

AGREEMENT

CITY OF ENGLEWOOD

AND

CITY HALL EMPLOYEES LOCAL 29, R.W.D.S.U., U.F.C.W., AFL-CIO

THIS AGREEMENT entered into by and between the City of Englewood, County of Bergen, New Jersey, hereinafter called the "City" and Local 29, R.W.D.S.U., U.F.C.W., AFL-CIO, hereinafter called the "Union".

WITNESSETH

WHEREAS, the City has an obligation, pursuant to Chapter 303, Public Laws 1968, to negotiate with the Union as the representative of employees hereinafter designated with respect to the terms and conditions of employment; and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement and in consideration of the following mutual covenants, it is hereby agreed as follows:

RECOGNITION

- 1.0 The City hereby recognizes the Union as the exclusive representative for collective negotiation concerning the terms and conditions of employment for those employees in the unit that was involved in the Public Employment Relations Commission, Docket No. RO-139, Certification of Representation dated February 24, 1971 as follows: "All classified employees presently covered under a collective bargaining agreement; employees of the Health Department, Library, Uniformed Police and Firemen, and professionals, craft employees, supervisors, within the meaning of the Act, and managerial executives."

UNION DUES

- 2.0 The City agrees to deduct the Union's monthly dues and initiation fees from the pay of the employees who authorize the City in writing to do so. Deductions shall be made either from the first or second pay period of each month. All amounts deducted shall be remitted to the Union once a month no later than the tenth day of the month following deduction. The City agrees to furnish the Union monthly with a list of newly hired employees and terminated employees. The Union will advise the City in writing of the amount of the initiation fees and monthly dues. The City's obligation hereunder shall commence on the first day of the month next following the execution of this Agreement.
- 2.1 The Union shall be allowed to collect 85% of their normal monthly dues from all employees referred to in Section 1.0 of this contract who are eligible for membership in Local 29 but have declined membership. This clause shall be consistent with New Jersey Statute and shall remain in effect as long as statute is law.

GRIEVANCE PROCEDURES

- 3.0 **Step 1** - Within 7 days of the event or within 7 days after the employee should reasonably known of the event, an employee having a grievance shall present it orally, either himself or with a Union Shop Committee representative, to his department head. If his department head is absent from his duties for a 24 hour period, the grievance may be presented directly to the City Manager as hereinafter provided. If the grievance is not satisfactorily adjusted within 1 full work day after presentation to the department head, the grievance shall be presented to the City Manager, or in his absence from his duties, the individual actually performing his duties, through the chairman of the Union Shop Committee. Upon presentation, the City Manager or his designee shall specify a time, and shall meet within 3 full work days thereof, for discussion of the grievance with the employee, the chairman of the Union Shop Committee, one Union Shop representative, and the department head. Within 1 full work day following the conclusion of said discussion, the City Manager shall either:

- a. Adjust the grievance;
- b. Find the grievance unjustified; or
- c. Advise the Shop Committee that the adjustment of the grievance is beyond his authority.

Whenever a Step 1 grievance is discussed and prior to adjustment of the grievance, the City Manager and the chairman of the Union Shop Committee shall initial the minutes of the meeting which shall be made during the course thereof by the City Manager.

- 3.1 **Step 2** - If the result of Step 1 is not satisfactory to the employee and the Shop Committee, the authorized representative of the Union may proceed to final and binding arbitration before and pursuant to the Rules of the New Jersey Public Employment Relations Commission by serving notice of its desire for arbitration upon the City Manager whether personally or by certified mail within 10 days after the termination of Step 1.
- 3.2 The cost for the service of the arbitrator shall be borne equally by the City and the Union.
- 3.3 The City or its authorized representative, if it wishes to present a grievance, shall present the same to the Union Shop Committee either orally or in writing. Upon a failure of adjustment thereof, it may proceed directly to final and binding arbitration by serving notice upon the Union by certified mail.
- 3.4 The failure of the employee or his representative to proceed according to the procedure herein set forth within the time periods therein prescribed shall be deemed to constitute a waiver by the employee of his rights to proceed further either administratively, by arbitration, or judicially.
- 3.5 Step 1 grievance shall be presented and discussed during working hours at a mutually agreeable time.
- 3.6 Any time limits in this section may be extended by mutual agreement of the parties.

- 3.7 Effective January 1, 1974 if an employee is required to attend a grievance meeting scheduled by the City on his day off, or other than during his regular working hours, he shall be paid at straight time for a minimum of 4 hours.
- 3.8 The City shall have the right for just cause to initiate disciplinary proceedings against individual employees. This in no way negates Article 3, Grievance Procedure, or denies the employees any right under said Article.
- 3.9 Fire Department Dispatchers:
- a. Earnest effort between dispatcher and officer in charge - verbal;
 - b. Reduced to writing to the Fire Chief;
 - c. Chain of command.

SENIORITY AND BIDDING

- 4.0 If a vacancy is not filled under paragraph 4.1, the City will notify the Shop Committee chairman and the Union President that a new employee is to be hired listing his job classification and starting salary. Whenever a new employee is hired, notification will be given as to his name, job classification, and starting salary expressed as an annual amount.
- 4.1 The City, as employer, acknowledges that the opportunity for promotion should increase in proportion to length of service. The Union recognizes that the needs of the City require an employee's advancement to depend partly on his sense of responsibility. In order to give due and proper balanced effect to each of the factors thus mentioned, these rules are adopted:
- a. No vacancy shall be filled by engagement of a new employee unless, under these rules, no promotee can be selected within the bargaining unit;
 - b. The classification and the respective grades listed on Appendix A constitute the regular sequence of advancement;
 - c. Promotion means a permanent movement from a lower to a higher grade or a permanent lateral movement from one classification to another where both the classification left and classification entered are on the same grade level in Appendix A;

- d. Every vacancy shall be advertised on all bulletin boards usually used for notification to unit personnel. Every announcement of a vacancy shall contain:
 - 1. The name of the vacant classification as shown on Appendix A;
 - 2. The grade number as shown on Appendix A;
 - 3. The job description;
 - 4. The currently effective rate of pay in accordance with Appendix A;
 - 5. The final date for the submission of written applications. That final date shall be at least 5 calendar days subsequent to the initial posting.
- e. Every member of the bargaining unit shall have the right to submit, within the time so limited, an application for the vacancy so posted. Such submission shall be made to such official or office as the announcement shall designate;
- f. The applications, after the final date, shall be separated by the employer into groups;
- g. All applications submitted from the same grade level shown on Appendix A shall constitute one separate group;
- h. Consideration shall be given first to the highest grade level represented and shall constitute downward from grade to grade. However, at the first level at which, under these rules, a promotee can be selected, the process shall end and no lower groups shall be considered;
- i. Should there be submitted from the grade level being considered, only one timely application, the applicant shall be entitled to the promotion, as long as, in the opinion of supervision, he can, within a reasonable period, learn the job involved as long as, during the three months immediately prior to the posting of the announcement of the vacancy, his record is free of unjustified absence;
- j. Should more than one timely application have been submitted from the level being considered, the governing factor in the selection of a promotee, if any, shall be seniority accrued at that level if, in the opinion of supervision, the applicants are relatively equal in ability to learn the job involved and if, during the three months immediately prior to the announcement of the vacancy, their respective attendance records are relatively equal in freedom from unjustified absence. However, if because of relative inequality in ability as so adjudged the senior applicant would be denied promotion, he shall be entitled to a qualifying probation of reasonable length on the job involved unless his incapacity to learn the work is obvious. The length of the trial period shall be determined by supervision after consultation with the appropriate Union representative.

- k. Wherever, during a period of 90 consecutive calendar days, an employee's record remains wholly free of any warning given for unjustified absence, prior warning given for such infraction shall be removed from his file;
 - l. All determinations made on the subject of capacity or incapacity to learn the job involved and on the subject of the quality of performance, rendered during a probation period, shall be made by supervision. However, any such determination, if challenged as arbitrary, capricious, or unreasonable shall be reviewable on such grounds through the grievance arbitration procedure;
 - m. An employee who applies for either promotion or transfer shall not lose his rights to return to his last job at any time prior to or during the probationary period.
- 4.2 An employee shall be considered to be on probation and shall not be entitled to any seniority rights until he has been employed for 6 months after the date of his most recent hire. After 6 months, his seniority will be retroactive to his starting date and will include previous periods of service with the City if there is no more than 1 year break in service except as set forth in paragraph 4.6.
- 4.3 Should an employee member of the unit transfer within the City to other work, he would take his seniority with him, subject to the provisions of any Union agreement should he be transferred to another unit. Any employee transferred into the unit would take his seniority with him.
- 4.4 Should a temporary or part-time employee be transferred to full-time permanent work, he must then serve a 6 month probationary period following which his seniority shall be effective on the date he was first transferred to full-time permanent work.
- 4.5 Seniority rights are forfeited due to voluntary resignation; discharge for any justifiable cause; authorized personal illness leave of absence of more than 1 year without extension by the City Manager; authorized work connected illness leave of absence of more than 2 years without extension by the City Manager; maternity leave of absence of more than 1 year; and military leave subject to veterans' re-employment rights. The Union has the right to grieve on actions taken by the City under this section.

- 4.6 A seniority list by occupational group, job classification, grade, name of employee, and seniority date will be supplied to the Union every 6 months.
- 4.7 Any employee on layoff under the provisions of Section 4.6 would have the right to be reinstated to employment before a new employee is hired provided the laid off employee is qualified to do the job.
- 4.8 Whenever a vacancy occurs or a new job is created, the City shall post a notice of the same on the bulletin board and invite employees to apply for the job opening. The position will remain on the bulletin board for 5 full working days. Employees who wish to be considered for future promotions but may be on vacation or leave may file a request in the Employee Relations Department for consideration should a future opening occur.
- 4.9 The City will review each bidder's qualifications, ability to perform the work involved, knowledge, skill, efficiency, physical fitness, training, past experience, past record as an employee, and seniority. Considering all factors, the City will make the final decision on the employee selected for the job vacancy.
- 4.10 For purposes of bidding, job classifications have been set up in 6 groups as set forth in Appendix A. Employees in the same group as the group in which the opening occurs, who bid on a job opening, would first be considered before employees in the other groups.
- 4.11 Should an employee who is in a lower grade be awarded the bid, he will receive a 5% promotional increase or \$300, whichever is greater, in base salary to the higher grade but will receive no less than the minimum or no more than the maximum of the higher grade.
- 4.12 Should an employee be awarded the bid in the same grade, he will retain his present base salary.
- 4.13 Should an employee who is on a higher grade be awarded the bid on a lower grade, he will retain his present base salary but no more than the maximum of the lower grade. In such a case, his base salary cannot be more than the maximum of the lower grade.

- 4.14 An employee will have the right to bid on a job classification to which he is currently assigned.
- 4.15 Employees shall be entitled to unlimited promotion bidding, but shall be listed on one lateral transfer per year.
- 4.16 The City may decide under its management rights to fill or not to fill a job vacancy; to increase the work force using a present job classification or establishing a new job classification; to upgrade an employee to higher job classification, and to review a job classification for purposes of determining a revised job classification and grade for a job based on changes in job requirements or the misclassifications of the employee on the job.
- 4.17 Should an employee be promoted or transferred to a job, he will have 3 months probation on the job and may be transferred back to his previous job should his work be unsatisfactory.
- 4.18 An employee temporarily transferred to another job will receive the greater of his regular pay or the pay of the job classification to which he is temporarily transferred, for the hours worked on the other job, provided the job is for more than ½ day.
- 4.19 Should an employee's job be abolished, he will have the right to replace another employee with less seniority within the same occupational group and job classification provided he is qualified to do the job. The employee with the lesser seniority may then replace an employee with even less seniority in a different job classification in a lower grade provided he is qualified to do the job.
- 4.20 Postings and bidding on jobs are subject to the grievance procedure.

SALARIES

- 5.0 Minimum and maximum for each grade shall be paid in accordance with the salaries set forth in Appendix A to this agreement. Employees shall receive an increase to their base salaries as set forth in Ordinance No. 01-15.

- n. Effective January 1, 2000, 4.75% or \$1,500, whichever is greater, shall be added to each employee's salary and paid retroactive to January 1, 2000. As of December 31, 2000, those employees receiving an annual salary less than \$25,000 per year (in 1999 dollars/salary) shall receive an additional sum of \$500 added to the base salary.
- o. Effective April 1 in each year of 2001, 2002, 2003, 2004, those employees in the unit will receive a \$1,500 increase in salary. The year 2001 sum will be paid retroactive to April 1, 2001.

LONGEVITY PAY

- 6.0 Each employee shall receive, in addition to his annual salary for the calendar year, a longevity payment of 1 ½ % of his base salary for each completed 4 years of service up to a maximum of 7 ½%. Longevity payments will first become due or will be appropriately increased on the first of the month following month in which an employee's anniversary date of employment occurs.

HOURS AND OVERTIME

- 7.0 The standard work week is 35 hours. The standard work day is 7 hours excluding lunch period.
- 7.1 Time and ½ premium pay shall be paid for all hours in excess of 7 hours in a day or 35 hours in a work week.
- 7.2 Employees whose regular scheduled work week is Monday through Friday shall be paid time and ½ premium pay for work on Saturday, and double time for work on Sunday. Employees whose regular scheduled work week is not Monday through Friday shall be paid time and ½ premium pay for work on the sixth day of the work week and double time for work on the seventh day of their work week.
- 7.3 Any employee required to work on a holiday, will receive his regular straight time holiday pay for 7 standard hours. In addition, he will be paid double time premium pay for all hours worked on the holiday.

7.4 Any employee called back at a time other than his regular scheduled hours shall receive a minimum of 4 hours pay at time and ½ premium pay or time and ½ premium pay for all hours worked, whichever is greater.

7.5 There shall be no compensatory time off in lieu of premium pay. There shall be no pyramiding of premium pay or double payments for the same hour worked. The employee will receive the highest premium pay for an hour worked as provided in this section or any other section of this Agreement. Before working overtime, an employee must have prior approval of this department head.

7.6 The opportunity to work overtime shall be rotated within each department among persons with jobs in the same grade and class, except where overtime is an integral part of a particular job, such as, but not limited to, the jobs of Secretary to the Board of Adjustment and Secretary to the Planning Board.

7.7 Fire Dispatchers

a. Rotating tours of duty:

Midnight to 8:00 AM

8:00AM to 4:00 PM

4:00 PM to Midnight

2 “on call”/2 off; 4 on; 2 off; 4 on; 2 off.

b. Overtime distribution:

1. On-call dispatcher

2. On-duty dispatcher

3. Dispatcher due on tour after overtime tour

4. Offered to an off-duty dispatcher.

Under no circumstances are the dispatchers to work more than 16 straight hours.

7.8 Mutual Swaps

It will be permissible for dispatchers to trade off part or whole shifts provided the officer in charge is given sufficient notification and the appropriate relief slips are filled out.

7.9 Civilian Dispatchers will be called for relief (overtime) duty before police officers and firefighters.

SHIFT DIFFERENTIAL

- 8.0 An employee whose regularly scheduled shift begins between the hours of 3:00 PM and 5:00 AM will receive \$450 per year added to his base salary.
- 8.1 It is fully understood and agreed that the shift differential will only be paid to employees who are regularly assigned to any shift other than the day shift. The amount of shift differential will be based on days actually assigned to other than the day shift and paid each pay period on a pro rata basis of the annual amount. The pro rata payments would apply to day shift employees assigned on a temporary basis to other than the day shift.

VACATIONS

- 9.0 Vacations hereunder shall be permitted at any time during the year subject to the City's reasonable determination of the needs of the City in maintaining essential services, and shall be selected by the employee no later than the 15th day of April in each year. In the event the City closes shop for any period of time, employees who have designated other vacation time shall be required to work and shall be provided with work of any nature and shall receive therefor the rate of the job or the rate of their regular job, whichever is higher.
- 9.1 During the early part of each calendar year, employees will be scheduled for vacation based on their seniority within an employee's job classification and department. Once an employee's vacation has been scheduled, he must take his vacation during that period. However, should an employee be unable to take his regularly scheduled vacation due to serious illness, accident, or injury suffered by the employee or a member of his immediate family, as documented by a physician's certificate, or other reasons acceptable to the Department Head prior to the start of his scheduled vacation, he may request to have his vacation moved to a later date. Should the vacation change be approved by the City, it shall in no way change or alter previously scheduled vacations of any other employee. Furthermore, the rescheduled vacation must be taken within the same calendar year. However, in an emergency or through no fault of the employee, or based on a management decision, vacation, or a portion thereof, may be carried over to the following year extending the one year period to a two year period.
- 9.2 The following vacation time off with pay shall apply:

<u>Years of Service</u>	<u>Vacation (work days)</u>
less than 1	Up to 12 days
1 but less than 3	13
3 but less than 5	15
5 but less than 10	17
10 but less than 15	20
15 and over	25

- 9.3 During the first year of employment, an employee's vacation days will be based on service calculated from the first of the month following the date of hire, unless the employee was hired on the first day of a month. He may receive up to 12 days vacation by December 31st.
- 9.4 Beginning with January 1 of each year thereafter, an employee's vacation will be based on years of service completed during that calendar year determined on his anniversary date of employment which occurs during any part of that calendar year. An employee who takes his vacation prior to his anniversary date may take the full number of days to which he would be entitled if the anniversary date had already occurred, provided that, if he should leave the employ of the City before the anniversary date, the final paycheck to that employee will be reduced by any unearned vacation days.
- 9.5 An employee whose employment terminates will be entitled to a lump sum payment for any unused vacation during the year calculated from January 1 and based pro rata on the number of full months worked divided by 12 and multiplied by the vacation days listed above to which he would have been entitled for that year. The result of this calculation minus any days taken during that year will be his pro rata lump sum payment. Any employee who, at the time of his initial employment was required to work a full year before becoming entitled to any vacation, shall, upon termination of his employment, be entitled to the full vacation pay to which he was entitled for his last full year of employment, plus his pro rata share of vacation time for the year in which his employment is terminated.
- 9.6 Since each employee's vacation year will be on a calendar year basis, an employee may not take a vacation "back to back" at the end of a calendar year without City approval.

9.7 Fire Department Dispatchers:

- p. Seniority in Vacation Determination shall be based on the employee's hiring date. For those employee's having the same anniversary date, an effort shall be attempted to reach a compatible and equitable arrangement. If this can't be reached, they must resort to a draw of numbers.
- q. Vacation shall start following the regular "days off" after the midnight to 8:00 AM shift.
- r. Changes in vacation shall be requested of the Fire Chief a minimum of 2 weeks prior to the period desired. Only one change will be permitted per year.
- s. Between Memorial Day weekend and Labor Day weekend, each dispatcher may not take more than 8 working days vacation.
- t. Vacations shall not be scheduled between December 15 and January 15.
- u. Vacation schedules will be submitted to the office of the Fire Chief no later than February 10.

HOLIDAYS

10.0 Regular full time employees shall be entitled to receive 13 holidays with pay during a calendar year as follows: New Year's Day, Martin Luther King's Birthday, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, General Election Day, Thanksgiving Day, and Christmas.

10.1 Should a holiday fall on a day which is a regularly scheduled day off for an employee, he shall receive an additional day off or an additional day's pay without any additional time off, at the discretion of the City, which must be exercised within a reasonable amount of time.

LEAVES

11.0 Leaves will be provided to employees in accordance with Chapter 18 of the Revised General Ordinances of the City of Englewood or as set forth below.

11.01 Sick leave shall accumulate at the rate of 1 1/4 days per month, no to exceed a total of 15 days per year. The definition of sick leave shall exclude any work connected illness or injury compensable by Workman's Compensation.

11.02 The following additional sick leave will be granted automatically based on the length of service, on a one-time basis only during the term of the contract for a catastrophic illness, and may not be accumulated from one contract period to another, and is not to be included in the totals calculated under 11.1 and 11.2.

More than 1 and through 10 years	15 days
11 through 15 years	30 days
More than 15 years	45 days.

Catastrophic illness shall be defined as an illness which prevents an employee from working for a continuous period in excess of 10 working days. Payment of the additional sick leave provided hereunder shall not commence until after said 10 day period.

11.1 Upon retirement under the provisions of the Public Employee's Retirement System, an employee shall be entitled to receive payment for all accumulated sick leave not used at the time of retirement.

11.2 An employee in good standing whose employment terminates after 2 years of service with the City will receive a lump sum payment equal to 1/2 of the amount of his accumulated sick leave not used at the time of termination provided he is not discharged for cause other than physical disability. Upon termination after 8 years, he shall receive 75% of the amount of his accumulated unused sick leave, and upon such termination after 20 years, or upon termination because fo physical disability, he shall receive 100% of his accumulated unused sick leave provided, however, that the maximum payment of terminal leave, for all of the aforesaid calculations under this section shall not exceed \$12,000.

11.3 The following Personal Leave days will be available to each employee:

- a. a. 2 personal days per year, not chargeable to sick leave, upon approval of department head.
- b. 3 personal days per year chargeable to sick leave.

- c. 4 days of paid absence from work per year, not chargeable to sick time, for death in the immediate family.
- 11.4 The definition of immediate family shall be wife, husband, child, mother, father, brother, sister, aunt and uncle of the employee who reside with the employee as part of his household, and, as applicable, two guardians or other individuals responsible for the raising of the employee. The name or names thereof, shall be submitted by each employee within 30 days of the date he is hired.
- 11.5 If by reason of illness, an employee is unable to return to work for a period of 15 days or more, and should such employee not have any accumulated sick leave, then such employee shall be entitled to the balance of any sick days which have not yet accrued by which will accrue under the contract during the remainder of the current calendar year as may be required for such illness. This provision in no way modifies the additional sick leave provisions of the contract.

INSURANCE AND PENSIONS

- 12.0 Payments made by employees to the Public Employee's Retirement System shall be returned with whatever interest is due from the System to any employee whose employment with the City terminates prior to eligibility for pension. Said repayment shall be made upon completion of filing the proper withdrawal statements by the employee and processing by the New Jersey Division of Pensions.
- 12.1 A prescription plan shall be provided to the employees set out in Section 1.0 of this agreement. The plan shall be the basic prescription plan as provided through the State of New Jersey, Division of Pensions or its equivalent. Coverage shall begin as soon as enrollments can be arranged. The City shall only be liable for the cost of coverage based on the monthly cost in effect when the plan is activated. Future increases in cost shall be borne by the employee or negotiated for by the Union. Effective April 1, 1985, prescription coverage for unit members shall be provided under the City's current self-insured prescription program or equivalent.

MISCELLANEOUS

- 13.0 Employees in the Building and Grounds Department will be supplied with a uniform (permanent press shirt and trousers). In addition, one jacket, and suitable raingear (hat, jacket, pants, and boots) will be supplied by the City.
- 13.1 Any employees required to work outdoors will be supplied with suitable clothing for summer or winter wear.
- 13.2 Employees in the Engineering Department will be supplied with boots, raingear, and bright colored vests for field work, and winter wear.
- 13.3 Meter maids in the Police Department will be supplied with 3 long sleeved blouses; 2 short sleeved blouses; 4 winter skirts; 2 summer skirts; 1 winter hat, 1 summer hat; 2 ties, 1 winter, 1 summer; 1 name tag; 1 outer coat; 1 jacket; 1 raincoat; 2 pairs of shoes; 1 pair of boots; 2 pairs of slacks.
- 13.4 The City will provide a suitable bulletin board for the Union's official use.
- 13.5 Safety shoes and work gloves shall be worn where required, and shall be provided by the City.
- 13.6 All employees shall be provided with parking spaces in adequately lighted areas.
- 13.7 Uniforms shall be provided to Fire Dispatchers as required upon completion of the employee's probationary period.

GENERAL

- 14.0 The terms and conditions contained herein shall supercede any contrary terms and conditions whether contained in ordinance or elsewhere, but shall not supercede any of the requirements or prescriptions of Chapter 303, Public Laws 1968, as amended and supplemented, all of which rights and prescriptions to the extent required by law, shall govern the relationship of the construction of this Agreement. If any clause contained in the Agreement is hereafter found to be illegal, that clause shall no longer apply to this

contract, but the balance hereof shall remain in full force and effect. All governmental rights and prerogatives conferred upon the City by law shall, except as expressly limited by the terms of this Agreement, be reserved to the City.

- 14.1 All previous practices and conditions of employment not herein enumerated or modified shall continue in full force and effect.
- 14.2 This agreement shall continue in full force and effect for a period of 5 years from January 1, 2000 provided that any salary increases or other benefits to be paid retroactive to that date shall be paid only to employees on the active payroll of the City on the date that this Agreement is signed.
- 14.3 Paychecks will be distributed on a bi-weekly basis.
- 14.4 Fire Dispatchers covered by this agreement will be assigned to duties of the Watch Office and related assignments as stated in the Rules and Regulations of the City of Englewood Fire Department. Further related assignment will be given by the Fire Chief and the Officer in Charge of headquarters.
- 14.5 Fire Dispatchers shall remain available as per schedule when “on call” for overtime.
- 14.6 Employees of the unit will be permitted, as soon as practical, to participate in the City’s Deferred Compensation program.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be properly

executed and attested on this _____ day of _____, 2001.

CITY OF ENGLEWOOD:

ATTEST:

LOCAL 29

SCHEDULE A

SALARY GRADE LEVELS

SALARY MINIMUMS AND MAXIMUMS

		<u>1999</u>	<u>Jan 1 2000</u>	<u>Apr 1 2001</u>	<u>Apr 1 2002</u>	<u>Apr 1 2003</u>	<u>Apr 1 2004</u>
<u>Grade 1</u>							
Clerk Typist	Min	14,555	16,055	17,555	19,055	20,555	22,056
Telephone Operator	Max	31,440	32,940	34,440	35,940	37,440	38,940
Park Ranger							
<u>Grade 2</u>							
Custodian	Min	15,555	17,055	18,555	20,055	21,555	23,055
Clerk Stenographer	Max	32,940	34,504	36,004	37,504	39,004	40,504
Engineering Aide							
Secretary							
Data Entry Clerk							
Accounting Clerk							
Dispatcher							
Asst. Control Clerk							
<u>Grade 3</u>							
Senior Custodian	Min	16,555	18,055	19,555	21,055	22,555	24,055
Permits & Licenses Clerk	Max	33,340	34,923	36,423	37,923	39,423	40,923
Sr. Engineering Aide							
Control Clerk							
<u>Grade 4</u>							
Computer operator	Min	17,555	19,055	20,555	22,055	23,555	25,055
Animal Control Officer	Max	34,550	36,191	37,995	39,495	40,995	42,495
Lead Custodian							
<u>Grade 5</u>							
Housing Inspector	Min	19,055	20,555	22,055	23,555	25,055	26,555
Accountant	Max	34,840	36,495	37,995	39,495	40,995	42,495
Administrative Asst.							
<u>Grade 6</u>							
Sr. Housing Inspector	Min	19,556	21,055	22,555	24,055	25,555	27,055
	Max	36,640	38,380	39,880	41,380	42,880	44,380