

3-0126

Jan. 1980 - Dec 1981

20-12

PREAMBLE

This Agreement entered into the day and year set opposite the signatures of the parties, by and between the City of Plainfield, a municipal corporation of the State of New Jersey, hereinafter called the "City", and the Plainfield Municipal Employees Association, hereinafter called the "PMEA".

PLAINFIELD  
SEP 24 1980  
CITY CLERK'S OFFICE

WITNESSETH:

WHEREAS, the City and PMEA recognize and declare that the provision of quality service to the public is their mutual aim; and

WHEREAS, the City Council and the City Administration retain the basic decision-making powers over fiscal and management questions, although they are willing to consult with employee representatives on employee oriented matters, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I - RECOGNITION

The City hereby recognizes the PMEA as the sole and exclusive collective bargaining representative for only those City employees within the job titles listed in "addendum #1".

Employees within the following general classifications are not subject to PMEA representation, regardless of job title:

1. All seasonal, temporary, and hourly employees
2. All clerical personnel assigned to the Division of Public Works
3. All employees of the Signal Division
4. All permanent part-time employees with less than five (5) years of service
5. Due to confidential nature of their duties, clerical personnel reporting to the Mayor, Administrator, Deputy Administrator, and Personnel Director shall be excluded from representation. Employees covered by this provision will number no more than four (4).

ARTICLE 2 - NEGOTIATION PROCEDURE

2-1. The parties agree to enter into collective negotiations over a successor agreement in accordance with N.J.S.A. 34:13-1 et. Seq. as amended in good-faith effort to reach agreement on all matters concerning the terms and conditions of employment.

2-2. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

Continuing Review of this Agreement

2-3. Representatives of the City and the PMEA negotiating

committee shall meet once each month, if requested by either party, for the purpose of reviewing the administration of the Agreement, and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure.

2-4. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the City in force on said date, shall continue to be so applicable during the term of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any negotiated benefit reduced to writing and existing prior to its effective date. This document constitutes the sole and complete agreement between the parties, and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitment or agreement between the City and the PMEA or any individual employee covered by this Agreement is hereby superseded.

2-5. The City agrees not to negotiate concerning said employees in the negotiating unit as defined in Article I of this Agreement, with any organization other than the PMEA for the duration of this Agreement.

2-6. This Agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this Agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this Agreement.

2-7. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

#### ARTICLE 3 - GRIEVANCE PROCEDURE

Definition: A grievance for the sake of this agreement shall be considered as any dispute between the parties concerning the application or interpretation of final agreement reached through these negotiations or the interpretation, application, performance, termination, working conditions, breach of this agreement thereof, and shall be processed and disposed of in the following manner.

Verbal Grievance: Whenever an employee has a grievance as set forth and defined in the definition stated herein, he/she shall first present it verbally to his/her immediate supervisor. It shall be the responsibility of the supervisor to attempt to arrange a mutually satisfactory settlement of the grievance immediately or advise the employee of his inability to do so.

When an employee is informed by his/her supervisor that he/she is unable, within the discretion permitted to arrange a mutually satisfactory solution to the grievance, the employee must, if he/she wishes to present the grievance to a higher authority, do so in the following manner:

FORMAL WRITTEN GRIEVANCE:

Step #1. The employee will prepare the grievance in duplicate. The grievance should be stated as completely and as clearly as possible, in order to permit prompt handling. The grievance shall be forwarded to the employee association representative who shall immediately present one copy of the grievance to the Division Head.

The other copy of the grievance shall be presented by the association representative to the employee's immediate supervisor (to whom the grievance was presented verbally). The supervisor shall report the facts and events which led to its presentation in writing, including in his/her written report any verbal answer he/she may have previously given to the employee concerning this grievance. Within two (2) working days after receipt of the written grievance the supervisor must present it with the required information to the Division Head. The Division Head will attempt to find a mutually satisfactory solution to the grievance within five (5) working days. Failing a solution, the grievance accompanied by a written report on the matter prepared by the Division Head must be forwarded to the Department Head and the Personnel Director;

Step #2. The Department Head in conjunction with the Personnel Director will attempt to find a mutually satisfactory solution to the grievance within five (5) working days. Failing a solution the grievance accompanied by written reports on the matter by the Department Head and the Personnel Director must be forwarded to the City Administrator;

Step #3. The City Administrator will attempt to find a mutually satisfactory solution to the grievance within five (5) working days. Failing a solution, the grievance accompanied by a written report on the matter by the City Administrator must be forwarded to the Mayor.

The Mayor having all inputs resulting from the sequential progression will then consider and formally act on the complaint within five (5) working days.

(a). Since it is intended that most, if not all, grievances can and should be settled without the necessity of reference to the Mayor, no grievance will be heard or considered by the Mayor, which has not first passed through the above described steps.

(b). Employees grievances shall be presented to the Division Head on forms prepared by the PMEA. The grievance procedure, as contained in this contract, shall be strictly adhered to. It is understood that employees must sign their individual grievances. Grievances without an employee's signature shall not be accepted or processed.

ARTICLE 4 - EMPLOYEES' RIGHTS AND RESPONSIBILITIES

Employees' rights and responsibilities shall be in accordance with Section II of the Municipal Code of the City of Plainfield

ARTICLE 5 - CITY'S RIGHTS AND PRIVILEGES

5-1. Management Responsibilities

It is recognized that the management of the City Government, the control of its properties and the maintenance of order and safety, is solely a responsibility of the City. Accordingly, the City 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 City Government and its properties and facilities, and the activities of its employees.

2. The selection and direction of the work forces, including the right to hire, suspend or discharge for just cause, assign, promote or transfer.

The exercise of the foregoing powers, rights, authority, duties or responsibilities of the City, the adoption of policies, rules, regulations and practices, in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and laws of New Jersey and of the United States and the Ordinances of the City of Plainfield.

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

5-2. Maintenance of Operations

The PMEA covenants and agrees that during the term of the Agreement, neither the PMEA nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or concerted willful absence of an employee from his/her duties of employment), work stoppage, slowdown, walkout or other mass absenteeism against the City. The PMEA agrees that such action would constitute a material breach of this section of the Agreement.

In the event of a strike, slowdown, walkout or organized mass absenteeism, it is covenanted and agreed that participation in any such activity by any PMEA member shall be deemed grounds for disciplinary action including possible termination of employment of such employee or employees.

Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the PMEA or its members. It is understood that the PMEA has the same legal rights outlined in this paragraph.

ARTICLE 6 - SALARIES

6-1. The salary guides for employees for 1980 and 1981 are set forth in attachments A, B, and C of this Agreement.

6-2. In lieu of a drug prescription plan the City agrees to pay each employee, who has been an employee for at least six (6) months prior to the payment date, \$100 in 1981. The payment will be made in December.

6-3. The City and the Union agree to study, with the assistance of the New Jersey Department of Civil Service, the job titles, job duties, and salary guide placement of all clerical positions. The objective is to revise the system in 1981 to create a clear clerical career ladder and upgrade clerical salaries.

ARTICLE 7 - LONGEVITY

7-1. The City shall pay longevity, subject to the conditions of Section 11:4-1 of the Municipal Code, to all employees having completed the following years of service in the following amounts:

10 years of service	\$ 400
15 years of service	\$ 800
20 years of service	\$ 1100
25 years of service	\$ 1400

7-2. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for longevity pay through years of service on or before June 30 of the calendar year.

- 7-3. In addition the City agrees to the following exceptions:
- A. Any full-time employee who was a full-time employee on or before July 1, 1976 is eligible, under the constraints of Section 7-2 of this Agreement and the provisions of Section 11:4-1 of the Municipal Code, to receive his or her first longevity payment after eight years of service.
  - B. No employee will have his or her longevity payment received in 1977 reduced to conform with Section 7-1 of this Agreement. If this be the case, the employee will continue to receive the 1977 amount.

ARTICLE 8 - INSURANCE PROTECTION

8-1. The City shall pay the entire cost of providing health benefits for employees covered by this Agreement in the New Jersey State Health Benefits Program. This program includes Blue Cross/Blue Shield, and Major Medical Insurance, as well as "Rider J" benefits under the Blue Cross/Blue Shield Plans. Employees choosing to participate in the HMO option instead of Blue Cross/Blue Shield agree to accept any special terms or conditions required for HMO participation by the New Jersey State Health Benefits Program. The City's financial obligation shall be no higher than the cost of corresponding Blue Cross/Blue Shield coverage. The City further agrees to provide at no cost to the employee a Disability Income Insurance Plan. Such plan shall provide, when combined with other existing benefits, at least 50% of the employee's salary. However, such plan will not become effective until such time as the employee has exhausted all of his sick leave, vacation, worker's compensation benefits and the 180 day waiting period, whichever coverage lasts the longest. In the event that an employee exhausts his or her accumulated sick and vacation leave prior to the expiration of the 180 day waiting period, the City agrees to pay 50% of the employee's salary up to the expiration of the 180 day waiting period. Such payment of 50% of salary will be provided following a determination by the City Physician that the employee's illness or injury is of sufficient quality and duration that it could qualify the employee for a long-term disability coverage.

8-2. The City may allow, with the approval of the City Administrator, employees who experience a lengthy off-duty illness or injury to borrow up to two (2) years future sick and vacation time upon exhaustion of accumulated sick and vacation time. To be eligible the employee must have at least one (1) year of service and accept the obligation to pay back the time during future service. This obligation shall be accepted in writing if approval is granted by the City Administrator.

8-3. The City agrees that during the duration of this Agreement it will neither seek to nor negotiate changes that will result in reduction of the coverage or benefits as provided by plans listed in this article.

ARTICLE 9 - VACATIONS AND HOLIDAYS

9-1. All members of the PMEA will earn vacation as set forth in Section 11:9 of the Plainfield Municipal Code of the City of Plainfield and detailed below. Vacation schedules shall be established by the City taking into account the needs of the municipality and the desires of the employees. The vacation schedule is as follows:

1 - 5 years of service	13 days
6 - 10 years of service	16 days
11 - 15 years of service	19 days
16 - 20 years of service	22 days
21 or more years of service	26 days

9-2. The City agrees to grant the following official holidays with pay to the members of the PMEA in accordance with Section 11:8-2 of the Municipal Code of the City of Plainfield:

1. New Year's Day
2. Martin Luther King's Birthday
3. Washington's Birthday
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Columbus Day
9. Veterans Day
10. Thanksgiving Day
11. Friday after Thanksgiving
12. Half day Christmas Eve and half day New Year's Eve
13. Christmas Day

9-3. It is agreed that all holidays ordered by the Governor of the State of New Jersey shall accrue to the employees covered by this contract provided that the granting of such day is approved by the Mayor or Acting Mayor of the City of Plainfield. If the Mayor or Acting Mayor are not available, the City Administrator may grant such a day.

9-4. In 1980 only, employees covered by this Agreement will have a full vacation day on the day after Christmas and the day after New Year's Day. Martin Luther King's Birthday will be treated as a floating holiday in 1980 since execution of this Agreement occurs after the observance of the holiday.

ARTICLE 10 - MISCELLANEOUS

10-1. This Agreement constitutes City policy for the term of said Agreement, and the City shall carry out the commitments herein and give them full force and effect as City policy.

10-2. The City and the PMEA agree that there shall be no discrimination in the hiring, training, assignment, promotion, transfer or discipline of employees on the basis of race, creed, color religion, national origin, marital status or sex. Nothing in this section will prohibit the City from complying with its affirmative action obligations with regards to Federal, State, and local laws. Any affirmative action obligations affecting the membership of the PMEA will be discussed with the PMEA before fulfilling such obligations.

10-3. Copies of this Agreement together with copies of the City Personnel Ordinance shall be available for review by members of the PMEA.

10-4. If there is any conflict between the terms of this Agreement and any ordinance hereafter enacted, the terms of this Agreement shall prevail. Reference to any ordinances shall mean those ordinances in effect at the time of the adoption of this Agreement. Amendments to such ordinances subsequent to the adoption of this Agreement referring to matters contained herein, shall have no effect upon this Agreement without consent of all parties hereto.

10-5. Any member working twenty (20) hours or more in the course of any work week in a higher classification shall receive the rate of pay of the higher classification as provided in Section 11:7-5 (c) of the Municipal Code of the City of Plainfield for all hours actually worked in that classification during the particular week, provided the individual is qualified to perform the duties of such classification and provided that the individual is authorized to perform the duties of the higher classification by his/her Department Director. Assignments to higher classifications should be made only when there is a direct career ladder relationship. Employees whose class title is that of "Deputy" or "Assistant" will not be paid at the higher rate when assigned to the higher functions since takeover for their immediate supervisor is considered as part of their regular duties.

10-6. Bereavement Time

The City agrees that the definition of immediate family under Section 11:9-8 of the Plainfield Municipal Code shall include grandparent and grandchild. In addition, an employee covered by this contract shall be eligible for one (1) day of death leave with pay after death of a relative not a member of the immediate family as defined in Section 11:9-8 of the Plainfield Municipal Code. Death leave shall begin the day after the death of a relative.

10-7. The City agrees that the development of individual employees is to the advantage of both the employee and the City and therefore will provide employees the opportunity to request the Personnel Office to evaluate their present positions and to discuss and counsel the employee's educational and training opportunities which



would personally develop the employee and thereby increase the employee's efficiency and effectiveness on the job with the possibility of advancement, due to the use of the gained skill. Financial assistance for educational courses will also be discussed at these meetings.

10-8. It is expressly understood that the provisions of this Agreement, as far as they are applicable to employees whose positions are primarily funded from non-City sources, will be applicable to such employees only to the extent of continued non-City funding and the level of such funding.

ARTICLE 11 - CIVIL SERVICE RULES

As provided in the Civil Service code N.J.A.C. 4:1-1.1 through 23.7, it is understood that the employer and the employee's representative will adhere to and observe all the rules and regulations governed by the Civil Service Rules of the State of New Jersey.

ARTICLE 12 - DURATION OF AGREEMENT

This Agreement shall be effective as of January 1st, 1980, and shall continue in effect until December 31st, 1981 subject to the PMEA's and the City's right to negotiate over a successor agreement as provided in Article 2. This Agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

IN WITNESS WHEREOF, the PMEA has caused this Agreement to be signed by its President and Secretary, and the City has caused this Agreement to be signed by the Mayor and City Clerk, and its corporate seal to be placed hereon, all on the day and year first above written.

PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION

By: Robert Sheehan 9/23/80  
President Date

ATTEST:

Joseph M. Quinlan 9/23/80  
Secretary Date

CITY OF PLAINFIELD

By: Paul J. Keefe 9/23/80  
Mayor Date

ATTEST:

Emilia R. Stahura 9/23/80  
City Clerk Date

Addendum # 1

Employees within the following job titles only will be represented by the PMEA for purposes of collective bargaining, subject to any qualifications or restrictions contained within Article 1.

<u>CLASSIFICATION</u>	<u>SALARY GRADE</u>
Accountant	16
Account Clerk Typing	3
Accounts Payable Supervisor	12
Administrative Secretary Fire Division	11
Affirmative Action Compliance Officer	19
Alcoholism Counselor	11
Assistant Community Service Planner	12
Assistant Loan Advisor	9
Assistant Planner	14
Assistant Relocation Site Manager	8
Assistant Supervisor of Housing Services	20
Assistant Supervisor of Senior Citizens Activities	19
Assistant Tax Collector	12
Budget Officer	20
Chauffeur	7
Chief Cost Estimator	20
Chief Loan Advisor/Property Improvement	20
Clerk	1
Clerk Transcriber	3
Code Enforcement Officer	14
Code Enforcement Officer Trainee	9
Communications Operator	8
Communications Operator Trainee	6
Community Relations Aide	9
Community Relations Assistant	9
Community Relations Specialist	18
Community Service Supervisor - Community Action	14
Cook - PAS	5
Cost Estimator Trainee	13
Court Clerk	12
Deputy Registrar Vital Statistics/Senior Clerk Typist	8
Deputy Municipal Court Clerk	8
Energy Program Manager	20
Field Building Inspector	14

CLASSIFICATIONSALARY GRADE

Group Teacher	9
Head Teacher	16
Health Aide - CLPPP	4
Housing Counselor	9
Investigator Consumer Protection	14
Loan Advisor	12
Mail Clerk	5
Nurse Aide/Clerk - WIC	5
Nurse Assistant/Clerk - WIC	5
Nurse, RN	15
Nutrition Assistant	15
Nutrition Technician	4
Nutritionist - WIC	17
Operator Automated Equipment	4
Outreach Specialist	5
Payroll Supervisor	15
Principal Account Clerk	8
Principal Accountant	21
Principal Assessing Clerk	9
Principal Bookkeeping Machine Operator	10
Principal Clerk Transcriber	8
Principal Economic Development Planner	22
Principal Engineer	19
Principal Engineer Aide	11
Principal Housing Planner	22
Program Coordinator - CLPPP	15
Program Specialist - PAS	16
Project Coordinator Alcoholism Treatment Program	18
Project Director Senior Citizens Program	21
Public Information Officer	17
Recreation Center Supervisor	9
Recreation Supervisor	12
Registrar Vital Statistics/Principal Clerk Typist	12
Relocation Assistant	9
Relocation Supervisor/Property Manager	20
Relocation Supervisor	18
Sanitary Inspector	15
Senior Accountant	18

<u>CLASSIFICATION</u>	<u>SALARY GRADE</u>
Senior Account Clerk	5
Senior Account Clerk Typing	5
Senior Alcoholism Counselor	15
Senior Bookkeeping Machine Operator	6
Senior Clerk Transcriber	5
Senior Code Enforcement Officer	20
Senior Communications Operator	10
Senior Community Relations Aide	18
Senior Cost Estimator	18
Senior Engineer	17
Senior Housing Counselor	12
Senior Payroll Clerk Typing	8
Senior Personnel Assistant	18
Senior Planner	16
Senior Receptionist Typing	6
Senior Relocation Assistant	12
Senior Welfare Investigator (Steno)	8
Social Caseworker	14
Social Caseworker Supervisor	16
Social Services Specialist - PAS	11
Supervisor of School Crossing Guards	3
Teacher Assistant - PAS	3
Transportation/Outreach Coordinator - Senior Citizens	9

CITY OF PLAINFIELD - SCHEDULE A

GRADE	INCREMENTS	1	2	3	4	5	6	7	8	9	10	11	GRADE
1	251	6830	7081	7332	7583	7834	8085	8336	8587	8838	9089	9340	1
2	261	7151	7412	7673	7934	8195	8456	8717	8978	9239	9500	9761	2
3	274	7471	7745	8019	8293	8567	8841	9115	9389	9663	9937	10211	3
4	287	7820	8107	8394	8681	8968	9255	9542	9829	10116	10403	10690	4
5	299	8194	8493	8792	9091	9390	9689	9988	10287	10586	10885	11184	5
6	314	8572	8886	9200	9514	9828	10142	10456	10770	11084	11398	11712	6
7	329	8977	9306	9635	9964	10293	10622	10951	11280	11609	11938	12267	7
8	345	9396	9741	10086	10431	10776	11121	11466	11811	12156	12501	12846	8
9	361	9844	10205	10566	10927	11288	11649	12010	12371	12732	13093	13454	9
10	378	10312	10690	11068	11446	11824	12202	12580	12958	13336	13714	14092	10
11	396	10800	11196	11592	11988	12384	12780	13176	13572	13968	14364	14760	11
12	414	11301	11715	12129	12543	12957	13371	13785	14199	14613	15027	15441	12
13	434	11852	12286	12720	13154	13588	14022	14456	14890	15324	15758	16192	13
14	455	12418	12873	13328	13783	14238	14693	15148	15603	16058	16513	16968	14
15	476	13013	13489	13965	14441	14917	15393	15869	16345	16821	17297	17773	15
16	500	13636	14136	14636	15136	15636	16136	16636	17136	17636	18136	18636	16
17	523	14298	14821	15344	15867	16390	16913	17436	17959	18482	19005	19528	17
18	547	14992	15539	16086	16633	17180	17727	18274	18821	19368	19915	20462	18
19	575	15711	16286	16861	17436	18011	18586	19161	19736	20311	20886	21461	19
20	603	16467	17070	17673	18276	18879	19482	20085	20688	21291	21894	22497	20
21	632	17256	17888	18520	19152	19784	20416	21048	21680	22312	22944	23576	21
22	662	18100	18762	19424	20086	20748	21410	22072	22734	23396	24058	24720	22
23	696	18977	19673	20369	21065	21761	22457	23153	23849	24545	25241	25937	23
24	730	19896	20626	21356	22086	22816	23546	24276	25006	25736	26466	27196	24
25	764	20873	21637	22401	23165	23929	24693	25457	26221	26985	27749	28513	25
26	802	21886	22688	23490	24292	25094	25896	26698	27500	28302	29104	29906	26
27	840	22965	23805	24645	25485	26325	27165	28005	28845	29685	30525	31365	27
28	882	24075	24957	25839	26721	27603	28485	29367	30249	31131	32013	32895	28
29	926	25253	26179	27105	28031	28957	29883	30809	31735	32661	33587	34513	29
30	970	26494	27464	28434	29404	30374	31344	32314	33284	34254	35224	36194	30
31	1017	27802	28819	29836	30853	31870	32887	33904	34921	35938	36955	37972	31
32	1068	29163	30231	31299	32367	33435	34503	35571	36639	37707	38775	39843	32
33	1120	30592	31712	32832	33952	35072	36192	37312	38432	39552	40672	41792	33

CITY OF PLAINFIELD - SCHEDULE B

GRADE	INCREMENT	1	2	3	4	5	6	7	8	9	10	11	GRADE
1	257	6967	7224	7481	7738	7995	8252	8509	8766	9023	9280	9537	1
2	267	7295	7562	7829	8096	8363	3630	8897	9164	9431	9698	9965	2
3	280	7620	7900	8180	8460	8740	9020	9300	9580	9860	10140	10420	3
4	293	7977	8270	8563	8856	9149	9442	9735	10028	10321	10614	10907	4
5	305	8358	8663	8968	9273	9578	9883	10188	10493	10798	11103	11408	5
6	321	8744	9065	9386	9707	10028	10349	10670	10991	11312	11633	11954	6
7	336	9157	9493	9829	10165	10501	10837	11173	11509	11845	12181	12517	7
8	352	9584	9936	10288	10640	10992	11344	11696	12048	12400	12752	13104	8
9	369	10041	10410	10779	11148	11517	11886	12255	12624	12993	13362	13731	9
10	386	10519	10905	11291	11677	12063	12449	12835	13221	13607	13993	14379	10
11	404	11017	11421	11825	12229	12633	13037	13441	13845	14249	14653	15057	11
12	423	11528	11951	12374	12797	13220	13643	14066	14489	14912	15335	15758	12
13	443	12090	12533	12976	13419	23862	14305	14748	15191	15634	16077	16520	13
14	465	12667	13132	13597	14062	14527	14992	15457	15922	16387	16852	17317	14
15	486	13274	13760	14246	14732	15218	15704	16190	16676	17162	17648	18134	15
16	510	13909	14419	14929	15439	15949	16459	16969	17479	17989	18499	19009	16
17	534	14584	15118	15652	16186	16720	17254	17788	18322	18856	19390	19924	17
18	558	15292	15850	16408	16966	17524	18082	18640	19198	19756	20314	20872	18
19	587	16026	16613	17200	17787	18374	18961	19548	20135	20722	21309	21896	19
20	616	16797	17413	18029	18645	19261	19877	20493	21109	21725	22341	22957	20
21	645	17602	18247	18892	19537	20182	20827	21472	22117	22762	23407	24052	21
22	676	18462	19138	19814	20490	21166	21842	22518	23194	23870	24546	25222	22
23	710	19357	20067	20777	21487	22197	22907	23617	24327	25037	25747	26457	23
24	745	20294	21039	21784	22529	23274	24019	24764	25509	26254	26999	27744	24
25	780	21291	22071	22851	23631	24411	25191	25971	26751	27531	28311	29091	25
26	819	22324	23143	23962	24781	25600	26419	27238	28057	28876	29695	30514	26
27	857	23425	24282	25139	25996	26853	27710	28567	29424	30281	31138	31995	27
28	900	24557	25457	26357	27257	28157	29057	29957	30857	31757	32657	33557	28
29	945	25759	26704	27649	28594	29539	30484	31429	32374	33319	34264	35209	29
30	990	27024	28014	29004	29994	30984	31974	32964	33954	34944	35934	36924	30
31	1038	28359	29397	30435	31473	32511	33549	34587	35625	36663	37701	38739	31
32	1090	29747	30837	31927	33017	34107	35197	36287	37377	38467	39557	40647	32
33	1143	31204	32347	33490	34633	35776	36919	38062	39205	40348	41491	42634	33

CITY OF PLAINFIELD - SCHEDULE C

INCRE-

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GRA

GRADE	1	2	3	4	5	6	7	8	9	10	11	GRA
1	270	7316	7856	8126	8396	8666	8936	9206	9476	9746	10016	1
2	281	7660	8222	8503	8784	9065	9346	9627	9808	10189	10470	2
3	294	8001	8589	8883	9177	9471	9765	10059	10353	10647	10941	3
4	308	8376	8992	9300	9608	9916	10224	10532	10840	11148	11456	4
5	321	8776	9418	9739	10060	10381	10702	11023	11344	11665	11986	5
6	338	9182	9858	10197	10534	10872	11210	11548	11886	12224	12562	6
7	353	9615	10321	10674	11027	11380	11733	12086	12439	12792	13145	7
8	370	10064	10804	11174	11544	11914	12284	12654	13024	13394	13764	8
9	388	10544	11320	11708	12096	12484	12872	13260	13648	14036	14424	9
10	406	11045	11857	12263	12669	13075	13481	13887	14293	14699	15105	10
11	425	11568	12418	12843	13268	13693	14118	14543	14968	15393	15818	11
12	445	12105	12995	13440	13885	14330	14775	15220	15665	16110	16555	12
13	466	12695	13627	14093	14559	15025	15491	15957	16423	16889	17355	13
14	489	13301	14279	14768	15257	15746	16235	16724	17213	17702	18191	14
15	511	13938	14960	15471	15982	16493	17004	17515	18026	18537	19048	15
16	536	14605	15677	16213	16749	17285	17821	18357	18893	19429	19965	16
17	561	15314	16436	16997	17558	18119	18680	19241	19802	20363	20924	17
18	586	16057	17229	17815	18401	18987	19573	20159	20745	21331	21917	18
19	617	16828	18062	18679	19296	19913	20530	21147	21764	22381	22998	19
20	647	17637	18931	19578	20225	20872	21519	22166	22813	23460	24107	20
21	678	18483	19839	20517	21195	21873	22551	23229	23907	24585	25263	21
22	710	19386	20806	21516	22226	22936	23646	24356	25066	25776	26486	22
23	746	20325	21817	22563	23309	24055	24801	25547	26293	27039	27785	23
24	783	21309	22875	23658	24441	25224	26007	26790	27573	28356	29139	24
25	819	22356	23994	24813	25632	26451	27270	28089	28908	29727	30546	25
26	860	23441	25161	26021	26881	27741	28601	29461	30321	31181	32041	26
27	900	24597	26397	27297	28197	29097	29997	30897	31797	32697	33597	27
28	945	25785	27675	28620	29565	30510	31455	32400	33345	34290	35235	28
29	993	27047	29033	30026	31019	32012	33005	33998	34991	35984	36977	29
30	1040	28376	30456	31496	32536	33576	34616	35656	36696	37736	38776	30
31	1090	29777	31957	33047	34137	35227	36317	37407	38497	39587	40677	31
32	1145	31235	33525	34670	35815	36960	38105	39250	40395	41540	42685	32
33	1201	32765	35167	36368	37569	38770	39971	41172	42373	43574	44775	33

RESOLVED, That this City Council hereby ratifies the execution of the attached agreement for 1980-1981 between the City of Plainfield and the Plainfield Municipal Employees' Association (PMEA), and authorizes the Mayor and City Clerk to execute same.

Adopted by the City Council

September 2, 1980

EMILIA R. STAHURA

City Clerk

This will certify that the foregoing is a true copy.

*Emilia R. Stahura*  
.....  
City Clerk