i.e., hours of overtime work not contiguous to the workday (before or after))shall be for a minimum of four (4) hours overtime.

ARTICLE XVIII -- HOLIDAYS

Section 1. All permanent full-time employees shall be entitled to the following holidays:

- 1) New Years Day
- 2) Martin Luther King Day
- 3) President's Day
- 4) Good Friday
- 5) Memorial Day
- 6) Fourth of July
- 7) Labor Day
- 8) Columbus Day
- 9) General Elections Day
- 10) Veterans Day
- 11) Thanksgiving Day
- 12) Day after Thanksgiving Day
- 13) Christmas Day

Fire Alarm Operators shall receive vacation time in lieu of the above holidays in accordance with their schedule in Section 10 of Article X.

Section 2. The parties no longer recognize Lincoln's Birthday as a designated Holiday. In lieu of Lincoln's birthday, the parties agree that on a yearly basis they shall meet to determine whether members shall receive an additional personal day or a floating holiday. If a floating holiday is elected, the parties shall further agree on the specific date that same is to be used.

Section 3. Employees required to work on Holidays due to the nature of their duties shall receive overtime pay.

Section 4. An employee called out to work on New Year's Day, Easter Sunday, Thanksgiving Day, Christmas Day shall receive a stipend in the amount of \$90.00. This shall not apply to employees working overtime.

ARTICLE XIX -- UNIFORMS AND PERSONAL EQUIPMENT

Section 1. Work uniforms, work jackets, work pants, work shirts, work caps and work shoes, etc. shall be purchased and maintained by the employee.

Section 2. Material and colors of uniform shall be determined by the City with input by Association Officials.

Section 3. Employees who receive uniform allowance and who do not wear their uniform shall be considered not working, and shall not be paid uniform allowance.

Section 4. All blue collar (field) employees shall be required to wear uniforms after receiving uniform allowance payment. White collar (office) employees required to wear uniforms shall be paid uniform allowance. New employees shall receive \$100.00 toward initial uniform purchase.

Section 5. Each employee required to wear a uniform shall receive a maintenance allowance of \$700.00 for uniforms and protective gear, \$350.00 payable on the first day in June and \$350.00 payable on the first pay day in December. This allowance shall be pro-rated for employees working only part of the year.

ARTICLE XX -- SICK LEAVE

Section 1. New employees shall only receive one working day for the initial month of employment if they begin work on the 1st through the 8th day of the calendar month, and one-half working day if they begin on the 9th through the 23rd day of the month.

Section 2. After the initial month of employment and up to the end of the first calendar year, employees shall be credited with one working day for each month of service. Thereafter, at the beginning of each calendar year in anticipation of continued employment, employees shall be credited with 15 working days.

Section 3. Employees who use sick leave shall be required to notify their immediate supervisor at least one hour prior to the start of their assigned shift.

Section 4. Employees who use sick leave must bring a physician's report to his supervisor if the sick leave extends more than five (5) consecutive workdays.

Section 5. Employees who are on sick leave shall not be employed at any other job until they report ready for work to their supervisor.

Section 6. Part-time and 10-month employees shall be entitled to a proportionate amount of paid sick leave.

Section 7. Paid sick days shall not accrue during a leave of absence without pay or suspension.

Section 8. Sick leave credits shall not accrue after an employee has resigned or retired although his or her name as being retained on the payroll until exhaustion of vacation or other compensatory leave.

Section 9. An employee who exhausts all paid sick days in any one year shall not be credited with additional paid sick leave until the beginning of the next calendar year.

Section 10. An employee who exhausts all paid sick days in any one year shall not be credited with additional paid sick leave until the beginning of the next calendar year.

Section 11. Sick leave may be used because of personal illness or injury, exposure to contagious disease, care of a seriously ill immediate family member (for a reasonable period of time), and death in the employee's immediate family (for a reasonable period of time); and

Section 12. Sick leave may be used by a handicapped employee for absences related to the acquisition or use of an aid function on the job (reasonable proof may be required).

Section 13. Working day as used in this article shall not exceed eight (8) hours of duty or proportion thereof in computing earned sick days for fire alarm operators. Accordingly, three working days of sick leave as defined in this article equate to one (twenty-four hour) tour of duty for a fire alarm operator.

Section 14. Sick Leave Incentive Clause: If an employee is not in sick leave during the periods listed below, he shall receive the appropriate amount of incentive pay as stated below:

No absences in a calendar year	\$ 500.00
No absences January 1 thru April 30	\$ 100.00
No absences May 1 thru August 31	\$ 100.00
No absences September 1 thru December 31	\$ 100.00

Any absences totaling 5 days in a calendar year shall render the employee ineligible for partial period payments of \$100.00.

This money shall be paid during the month of January, the following year. Employees must conform to rules consistently for time records (time clock) to be eligible for this stipend.

Consistency shall mean less than ten (10) working days without failing to punch the time clock when beginning and ending work.

ARTICLE XXI -- GRIEVANCE PROCEDURE

Section 1. Definition of a Grievance. Any dispute between the parties concerning the meaning, application, interpretation or violation of this agreement. Examples of grievances include disputes over working conditions, light, hearing, sanitary facilities, safety, type and location of work assignments, workload, and attitude of supervisors. This grievance procedure in no way affects any civil service action which the employee or "City" may decide to take.

Section 2. Procedure for Presenting a Grievance.

Step 1. The President of the Association, or the duly designated representative shall be recognized by the immediate supervisor for the purpose of taking up grievances arising under the terms of this Agreement. A grievance may be taken up so long as it is within thirty-one (31) days of when the aggrieved party reasonably should have known of the wrongful act allegedly committed by the City, its representatives or agents. The grievance may be taken up with or without the presence of the employee involved. The grievance need not be in writing, and the supervisor shall answer the grievance within three (3) days after same has been presented.

Step 2. If the grievance is not resolved through Step One, or if no answer has been received by the Association within the prescribed time, then the Association shall submit a written grievance to the Director or the duly designated representative.

The City's representative shall inform the union in writing of its decision within seven (7) days after the grievance has been submitted. A copy of the decision shall be sent to the employee the Association and the Director of the Department in which the employee works.

Step 3. If the grievance is not settled to the satisfaction of the Association and the employee within seven (7) days provided for in Step two, then the Association or the employee may request that the grievance be submitted to arbitration as hereinafter set forth.

Step 4. ARBITRATION. If the grievance has not been settled through the Grievance Procedure, then the employee or the Association request the New Jersey Public Employees Relations Commission in accordance with its rules and regulations to appoint an Arbitrator who shall have full power to hear and determine the dispute between the parties. The Arbitrator shall have the authority to hear and determine the Grievance, and his decision shall be final and binding on all parties. The cost of the arbitration shall be borne equally by both parties. The Arbitrator shall have no right to vary or modify the terms and conditions of the Agreement and shall decide the dispute within thirty (30) days after the hearing has been closed.

ARTICLE XXII -- SAVINGS CLAUSE

Should any part of, or any provision herein contained be rendered or declared invalid by reason of any existing or subsequently enacted Legislation or any Court decision of competent jurisdiction, such invalidation of such part or portion thereof and the parties agree that with respect to any clause so determined to be invalid, the parties will immediately negotiate said invalid clause so as to bring the same within legal limits.

ARTICLE XXIII -- DENTAL AND PRESCRIPTION

Section 1. Each employee and his dependants shall be provided with a Dental Plan as negotiated with the Association for each employee and his dependants.

Section 2. Each employee and his dependants shall be provided with a Prescription Plan as negotiated with the Association for each employee and his dependants.

Section 3. The "City" agrees to pay for the Prescription Plan coverage for an employee who retires after 25 years of service in a New Jersey accredited pension system or after 20 years of service in such a system and attained 62 years of age.

Section 4. The "City" agrees to pay for the Dental Plan coverage for an employee who retires after 25 years of service in a New Jersey accredited pension system.

ARTICLE XXIV -- STANDARDS FOR EMPLOYEES

Section 1. The "City" shall meet all the standards and requirements of the New Jersey Department of Personnel in the hiring and promotion of all employees covered by this Agreement.

ARTICLE XXV -- MISCELLANEOUS

Section 1. The "City" agrees to cover its employees with Unemployment and Temporary Disability Insurance in accordance with Chapter 18 of the Laws of 1980.

Section 2. Employees shall be provided with a valid identification card. The cost involved for the making of these card are to be borne by the City.

ARTICLE XXVI -- REOPENER CLAUSE

If, during the life of this Agreement, the City grants greater compensation and/or benefits to the Hoboken Municipal Supervisors Association, then the Association shall have the right to reopen this Agreement for the purpose of negotiating with the City over such greater compensation and/or benefits.

ARTICLE XXVII -- TERMINATION CLAUSE

Section 1. This agreement shall be effective as of the 1st day of July, 1997 and shall remain in full force and effect until 11:59 p.m., the 30th day of June, 2002 and thereafter during negotiations of any amendments or modifications until a successor Agreement is reached.

Section 2. When a successor Agreement is not reached on or before June 30th the day of contract expiration then all monies and benefits agreed upon shall be retroactive to July 1st, the first year of the new Collective Bargaining Agreement.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals the day and year first written above.

CITY OF HOBOKEN

**HOBOKEN MUNICIPAL EMPLOYEES'
ASSOCIATION**

By: *Anthony Russo*

Dated: 12-27-99

By: *Allyce W. [Signature]*

Dated: 12/27/99

By: _____
Dated: _____

By: _____
Dated: _____

By: *Joseph A. Grossi*

Dated: 12-27-99

By: _____
Dated: _____

By: _____
Dated: _____

By: _____
Dated: _____

APPENDIX A

NOTICE OF RECOGNITION

PURSUANT TO N.J.S.A. 34:13A-5.3, AS CODIFIED AT N.J.A.C. 19:11-3.1, AND PURSUANT TO THE CONSENT AGREEMENT REACHED BETWEEN THE CITY OF HOBOKEN AND THE MUNICIPAL EMPLOYEES' ASSOCIATION, THE CITY OF HOBOKEN INTENDS TO GRANT EXCLUSIVE RECOGNITION WITHOUT AN ELECTION TO THE HOBOKEN MUNICIPAL EMPLOYEES ASSOCIATION AS MAJORITY REPRESENTATIVE IN ALL MATTERS OF COLLECTIVE BARGAINING FOR UNIT MEMBERS ENUMERATED IN APPENDIX A OF THE COLLECTIVE BARGAINING AGREEMENT COVERING THE FOLLOWING TITLES AS WELL AS ANY NEW TITLES SUBSEQUENTLY ADDED BY THE CITY:

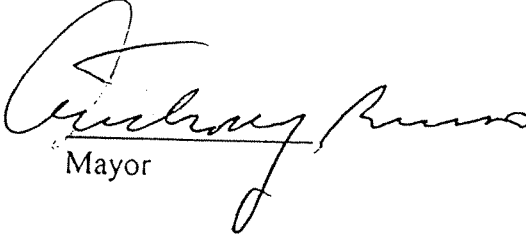
Title

Account Clerk, Typing
Accountant
Additional Municipal Court Judge
Agency Aide
Assessing Clerk
Building Maintenance Worker
Clerk
Clerk Stenographer
Clerk Typist
Clerk, Bd. of Health*
Deputy Registrar of Vital Statistics*
Clerk Typist-Bilingual
Communication Operator
Community Service Worker
Community Service Worker-Bilingual
Complaint Investigator
Community Service Aide P/T Hourly
Cost Estimator Prop Improvo
Equipment Operator
Field Representative-
Property Improvement
Fire Alarm Operator
Fire Prevention Specialist
Fire Sub-Code Official
Garage Attendant
Graduate Nurse (24 Hr. call)
Guard-Public Property
Housing Inspector
Junior Librarian
Junior Library Assistant
Laborer
Librarian
Library Assistant
Library Assistant P/T Hourly
Librarian P/T Hourly
Library Director
Library Page
Licensing Clerk P/T Hourly
Maintenance Repairer
Mechanic
Mechanic Diesel
Motor Broom Operator
Municipal Court Judge
Omnibus Operator
Omnibus Operator P/T Hourly
Park Maintenance Repairer
Parking Enforcement Officer

Police Photographer/ID Officer
Police Records Clerk
Principal Account Clerk
Principle Account Clerk, Typing
Principal Assessing Clerk
Principal Clerk
Principal Clerk Typist
Principle Clerk, Bookkeeping
/Mach. Oper.
Principal Employee Benefits Clerk, Typ
Principal Legal Stenographer
Principal Library Assistant
Principal Payroll Clerk
Principal Tax Clerk
Public Defender
Public Health Denist
Public Health Investigato r
Public Information Officer
Public Works Repairer
Radio Dispatcher
Recreation Maintenance Worker
Recreation Leader Arts & Crafts P/T
Recreation Supervisor Cultural Svc
Registrar-Vital Statistics
Reg Environmental Specialist
Reg Environmental Specialist P/T
Rep. Rent Regulator
Right to Know Coordinator
Sanitary Inspector
Sanitary Inspector First Class
Sanitary Inspector P/T Hourly
Sanitation Worker
Secretarial Assistant
Secretarial Assistant (40 Hours)
Secretarial Assistant Typing
Senior Account Clerk, Typing
Senior Assessing Clerk
Senior Assistant Assessor
Senior Building Mtce. Worker
Senior Citizen Program Aide
Senior Clerk
Senior Clerk Stenographer
Senior Clerk Typist
Senior Field Representative-Property
Senior Guard Public Property
Senior Health Aide
Senior Librarian
Senior Library Assistant
Senior Maintenance Repairer (Trade)
Senior Mechanic
Senior Signal System Repairer
Senior Tax Clerk, Typing
Senior Welfare Investigator
Signal System Technician I
Signal System Technician II
Signal System Repairer
Signal System Superintendent
Senior Community Service Aide
Senior Rep. Rent Regulation
Senior Traffic Signal Electrician
Senior Welfare Investigator-Bilingual
Stock Clerk
Saident Assistant
Tax Clerk
Truck Driver
Welfare Investigator/Accl.Clerk
Welfare Investigator-Bilingual

THIS RECOGNITION WILL BE EFFECTIVE TEN (10) DAYS AFTER THIS NOTICE HAS BEEN POSTED.

DATED: 12-27-99


Mayor

APPENDIX B

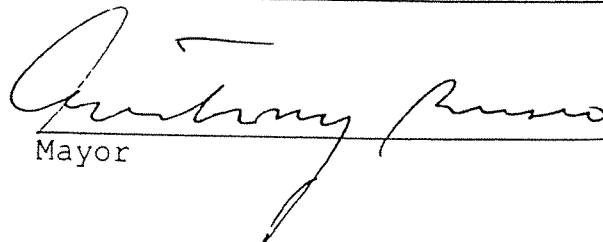
NOTICE OF RECOGNITION

PURSUANT TO N.J.S.A. 34:13A-5.3, AS CODIFIED AT N.J.A.C. 19:11-3.1, AND PURSUANT TO THE CONSENT AGREEMENT REACHED BETWEEN THE CITY OF HOBOKEN, THE MUNICIPAL EMPLOYEES' ASSOCIATION, AND THE MUNICIPAL SUPERVISORS ASSOCIATION, THE CITY OF HOBOKEN INTENDS TO GRANT EXCLUSIVE RECOGNITION WITHOUT AN ELECTION TO THE HOBOKEN MUNICIPAL SUPERVISORS' ASSOCIATION AS MAJORITY REPRESENTATIVE IN ALL MATTERS OF COLLECTIVE BARGAINING FOR UNIT MEMBERS ENUMERATED IN A NEW APPENDIX B OF THE COLLECTIVE BARGAINING AGREEMENT COVERING THE FOLLOWING TITLES AS WELL AS ANY NEW TITLES SUBSEQUENTLY ADDED BY THE CITY:

ADMINISTRATIVE CLERK	PARKS SUPERINTENDENT
ADMINISTRATIVE SECRETARY	PAYROLL SUPERVISOR
ASSESSOR	PLUMBING SUB CODE OFFICIAL
ASSISTANT ASSESSOR	PUBLIC HEALTH NURSES' SUPERVISOR
ASSISTANT CITY CLERK	PUBLIC WORKS SUPERINTENDENT
ASSISTANT SIGNAL SYSTEM SUPERINTENDENT	PUBLIC WORKS SUPERVISOR
ASSISTANT VIOLATIONS CLERK	PURCHASING ASSISTANT
ASSISTANT WATER SUPERINTENDENT	RECREATION SUPERINTENDENT
BUILDING SERVICE SUPERVISOR	RECREATION SUPERVISOR
CHIEF FIELD REPRESENTATIVE	RECYCLING COORDINATOR
CITY CLERK	RENT REGULATION OFFICER
CONSTRUCTION OFFICIAL	SENIOR ASSISTANT ASSESSOR
MUNICIPAL COURT ADMINISTRATOR	SENIOR CITIZEN COORDINATOR
DEPUTY COURT CLERK	SIGNAL SYSTEM SUPERINTENDENT
ELECTRIC SUB CODE OFFICIAL	SUPERVISING LABORER
FIRE SUB CODE OFFICIAL	SUPERVISING LIBRARY ASSISTANT
GENERAL SUPERVISOR, PUBLIC WORKS	SUPERVISOR OF WATER COLLECTIONS
HEALTH OFFICER	SUPERVISOR, WATER METER READINGS
LIBRARY DIRECTOR	VIOLATIONS CLERK
MECHANIC SUPERVISOR	WATER SUPERINTENDENT
MUNICIPAL COMPTROLLER	WATER SUPERVISOR
MUNICIPAL COURT CLERK	WELFARE DIRECTOR
MUNICIPAL TAX COLLECTOR	

THIS RECOGNITION WILL BE EFFECTIVE TEN (10) DAYS AFTER THIS NOTICE HAS BEEN POSTED.

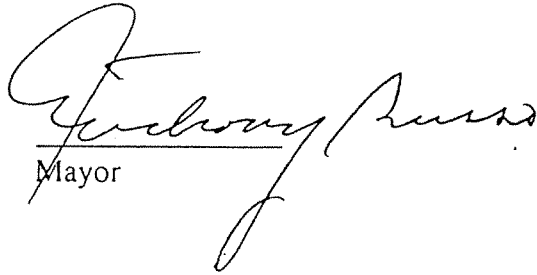
DATED: 12-27-99



Mayor

THIS RECOGNITION WILL BE EFFECTIVE TEN (10) DAYS AFTER THIS NOTICE HAS BEEN POSTED.

DATED: 12-27-99



Mayor

APPENDIX C

NOTICE OF RECOGNITION

PURSUANT TO N.J.S.A. 34:13A-5.3, AS CODIFIED AT N.J.A.C. 19:11-3.1, AND PURSUANT TO THE CONSENT AGREEMENT REACHED BETWEEN THE CITY OF HOBOKEN AND THE MUNICIPAL EMPLOYEES' ASSOCIATION, THE CITY OF HOBOKEN INTENDS TO GRANT EXCLUSIVE RECOGNITION WITHOUT AN ELECTION TO THE HOBOKEN MUNICIPAL EMPLOYEES ASSOCIATION AS MAJORITY REPRESENTATIVE IN ALL MATTERS OF COLLECTIVE BARGAINING FOR UNIT MEMBERS ENUMERATED IN APPENDIX A OF THE COLLECTIVE BARGAINING AGREEMENT COVERING THE FOLLOWING TITLES AS WELL AS ANY NEW TITLES SUBSEQUENTLY ADDED BY THE CITY:

Title	Minimum	Wage Ranges					
		1996	1997	1998	1999	2000	2001
Account Clerk, Typing	\$17,000	\$27,109.40	\$28,166.67	\$29,265.17	\$30,289.45	\$31,425.30	\$32,603.75
Accountant	\$28,000	\$36,919.72	\$38,359.59	\$39,855.61	\$41,250.56	\$42,797.46	\$44,402.36
Additional Municipal Court Judge	\$15,600	\$18,727.00	\$19,457.35	\$20,216.19	\$20,923.76	\$21,708.40	\$22,522.46
Agency Aide	\$18,500	\$24,911.88	\$25,883.44	\$26,892.90	\$27,834.15	\$28,877.93	\$29,960.85
Assessing Clerk	\$17,000	\$25,687.72	\$26,689.54	\$27,730.43	\$28,701.00	\$29,777.29	\$30,893.93
Building Maintenance Worker	\$15,600	\$26,042.36	\$27,058.01	\$28,113.27	\$29,097.24	\$30,188.39	\$31,320.45
Clerk	\$15,000	\$24,505.24	\$25,460.94	\$26,453.92	\$27,379.81	\$28,406.55	\$29,471.80
Clerk Stenographer	\$17,500	\$28,643.40	\$29,760.49	\$30,921.15	\$32,003.39	\$33,203.52	\$34,448.65
Clerk Typist	\$16,000	\$25,095.96	\$26,074.70	\$27,091.62	\$28,039.82	\$29,091.32	\$30,182.24
Clerk, Bd. of Health*	\$26,000	\$38,102.20	\$39,588.19	\$41,132.13	\$42,571.75	\$44,168.19	\$45,824.50
Deputy Registrar of Vital Statistics*							
Clerk Typist-Bilingual	\$18,000	\$18,727.00	\$19,457.35	\$20,216.19	\$20,923.76	\$21,708.40	\$22,522.46
Communication Operator	\$20,800	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Community Service Worker	\$19,000	\$26,160.92	\$27,181.20	\$28,241.26	\$29,229.71	\$30,325.82	\$31,463.04
Community Service Worker-Bilingual	\$21,000	\$33,870.44	\$35,191.39	\$36,563.85	\$37,843.59	\$39,262.72	\$40,735.07
Complaint Investigator	\$20,600	\$26,987.72	\$28,040.24	\$29,133.81	\$30,153.49	\$31,284.25	\$32,457.41
Community Service Aide P/T Hourly	\$9.00						
Cost Estimator Prop Improvo	\$22,000	\$30,914.76	\$32,120.44	\$33,373.13	\$34,541.19	\$35,836.49	\$37,180.36
Equipment Operator	\$20,800	\$32,148.20	\$33,401.98	\$34,704.66	\$35,919.32	\$37,266.29	\$38,663.78
Field Representative-Property Improvement	\$20,800	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Fire Alarm Operator	\$20,800	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Fire Prevention Specialist	\$20,800	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Fire Sub-Code Official	\$30,000	\$54,266.92	\$56,383.33	\$58,582.28	\$60,632.66	\$62,906.38	\$65,265.37
Garage Attendant	\$13,600	\$19,893.88	\$20,669.74	\$21,475.86	\$22,227.52	\$23,061.05	\$23,925.84
Graduate Nurse (24 Hr. call)	\$28,000	\$39,901.40	\$41,457.55	\$43,074.40	\$44,582.00	\$46,253.83	\$47,988.35
Guard-Public Property	\$13,000	\$20,012.44	\$20,792.93	\$21,603.85	\$22,359.98	\$23,198.48	\$24,068.43
Housing Inspector	\$20,800	\$29,826.00	\$30,989.21	\$32,197.79	\$33,324.72	\$34,574.39	\$35,870.93
Junior Librarian	\$24,500	\$32,781.56	\$34,060.04	\$35,388.38	\$36,626.98	\$38,000.49	\$39,425.51
Junior Library Assistant	\$19,000	\$25,095.96	\$26,074.70	\$27,091.62	\$28,039.82	\$29,091.32	\$30,182.24
Laborer	\$15,600	\$24,859.88	\$25,829.42	\$26,836.76	\$27,776.05	\$28,817.65	\$29,898.31
Librarian	\$27,000	\$28,789.00	\$29,911.77	\$31,078.33	\$32,166.07	\$33,372.30	\$34,623.76
Library Assistant	\$20,361	\$21,175.44	\$22,001.28	\$22,859.33	\$23,659.41	\$24,546.64	\$25,467.14
Library Assistant P/T Hourly	\$7.00						
Librarian P/T Hourly	\$15.00						
Library Director	\$38,000.00	\$60,000.00	\$62,340.00	\$64,771.26	\$67,038.25	\$69,552.19	\$72,160.40
Library Page	Min. Wage						
Licensing Clerk P/T Hourly	\$7.50	\$8.48	\$8.81	\$9.15	\$9.47	\$9.83	\$10.20
Maintenance Repairer	\$17,000	\$26,828.44	\$27,874.75	\$28,961.86	\$29,975.53	\$31,099.81	\$32,265.85
Mechanic	\$20,800	\$28,407.32	\$29,515.21	\$30,666.30	\$31,739.62	\$32,929.85	\$34,164.72
Mechanic Diesel	\$28,000	\$32,000.00	\$33,248.00	\$34,544.67	\$35,753.74	\$37,094.50	\$38,485.54
Motor Broom Operator	\$20,800	\$33,372.28	\$34,673.80	\$36,026.08	\$37,286.99	\$38,685.25	\$40,135.95
Municipal Court Judge	\$41,284	\$52,007.00	\$54,035.27	\$56,142.65	\$58,107.64	\$60,286.68	\$62,547.43
Omnibus Operator	\$19,000	\$25,278.44	\$26,264.30	\$27,288.61	\$28,243.71	\$29,302.85	\$30,401.70
Omnibus Operator P/T Hourly	\$8.50						
Park Maintenance Repairer	\$17,000	\$27,460.92	\$28,531.90	\$29,644.64	\$30,682.20	\$31,832.78	\$33,026.51
Parking Enforcement Officer	\$18,000	\$25,095.95	\$26,074.69	\$27,091.61	\$28,039.81	\$29,091.30	\$30,182.23

Police Photographer/ID Officer	\$19,000	\$33,812.20	\$35,130.88	\$36,500.98	\$37,778.51	\$39,195.21	\$40,665.03
Police Records Clerk	\$17,000	\$29,157.16	\$30,294.29	\$31,475.77	\$32,577.42	\$33,799.07	\$35,066.54
Principal Account Clerk	\$17,000	\$35,737.00	\$37,130.74	\$38,578.84	\$39,929.10	\$41,426.44	\$42,979.93
Principle Account Clerk, Typing	\$22,500	\$31,008.36	\$32,217.69	\$33,474.18	\$34,645.77	\$35,944.99	\$37,292.93
Principal Assessing Clerk	\$22,500	\$31,008.36	\$32,217.69	\$33,474.18	\$34,645.77	\$35,944.99	\$37,292.93
Principal Clerk	\$22,000	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Principal Clerk Typist	\$22,500	\$31,008.36	\$32,217.69	\$33,474.18	\$34,645.77	\$35,944.99	\$37,292.93
Principle Clerk, Bookkeeping							
Mach. Oper.	\$24,500	\$35,737.24	\$37,130.99	\$38,579.10	\$39,929.37	\$41,426.72	\$42,980.22
Principal Employee Benefits Clerk, Typ	\$22,500	\$30,416.60	\$31,602.85	\$32,835.36	\$33,984.60	\$35,259.02	\$36,581.23
Principal Legal Stenographer	\$27,000	\$35,737.24	\$37,130.99	\$38,579.10	\$39,929.37	\$41,426.72	\$42,980.22
Principal Library Assistant	\$25,000	\$32,190.84	\$33,446.28	\$34,750.69	\$35,966.96	\$37,315.72	\$38,715.06
Principal Payroll Clerk	\$27,000	\$31,008.36	\$32,217.69	\$33,474.18	\$34,645.77	\$35,944.99	\$37,292.93
Principal Tax Clerk	\$20,000	\$31,008.36	\$32,217.69	\$33,474.18	\$34,645.77	\$35,944.99	\$37,292.93
Public Defender	\$20,000	\$20,807.00	\$21,618.47	\$22,461.59	\$23,247.75	\$24,119.54	\$25,024.02
Public Health Denist	\$15,600	\$16,231.00	\$16,864.01	\$17,521.71	\$18,134.97	\$18,815.03	\$19,520.59
Public Health Investigator	\$21,000	\$24,447.00	\$25,400.43	\$26,391.05	\$27,314.74	\$28,339.04	\$29,401.75
Public Information Officer	\$20,000	\$25,095.96	\$26,074.70	\$27,091.62	\$28,039.82	\$29,091.32	\$30,182.24
Public Works Repairer	\$17,000	\$27,460.92	\$28,531.90	\$29,644.64	\$30,822.20	\$31,832.78	\$33,026.51
Radio Dispalcher	\$20,800	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Recreation Maintenance Worker	\$13,000	\$19,303.16	\$20,055.98	\$20,838.17	\$21,567.50	\$22,376.28	\$23,215.39
Recreation Leader Arts & Crafts P/T	\$8,534	\$8,892.36	\$9,228.77	\$9,588.69	\$9,924.30	\$10,296.46	\$10,682.58
Recreation Supervisor Cultural Svc	\$28,000	\$34,327.00	\$35,665.75	\$37,056.72	\$38,353.70	\$39,791.97	\$41,284.17
Registrar-Vital Statistics	\$20,000	\$29,234.12	\$30,374.25	\$31,558.85	\$32,663.41	\$33,888.28	\$35,159.09
Reg Environmental Specialist	\$21,000	\$27,660.92	\$28,739.70	\$29,860.54	\$30,905.66	\$32,064.63	\$33,267.05
Reg Environmental Specialist P/T Hr.	\$25.00						
Rep. Rent Regulator	\$21,000	\$27,660.92	\$28,739.70	\$29,860.54	\$30,905.66	\$32,064.63	\$33,267.05
Right to Know Coordinator	\$3,000	\$3,207.00	\$3,332.07	\$3,462.02	\$3,583.19	\$3,717.56	\$3,856.97
Sanitary Inspector	\$21,000	\$25,095.96	\$26,074.70	\$27,091.62	\$28,039.82	\$29,091.32	\$30,182.24
Sanitary Inspector First Class	\$21,000	\$39,527.00	\$41,068.55	\$42,670.23	\$44,163.68	\$45,819.82	\$47,538.07
Sanitary Inspector P/T Hourly	\$25.00						
Sanitation Worker	\$15,800	\$29,234.12	\$30,374.25	\$31,558.85	\$32,663.41	\$33,888.28	\$35,159.09
Secretarial Assistant	\$17,500	\$31,599.08	\$32,831.44	\$34,111.87	\$35,305.79	\$36,629.75	\$38,003.37
Secretarial Assistant (40 Hours)	\$21,000	\$34,327.00	\$35,665.75	\$37,056.72	\$38,353.70	\$39,791.97	\$41,284.17
Secretarial Assistant Typing	\$17,500	\$30,522.68	\$31,713.06	\$32,949.87	\$34,103.12	\$35,381.99	\$36,708.81
Senior Account Clerk, Typing	\$19,500	\$28,643.40	\$29,760.49	\$30,921.15	\$32,003.39	\$33,203.52	\$34,448.65
Senior Assessing Clerk	\$19,500	\$28,643.40	\$29,760.49	\$30,921.15	\$32,003.39	\$33,203.52	\$34,448.65
Senior Assistant Assessor	\$32,000	\$47,301.00	\$49,145.74	\$51,062.42	\$52,849.61	\$54,831.47	\$56,887.65
Senior Building Mtce. Worker	\$20,000	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Senior Citizen Program Aide	\$8,892	\$3,254.88	\$3,381.82	\$3,513.71	\$3,636.69	\$3,773.07	\$3,914.56
Senior Clerk	\$16,000	\$27,460.92	\$28,531.90	\$29,644.64	\$30,822.20	\$31,832.78	\$33,026.51
Senior Clerk Stenographer	\$20,600	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Senior Clerk Typist	\$17,000	\$28,052.68	\$29,146.73	\$30,283.46	\$31,343.38	\$32,518.75	\$33,738.21
Senior Field Representative-Property	\$25,000	\$33,964.04	\$35,288.64	\$36,664.89	\$37,948.17	\$39,371.22	\$40,847.64
Senior Guard Public Property	\$18,000	\$29,234.72	\$30,374.87	\$31,559.49	\$32,664.08	\$33,888.98	\$35,159.82
Senior Health Aide	\$18,500	\$26,870.20	\$27,918.14	\$29,006.95	\$30,022.19	\$31,148.02	\$32,316.07
Senior Librarian	\$32,000	\$32,781.56	\$34,060.04	\$35,388.38	\$36,626.98	\$38,000.49	\$39,425.51
Senior Library Assistant	\$20,000	\$29,116.60	\$30,252.15	\$31,431.98	\$32,532.10	\$33,752.05	\$35,017.76
Senior Maintenance Repairer (Trade)	\$24,000	\$35,146.52	\$36,517.23	\$37,941.41	\$39,269.36	\$40,741.96	\$42,269.78
Senior Mechanic	\$24,000	\$34,554.76	\$35,902.40	\$37,302.59	\$38,608.18	\$40,055.99	\$41,558.09
Senior Signal System Repairer	\$24,000	\$33,964.04	\$35,288.64	\$36,664.89	\$37,948.17	\$39,371.22	\$40,847.64
Senior Tax Clerk, Typing	\$19,500	\$29,287.16	\$30,429.36	\$31,616.10	\$32,722.67	\$33,949.77	\$35,222.88
Senior Welfare Investigator	\$20,000	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Signal System Technician I	\$20,000	\$26,278.44	\$27,303.30	\$28,368.13	\$29,361.01	\$30,462.05	\$31,604.38
Signal System Technician II	\$24,000	\$26,278.44	\$27,303.30	\$28,368.13	\$29,361.01	\$30,462.05	\$31,604.38
Signal System Repairer	\$24,000	\$26,278.44	\$27,303.30	\$28,368.13	\$29,361.01	\$30,462.05	\$31,604.38
Signal System Superintendent	\$31,000	\$49,927.00	\$51,874.15	\$53,897.24	\$55,783.65	\$57,875.54	\$60,045.87
Senior Community Service Aide	\$18,000	\$23,505.80	\$24,422.53	\$25,375.00	\$26,263.13	\$27,248.00	\$28,269.80
Senior Rep. Rent Regulation	\$25,000	\$30,260.60	\$31,440.76	\$32,666.95	\$33,810.30	\$35,078.18	\$36,393.61
Senior Traffic Signal Electrician	\$25,000	\$37,147.00	\$38,595.73	\$40,100.97	\$41,504.50	\$43,060.92	\$44,675.70
Senior Welfare Investigator-Bilingual	\$20,000	\$31,051.00	\$32,261.99	\$33,520.21	\$34,893.41	\$35,994.42	\$37,344.21
Stock Clerk	\$17,000	\$31,599.08	\$32,831.44	\$34,111.87	\$35,305.79	\$36,629.75	\$38,003.37
Saident Assistant	\$6.50						
Tax Clerk	\$16,000	\$20,095.00	\$20,878.71	\$21,692.97	\$22,452.23	\$23,294.19	\$24,167.72
Truck Driver	\$17,000	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79
Welfare Investigator/Acct. Clerk	\$20,000	\$27,460.92	\$28,531.90	\$29,644.64	\$30,822.20	\$31,832.78	\$33,026.51
Welfare Investigator-Bilingual	\$18,000	\$29,825.88	\$30,989.09	\$32,197.66	\$33,324.58	\$34,574.25	\$35,870.79

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