

AGREEMENT

between

CITY OF PERTH AMBOY, N.J.

and

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS
LOCAL #97**



30 June 2010 TO 31 December 2014

Contents

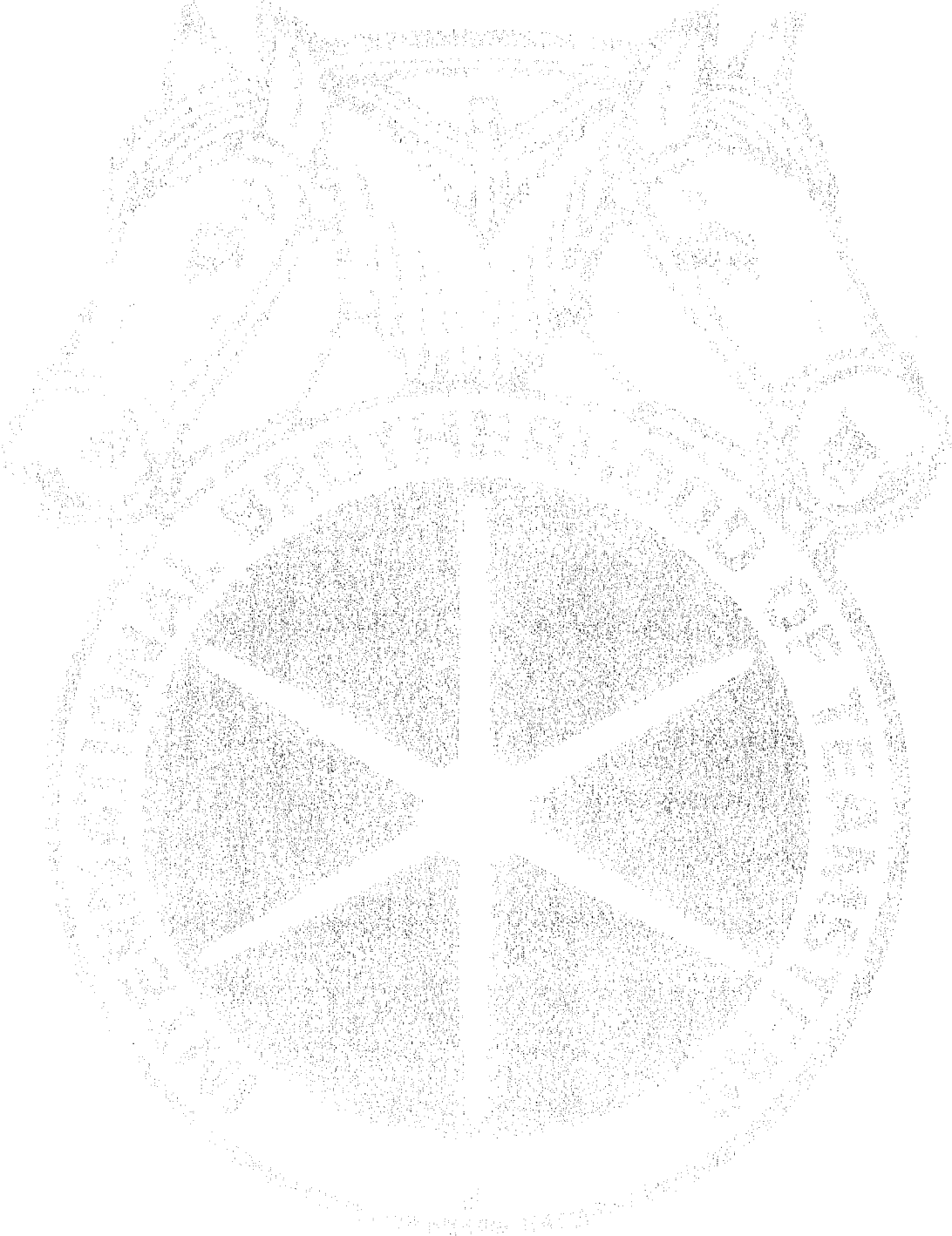
PREAMBLE	5
ARTICLE I - RECOGNITION	6
ARTICLE II - MANAGEMENT RIGHTS	7
ARTICLE III - NO-STRIKE PLEDGE	8
ARTICLE IV - NON-DISCRIMINATION	9
ARTICLE V - DUES CHECK-OFF/AGENCY SHOP	10
ARTICLE VI - HOURS OF WORK	12
ARTICLE VII - SENIORITY	13
ARTICLE VIII - OVERTIME	14
ARTICLE IX - CALL BACK PAY	15
ARTICLE X - HOLIDAYS	17
ARTICLE XI - VACATIONS	18
ARTICLE XII - GRIEVANCE PROCEDURE	20
ARTICLE XIII - WORK UNIFORMS AND ALLOWANCES	23
ARTICLE XIV - UNION REPRESENTATIVES & STEWARDS	24
ARTICLE XV - BULLETIN BOARDS	26
ARTICLE XVI - SICK LEAVE	27
ARTICLE XVII - LEAVE OF ABSENCE	29
ARTICLE XVIII - INJURY LEAVE	30
ARTICLE XIX - FAMILY AND MEDICAL LEAVE	31
ARTICLE XX - BEREAVEMENT LEAVE	32

ARTICLE XXI - JURY LEAVE	33
ARTICLE XXII - MILITARY LEAVE	34
ARTICLE XXIII - CONVENTION LEAVE	35
ARTICLE XXIV – LONGEVITY	36
ARTICLE XXV - PERSONAL DAYS	37
ARTICLE XXVI – SALARIES	38
ARTICLE XXVII - HEALTH AND LIFE INSURANCE BENEFITS	39
ARTICLE XXVIII - RETIREMENT BENEFITS	42
ARTICLE XXIX - SAFETY AND HEALTH COMMITTEE	45
ARTICLE XXX – PROBATION	46
ARTICLE XXXI - RULES AND REGULATIONS	47
ARTICLE XXXII - OUT OF TITLE WORK	48
ARTICLE XXXIII - STAND-BY-PAY	49
ARTICLE XXXIV – REST PERIODS	50
ARTICLE XXV - ACCESS TO PERSONNEL FILES	51
ARTICLE XXXVI - LABOR-MANAGEMENT COMMITTEE	52
ARTICLE XXXVII - DISCIPLINE AND DISCHARGE	53
ARTICLE XXXVIII - JOB POSTING	54
ARTICLE XXXIX - FULLY BARGAINED PROVISIONS	55
ARTICLE XL - SAVINGS CLAUSE	56
ARTICLE XLI - PAY PERIOD	57
ARTICLE XLII	58
ARTICLE XLIII - PRESCRIPTION EYEGLASSES ALLOWANCE	59

ARTICLE XLIV - MANDATORY RANDOM AND REASONABLE SUSPICION DRUG AND ALCOHOL

TESTING60

ARTICLE XLV – TERMINATION63



PREAMBLE

This Agreement, effective and retroactive to July 1, 2010 and expiring December 31, 2014, between the City of Perth Amboy in the County of Middlesex, a municipal corporation of the State of New Jersey, hereinafter referred to as the "City" or the "Employer", and International Brotherhood of Teamsters (IBT) Local #97, hereinafter referred to as the "Union", represents the complete and final understanding on all negotiable issues between the City and the Union and is designed to maintain and promote a harmonious relationship between the City and such of its employees who are covered by Article 1 - Recognition, in order that more efficient and progressive public service may be rendered.

ARTICLE I - RECOGNITION

The City recognizes the Union as the exclusive collective negotiations agent for all full time regular Blue Collar employees employed by the City in the Departments of Public Works, Police, Library and Parking Services Utility, including the following titles, but excluding white collar employees and supervisors, blue collar supervisors and all managers:

Animal Control Officer	Sanitation Driver
Building Service Worker	Sanitation Worker
Electrician	Senior Electrician
Equipment Operator	Senior Maintenance Repairer
Groundskeeper /Maintenance Repairer	Senior Mechanic
Heavy Equipment Operator	Senior Traffic Maintenance Worker/Sign Maker 2
Laborer 1	Tire Service Repairer
Maintenance Repairer	Traffic Maintenance Worker
Mechanic Helper	Tree Maintenance Worker 1
Mechanic	Tree Maintenance Worker 2
Maintenance Worker 1.Grounds	Tractor Trailer Driver
Maintenance Worker 2 Grounds	Truck Driver I
	Truck Driver Heavy

Nothing herein shall preclude the parties from mutually agreeing to make adjustments in the above list of titles, as is appropriate.

ARTICLE II- MANAGEMENT RIGHTS

The Union recognizes the administration rights, duties and authority to manage and control the employees of the administration pursuant to the authority conferred on it by the State of New Jersey, and all applicable local, state and federal laws. The administration retains and reserves all rights of management and control of the employees of the administration not limited by this Agreement.

ARTICLE III - NO-STRIKE PLEDGE

A. The Union covenants and agrees that during the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize, support, nor condone, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from a position, or stoppage of work or absence in whole or in part from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the City. The Union agrees that such action would constitute a material breach of this Agreement. The City agrees not to lock out.

B. The Union will actively discourage and will take whatever affirmative steps necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the City.

C. 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 Union or its members.

ARTICLE IV - NON-DISCRIMINATION

A. There shall be no discrimination by the City or the Union against any employee on account of race, color, creed, sex, national origin or political affiliation.

B. There shall be no discrimination, interference, restraint or coercion by the City or any of its representatives against any of the employees covered under this Agreement because of any lawful activities by such employees on behalf of their membership or non-membership in the Union, or because of the Union. The Union, its members and agents shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement, who are not members of the local Union.

ARTICLE V - DUES CHECK-OFF/AGENCY SHOP

A. The City agrees to deduct from the salaries of its employees subject to this Agreement dues for the Union. Such deduction shall be made in compliance with N.J.S.A. 52:14-15.9(e), as amended. Said monies, together with records of any corrections, shall be transmitted to the union office by the end of the next month following the monthly pay period in which deductions were made.

B. If there shall be any change in the rate of membership dues during the life of this Agreement, the Union shall furnish to the City written notice prior to the effective date of such change. The Union will provide the necessary check-off authorization forms and the Union will secure the signatures of its members on the forms and deliver the signed forms to the designated City officials, as provided in N.J.S.A. 52:14-15.9(e), as amended. The Union shall indemnify, defend, and save the City harmless against any and all claims, demands, suits or other forms of liability that may arise out of or by reason of action taken by the City in reliance upon the salary deduction authorization cards submitted by the Union to the City.

AGENCY SHOP PROVISION

Any employee in the Bargaining Unit on the effective date of this Agreement who does not join the Union within thirty (30) days thereafter, any employee who does not join within ninety (90) days of initial employment within the Unit, and any employee previously employed within the Unit who does not join within ten (10) days of re-entry into employment within the Unit shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty five percent (85%) of the regular union membership dues, fees, and assessments as certified to the Employer by the Union. The Union may revise its certification of the amount of representation fee at any time to reflect changes in the regular union membership dues, fees and assessments. The Union's entitlement to the representative fee shall continue beyond the termination date of this Agreement so long as the Union 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 Union and the Employer. For the purpose of this provision, employees employed on a ten (10) month basis or who are reappointed from year to year shall be considered to be in continuous employment.

The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits, and other forms of liability that may arise out of, or by reason of any action taken or not taken by the Employer in conformance with this provision. The Union shall intervene in and defend any administrative or court litigation concerning this provision.

ARTICLE VI - HOURS OF WORK

A. The work week for the Divisions in Public Works: Parks, Buildings and Grounds, Equipment and Maintenance, and Road Repair and Maintenance shall consist of five (5) consecutive days, Monday through Friday, a total of thirty-five (35) hours per work week for all employees who are in the above divisions with the exception of sanitation employees. Traffic maintenance workers, animal control workers and police maintenance workers shall also be assigned to the same work week. The finish-and-go-home schedule, as presently maintained and implemented, shall be continued for sanitation employees.

B. Reserved

C. Present lunch periods will continue during the life of this Agreement.

D. Except as otherwise agreed upon, new hires and current employees who are promoted to a position covered by this Agreement may be assigned an alternative work schedule of five (5) consecutive days which may include Saturday and Sunday. When the City posts a vacancy for a promotion, the posting shall state whether the position requires weekend work. Reasonable notice of the alternative work schedule shall be provided the affected employees if the alternative work schedule is not implemented at the time of the initial employment or promotion. Transfers to the same position in another department or division shall not be deemed a promotion within the meaning of this section of the Agreement.

E. Employees will be permitted to use the last 10 minutes of their workday as clean-up time.

ARTICLE VII - SENIORITY

A newly appointed employee shall be considered probationary and without seniority. Seniority is defined as an employee's length of service with the City Administration beginning with the employee's date of hire. Upon completion of the probationary period, seniority shall revert to date of hire and accumulate until there is a break in service.

An employee shall be considered to have job classification seniority upon successful completion of the probationary period for that job. Job classification seniority shall accumulate until there is a break in service. A break in continuous service occurs when an employee resigns, is discharged for cause, retires or is laid off. Absence without leave for five (5) days or failure to return from any leave of absence shall be considered a resignation. A laid off employee who is reinstated within a two (2) year period shall have the previous seniority reinstated from the date of original hire.

In the case where an employee is promoted but does not successfully complete a thirty (30) day probationary period, the employee may return to the previous job classification. The employee's seniority and job classification seniority will continue to accumulate during such period.

ARTICLE VIII- OVERTIME

Time and one half (1½) the employee's regular rate of pay shall be paid for work under any of the following conditions:

- A. All work performed in excess of thirty-five (35) hours per week.
- B. Vacation, sick, personal and holiday leave shall be considered the equivalent of work time for the purposes of calculating overtime.
- C. All work performed in excess of the daily work week can either be paid by overtime or compensatory time which is at the option of the employer. Earned compensatory time shall be taken within thirty (30) days of earning same and shall not be accumulated beyond said period.
- D. All work performed on a holiday shall be paid at time and one-half in addition to payment for the holiday.
- E. Overtime shall be computed based on the hourly rate the employee is being paid at the time of the overtime computation.
- F. When an employee works four (4) or more consecutive accumulated hours of unscheduled overtime during a call-in a meal allowance shall be provided in the amount of six and 50/100 dollars (\$6.50) for each distinct four (4) hour period. This shall be paid semi-monthly along with regular and overtime payroll payments.

Overtime opportunities will be distributed as equally as possible on a rotating basis among employees in the same job classification, division and shift. It is understood that nothing in this clause shall requirement payment for overtime hours not worked.

Overtime lists according to seniority shall be placed in each division and a system distribution shall be worked out with each Supervisor in charge. A separate overtime list for snow duty shall similarly be maintained and implemented.

When an employee works four (4) or more consecutive accumulated hours of unscheduled overtime, meal money shall be provided in the amount of six dollars and 50 cents (\$6.50) for each distinct four (4) hours period. This shall be paid semi-monthly with regular and overtime payroll payment.

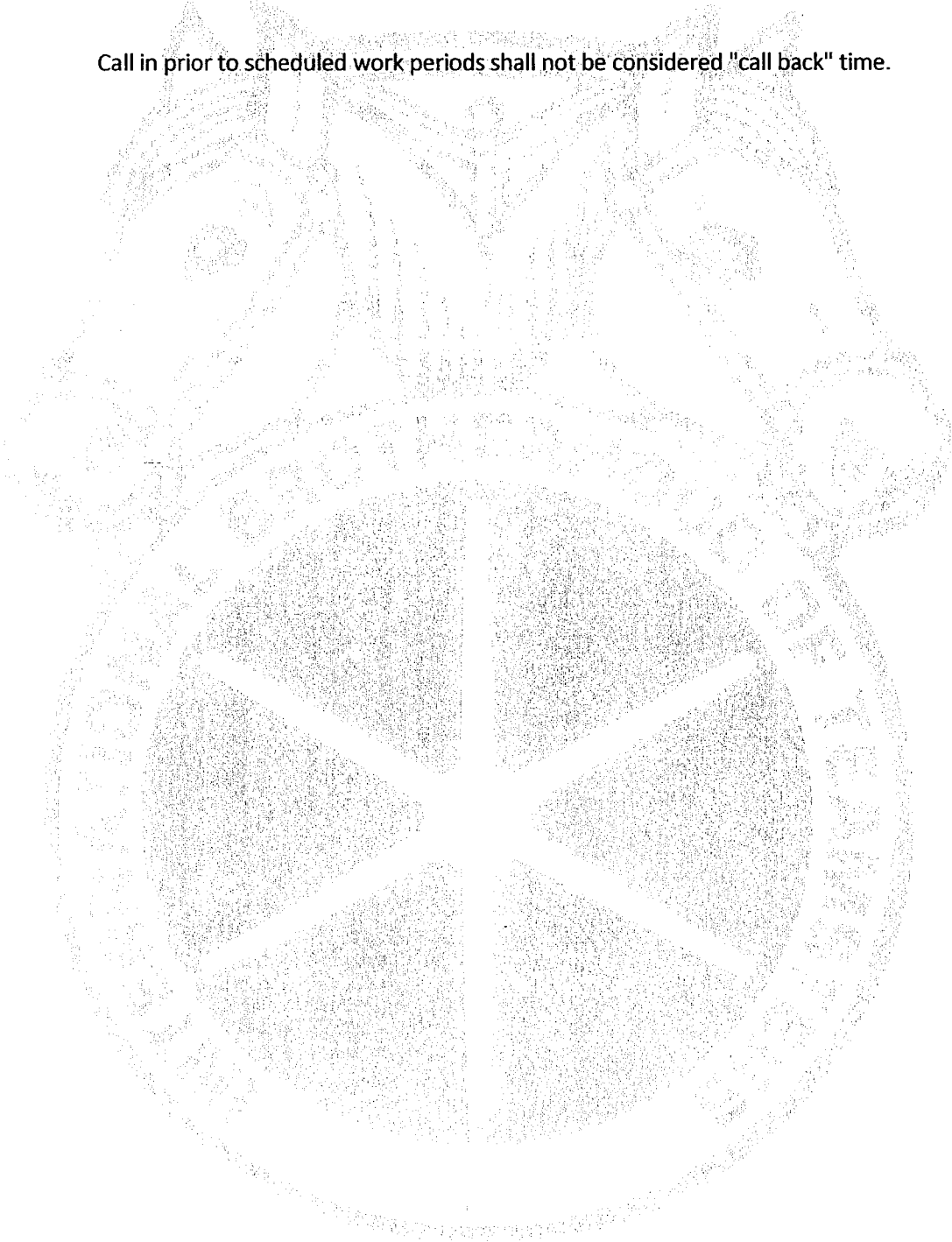
Road employees who are required to work in place of a sanitation employee who is working on a finish-and-go home schedule shall also work on a finish-and-go-home schedule. If the road employee is required to return to work in the Road Division after the employee is finished working in the Sanitation Division, the employee shall be paid overtime at the rate of time and one-half (1-1/2).

ARTICLE IX - CALL BACK PAY

Any employee who is requested and returns to work during periods other than regularly scheduled shift, shall be guaranteed two (2) hours pay which will be paid at time and one half (1-1/2) their

regular rate of pay regardless of the number of hours actually worked; provided, however, if the employee elects to leave upon completion of assignment and such assignment requires two (2) hours, said employee will be paid a minimum of two (2) hours at the overtime rate.

Call in prior to scheduled work periods shall not be considered "call back" time.



ARTICLE X - HOLIDAYS

A. Effective 3-13-13, the following days are designated as paid holidays by the City:

New Year's Day	Labor Day
Washington's Birthday	Columbus Day
Martin Luther King Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Christmas Day
July Fourth	Employee's Birthday

B. When a holiday falls on a Saturday, the Friday before shall be observed as the holiday.

When a holiday falls on a Sunday, the following Monday shall be observed as the holiday.

C. If an individual is scheduled for work on a holiday and fails to report, not having given three (3) days notice in advance of the holiday, the employee shall receive no holiday pay. When holidays are celebrated on either a Friday or Saturday, the employee must work their scheduled shift before such holidays or be subject to discipline for absenteeism. When holidays are celebrated on Monday, the employee must work their first scheduled shift following such holidays. When holidays are celebrated on the days, the employee must work their last scheduled shift before and their first scheduled shift following such holidays.

D. An employee who fails to meet the above stated qualifications shall receive no holiday pay. If an employee is absence because of illness, they must provide a doctor's certificate. Other reasonable causes for absenteeism or incomplete shifts on the aforementioned qualifying days will be considered on the basis of written excuses presented on return to work to the Director.

ARTICLE XI - VACATIONS

A. Employees covered by this Agreement shall be entitled to an annual paid vacation to be taken in accordance with Division regulations, in accordance with the following schedule:

YEARS OF FULL TIME EMPLOYMENT WITH THE CITY	VACATION DAYS
1st year of employment	One (1) working day per month
After 1st year through five (5) years	Fourteen (14) working days
After five (5) years through ten (10) years	Seventeen (17) working days
After ten (10) years through twenty (20) years	Twenty three (23) working days
After twenty (20) years	Twenty-seven (27) working days

B. All permanent full-time employees or full-time provisional employees shall be entitled to vacation leave based on their years of continuous service. Periods of leave of absence without pay, except military leave, shall be deducted from the employee's total continuous service for purposes of determining the earned service credit for vacation leave. Permanent part-time employees shall receive vacation credit allowance on a proportionate or pro-rated basis.

C. The rate of vacation pay shall be the employee's regular straight time rate of pay in effect for the employee's regular job on the payday immediately preceding the employee's vacation pay. Vacation pay may be paid in advance of vacation, on the payday of the pay period immediately prior to the start of the employee's vacation, provided at least three (3) weeks' notice is given to the Director or his representative, which is supplied to the payroll office. Vacation pay will be limited to no more than two (2) occurrences per calendar year per employee.

D. Vacation allowance should be taken during the calendar year at such time as requested unless the appointing authority determines that it cannot be taken because of pressure of work. For those

employees with less than ten (10) continuous full years of service with the City, vacation leave may be accumulated up to a maximum of thirty (30) days. For those employees with more than ten (10) years of continuous full time service with the City, vacation time may be accumulated up to forty (40) days. Any unused vacation may be carried forward into the next succeeding year only.

E. Any employee who is retiring or who has otherwise separated shall be entitled to the vacation allowance for the current year pro-rated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year, except any employee who retires after July 1 of the calendar year shall be granted full vacation coverage.

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

G. Employees called back to work while on vacation receive time and one half (1/1/2) for that time.

H. An employee may sell back to the City unused accumulated vacation time in excess of five (5) days at 60% of the accrued rate of pay so long as the City offers to do so. (The calculation would be: employee's hourly wage rate for the vacation leave when it was accrued X the number of vacation hours the employees seeks and the City agrees to pay X 0.60.)

ARTICLE XII - GRIEVANCE PROCEDURE

A. To provide for the expeditious and mutually satisfactory settlement of grievances as hereinafter defined, the City and the Union establish this Grievance Procedure. The term "grievance" as used herein means any alleged complaint with respect to the interpretation, application or violation of any term of this Agreement. A grievance must be instituted within ten (10) working days of the occurrence of the event being grieved. Failure to act within the ten (10) working days from the occurrence of the alleged grievance shall be deemed a waiver of the grievance.

B. STEP ONE: An employee with a grievance shall first discuss it with his immediate supervisor or foreman, with the purpose in mind of resolving the matter informally.

C. STEP TWO: If the grievant is not satisfied with the disposition of the grievance at STEP ONE or if no decision has been rendered within two (2) working days thereafter, the grievance shall be reduced to writing and submitted to the Division Superintendent who will arrange a meeting with the employee and the Local Union Steward not later than five (5) working days after receipt of the written grievance to attempt to resolve the grievance. If no decision is rendered or no meeting is called by the Division Superintendent within five (5) days, then the grievance shall be deemed to be waived to the next step.

D. STEP THREE: If the grievant is not satisfied with the disposition of the grievance at STEP TWO or if no decision has been rendered within five (5) working days after the time limit allowed for STEP TWO, then the grievance shall be submitted to the Division Head who will arrange a meeting with the employee and the Local Union Steward not later than five (5) working days after receipt of the written grievance to attempt to resolve the grievance. If no decision is rendered or no meeting is called by the Division Head, then the grievance shall be waived to the next step.

E. STEP FOUR: The Business Administrator shall arrange a meeting at a mutually agreeable time and place not later than ten (10) working days after receipt of written grievance. The aggrieved party, the Union Representative, and the Shop Steward shall be entitled to be present at the meeting. The Business Administrator will give a written answer to the grievance of the employee and the Union within ten (10) working days after the meeting, or within such additional period of time that may be mutually agreed upon.

F. STEP FIVE: If the grievance is still unsettled, the Union may within fifteen (15) days after the reply of the Business Administrator is due, by written notice to the Business Administrator, request arbitration.

ARBITRATION

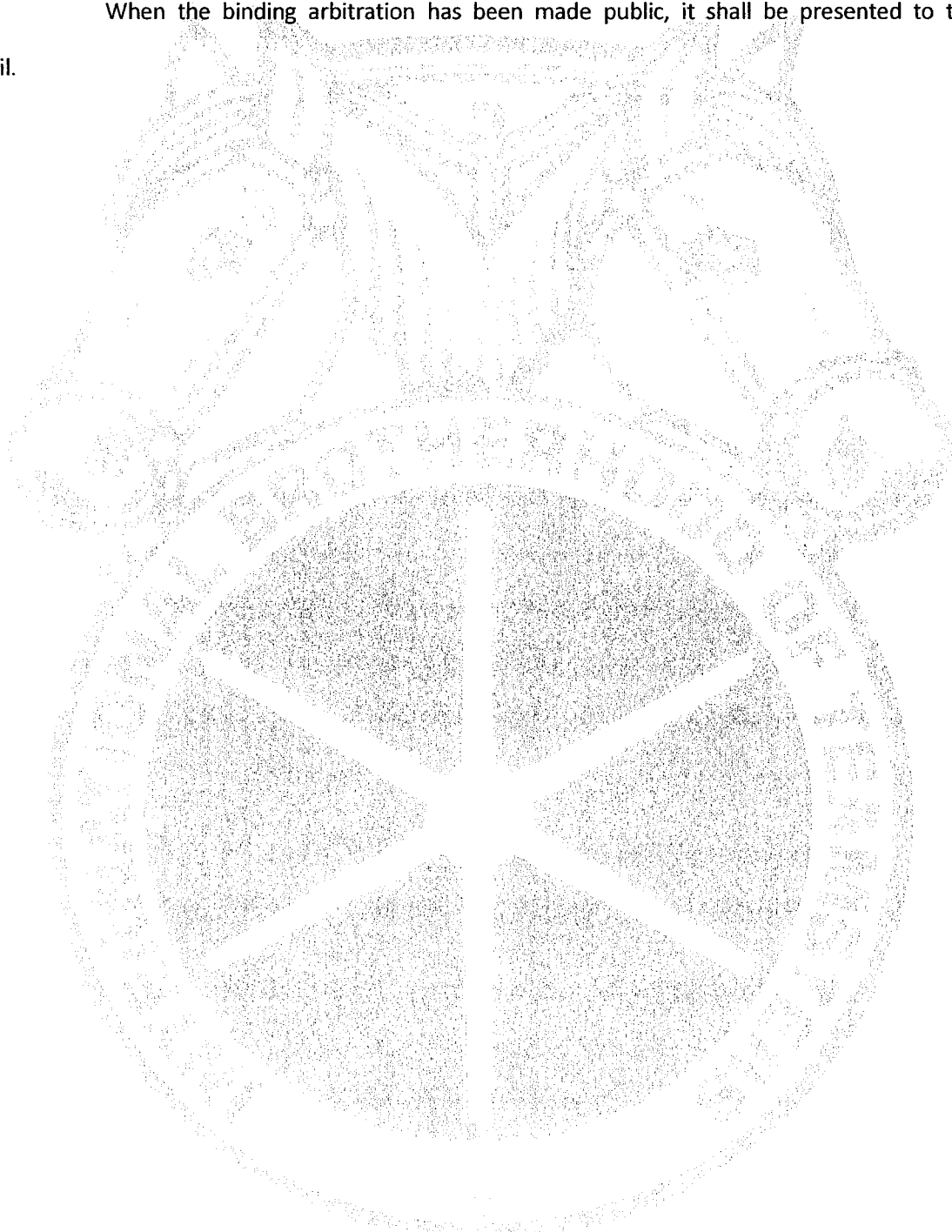
The arbitration proceeding shall be conducted by an arbitrator to be selected by the Employer and the Union within seven (7) days after notice has been given. If the parties fail to select an arbitrator, the State Mediation and Conciliation Service or the Public Employment Relations Commission shall be requested by either or both parties to provide a panel of five (5) arbitrators. Both the Employer and the Union shall have the right to strike two (2) names from the panel. The Union shall strike the first name; the other party shall then strike one (1) name. The process will be repeated and the remaining person shall be the arbitrator.

The decision of the arbitrator shall be final and binding on the parties and the arbitrator shall issue a decision within thirty (30) days after the conclusion of testimony and argument.

Expenses for the arbitrator's service and the proceedings shall be borne equally by the Employer and the Union. If either party desires a verbatim record of the proceedings, it may cause such a record to be made, provided it pays for the record and makes copies available without charge to the other party and to the arbitrator.

The arbitrator shall have no power to add to, or subtract from, or modify any of the terms of this Agreement.

When the binding arbitration has been made public, it shall be presented to the City Council.



ARTICLE XIII - WORK UNIFORMS AND ALLOWANCES

Each employee covered by this Agreement shall receive a six hundred fifty dollar (\$650.00) clothing allowance per year. If the employee's service is less than a full year, the monies will be on a pro-rated basis. Effective January 1, 2006, each employee covered by this Agreement shall receive an eight hundred dollar (\$800.00) clothing allowance per year. If the employee's service is less than a full year, the monies will be on a pro-rated basis.

New employees will not have to wear the uniforms until their probationary period is over. At that time, new employees will be given their total clothing allowance.

The style and color of the uniforms will not be changed during the life of this Agreement. Certain employees will be permitted to wear a summer uniform which will consist, in part, of approved uniform shorts, which approval may be granted by the Division Director.

FOUL WEATHER

The City agrees to provide one (1) set of foul weather gear at the time of initial employment. Not more than one (1) replacement foul weather gear shall be given to an employee within a reasonable period of time after such employee delivers the damaged foul weather gear to the Division Superintendent. This paragraph shall be interpreted to allow for more than one (1) replacement of foul weather gear per year, as appears reasonable, and said interpretation shall not be abused by representatives of the City or the Union. Replacement shall be allowed in cases of reasonable wear and tear but not in cases of neglect or abuse or loss of uniform.

Uniforms must be worn. Failure to wear the uniform may result in disciplinary action.

ARTICLE XIV - UNION REPRESENTATIVES & STEWARDS

Representatives of the Union, who are not employees of the City, shall be permitted to visit with employees during working hours at their work stations for the purpose of discussing Union representation matters. Such representatives shall also be recognized between the parties regarding employee representation. The City recognizes and shall deal with the Union Steward and Union Representative in all matters relating to grievances and interpretation of this Agreement.

A written list of the Union Stewards shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer promptly of any change of such Union Steward.

The City recognizes the right of the Union to designate five (5) Stewards for the enforcement of this Agreement. The Union shall furnish the City with a written list of Stewards and alternates and notify the City of any changes.

The authority of Stewards and alternates so designated by the Union shall be limited to, and shall not exceed, the following duties and activities.

1. The investigation and presentation of grievances in accordance with the provisions of the Collective Bargaining Agreement.
2. The transmission of such messages and information which shall originate with, and are authorized by the Local Union or its officers.

Designated Union Stewards shall be granted time with pay during working hours to investigate and seek to settle grievances, to attend hearings and meetings and conferences on

contract negotiations with City provided there shall be no undue interference with the normal operations of the business of City government or normal duties of employees. Requests for time under this section will not be unreasonably denied.

During Management's orientation meeting with each new employee, the appropriate Shop Steward shall be allowed ten (10) minutes to answer any questions the employee may have about their employment or about the Union.

ARTICLE XV - BULLETIN BOARDS

A section of each bulletin board for Union information shall be provided by the City Administrator at work unit locations.



ARTICLE XVI - SICK LEAVE

A. Sick leave is defined to mean any absence of an employee because of illness, accident, exposure to contagious disease, attendance upon a member of his immediate family who is seriously ill and requires the care or attention of such employee, or quarantine mandated by a local Board of Health.

B. During the remainder of the calendar year in which an employee first becomes employed, that employee will accumulate sick leave privileges as earned on the basis of one (1) day per month of service or major fraction thereof. Employees beginning with their second calendar year of employment will accumulate sick leave privileges as earned on the basis of one and one quarter (1.25) day per month of service.

C. Employees shall notify their immediate supervisor before the start of their regularly scheduled shift that the employee is going on sick leave. Failure to report absences on the part of any employee may be cause for disciplinary action. A physician's certificate must be submitted when an employee is absent four (4) or more consecutive sick leave days. The City may require medical proof of illness at any time where there appears to be an abuse of sick leave.

D. Sick leave may be taken in less than full day periods, it being understood and agreed that an absence from work for four (4) hours or less shall be considered one-half (1/2) day, and an absence from work for four (4) hours or more shall be considered as one (1) full day.

E. Sick days are credited in advance of expectation of continued employment. Reimbursement must be made in cases where the amount of employment does not equal the amount of such time taken within the calendar year. Effective January 1, 2003, this section shall be deleted and have no legal force or effect.

F. In the event of the death of an employee, accrued sick time shall be paid to the estate of the said employee at the rate consistent with current City policy.

G. The past practice of not allowing an employee to charge sick days until they have worked at least one (1) day in a new year, regardless of the number of days the employee has accrued, shall hereby be discontinued. This clause shall in no way modify the existing policy expressed in paragraph E above which requires reimbursement in those cases where more time has been charged than has been earned. Effective January 1, 2003, this section shall be deleted and have no legal force or effect.

H. Sick Leave Incentive:

1. Any employee who has accrued at least 30 sick days at the end of the calendar year, and who has not taken any sick days in the prior calendar year, shall be entitled to 3 days pay at the current rate of pay in April of the succeeding year.
2. Any employee who has accrued at least 30 sick days at the end of the calendar year, and who took only 1 sick day in the prior calendar year, shall be entitled to 2 days pay at the current rate of pay in April of the succeeding year.
3. Any employee who has accrued at least 30 sick days at the end of the calendar year, and who took 2 sick days in the prior calendar year, shall be entitled to 1 days pay at the current rate of pay in April of the succeeding year.
4. Employees who do not have at least 30 sick days accrued at the end of a calendar year are not eligible for the incentive program.
5. Employees who took 3 or more sick days in the prior calendar year are not eligible for the incentive program.

ARTICLE XVII - LEAVE OF ABSENCE

Any employee covered by this Agreement may take a leave of absence without pay from City duties, if recommendation is given by the Division Head and approval is granted by the Business Administrator. The leave of absence shall not exceed six (6) months within one (1) calendar year, and during the period of leave, the City shall be under no obligation to pay for the benefits provided for in this Agreement. An employee must be given a leave of absence without pay when requested without using accumulated sick and vacation time first. The date by which time the employee shall be eligible to earn an increment shall be adjusted by the number of days of the leave.

ARTICLE XVIII - INJURY LEAVE

Any employee who is disabled because of occupational injury shall be granted a leave of absence with full pay for a period of seven (7) calendar days. Any payments received by the employee attributable to Workmen's Compensation during the period of said injury leave shall be deducted from the employee's salary payable by the City. After seven (7) calendar days, the City will no longer be obligated to pay out any supplement to Workmen's Compensation.

For so long a period as the employee continues to collect Workmen's Compensation Insurance, the employee shall remain on injury leave status, and during said period, no charge shall be made against other leave to which employee would otherwise be entitled.

ARTICLE XIX - FAMILY AND MEDICAL LEAVE

All employees shall be entitled to family and medical leave consistent with state law, N.J.S.A. 34:11B-1 et seq., and federal law, 29 U.S.C.A. 2601, et seq. which shall, to the extent permissible by law, run concurrently with applicable paid sick, personal, vacation and/or other paid leave.

ARTICLE XX - BEREAVEMENT LEAVE

A. All employees covered by this Agreement shall be entitled to five (5) working days leave without loss of pay when a death occurs in the employee's immediate family. For the purpose of this Article, the term "immediate family" is defined to mean husband, wife, child, parent, brother or sister, mother-in-law, father-in-law, son-in-law, daughter-in-law, grandparent or grandchild, or any other relative living in the household of the employee.

B. All employees covered by this Agreement shall be entitled to one (1) day leave without loss of pay to attend the funeral of anyone in the non-immediate family. For the purpose of this Article, the term "non-immediate family" is defined to mean aunt, uncle, niece or nephew, brother-in-law or sister-in-law.

C. Any leave taken in excess of the allowance provided above shall be charged to the employee's vacation leave.

ARTICLE XXI - JURY LEAVE

Any employee covered by this Agreement who is required to serve on a jury shall be paid their regular City salary and the payments received as a juror. It is understood that the above clause shall not apply to jury leave which is undertaken on a voluntary basis by an employee, it being understood that acceptance by an employee of REQUIRED jury duty shall not be deemed as voluntary. It is further understood that this clause shall apply to the usual two (2) week petit jury term and the usual grand jury term. If, however, an employee is required to remain after the prescribed period of service, they shall be paid therefore in accordance with the other terms hereof.

ARTICLE XXII - MILITARY LEAVE

Any full-time employee covered by this Agreement who is a member of the United States Reserves or a State National Guard, and is required to engage in annual active duty training, shall be granted a leave of absence in accordance with applicable State law. The employee shall be paid the difference between their regular City salary and their military pay, if the military pay is less than their regular gross City pay for the period of military leave. Taking of military leave shall not reduce any other leave earned by the employee.

The provisions of this Article shall not apply to any employee who is drafted into or volunteers for service in the Armed Services of the United States.

ARTICLE XXIII - CONVENTION LEAVE

Any employee of the City who is a duly authorized delegate of the local Union may apply for a leave of absence with pay to attend the Education Conferences, Council Assembly or International Convention. Said leave of absences shall not exceed five (5) days for any employee, nor shall the number of people so authorized exceed three (3) in number. The City shall approve the application for leave of absence submitted by said duly authorized delegate, so long as the efficient operation of the City permits. Proof of attendance by the employee at the convention shall, upon request, be submitted by the employee to the City.

ARTICLE XXIV - LONGEVITY

Employees covered by this Agreement and hired to a full time permanent position prior to 1 January 2013, shall receive, in addition to salary provided in EXHIBIT A attached hereto and in accordance with the following schedule, longevity as follows:

YEARS OF SERVICE	LONGEVITY AMOUNT
Five (5) years of service	Two percent (2%) of salary
Ten (10) years of service	Three and three-fourth percent (3¾%) of salary
Fifteen (15) years of service	Five and one half percent (5½%) of salary
Twenty (20) years of service	Seven and one-fourth percent (7¼%) of salary
Twenty-five (25) years of service	Nine percent (9%) of salary
Twenty Nine (29) years of service*	Fourteen and one-fourth percent (14¼%) of salary

*Only employees with at least 20 years of continuous service to the City as of 1 January 2011 shall be eligible for this benefit level.

For the purpose of determining longevity, an employee covered by this Agreement shall be eligible for a longevity payment commencing with the first full pay period following their anniversary date of their first five (5) years of employment and for the completion of each additional five (5) years. Years of service for purpose of longevity pay shall be computed to original date of employment, shall be continuous and consecutive, and calculated on total years in full pay status. Years of service will be computed on the basis of full time permanent employment only.

ARTICLE XXV - PERSONAL DAYS

All employees covered under this Agreement shall be entitled to two (2) days a year leave of absence with pay for personal business.

No personal days can be accumulated.

Personal days shall not be taken in conjunction with vacation or sick leave and notification and request for personal days must be made twenty-four (24) hours in advance of taking them.

ARTICLE XXVI - SALARIES

- A. All employees covered by this collective negotiations agreement shall have their salaries unchanged effective July 1, 2010, as they were effective June 30, 2010. There shall be no change to the salary guide until August 16, 2013 as is set forth in EXHIBIT A attached hereto and made a part hereof.
- B. The Salary Guide is increased by two percent (2%) effective August 16, 2013. The salary increase is computed on the salary guide in place on August 15, 2013.
- C. The Salary Guide is increased by three and one half percent (3.5%) effective August 16, 2014. The salary increase is computed on the salary guide in place on August 15, 2014.
- D. Adjustment in pay due to promotion shall not be used in any way to reduce the amount of the across-the-board salary increase.

ARTICLE XXVII - HEALTH AND LIFE INSURANCE BENEFITS

SECTION 1 The City will provide life insurance on the life of each employee covered by this Agreement in the amount of five thousand dollars (\$5,000.00) for those employees under 65, two thousand dollars (\$2,000.00) for those employees over 65, and one thousand dollars (\$1,000.00) for retired employees. In addition, the City will provide accidental death and dismemberment insurance in the amount of at least two thousand dollars (\$2,000.00) on the life of each employee covered by this Agreement.

SECTION 2 The current medical health benefit plan shall be replaced by the City of Perth Amboy Premier Flex Plan, a copy of which is annexed hereto as Addendum A.

SECTION 3 The rate schedule upon which payments are based shall be applied to the standard dental plan, and dental coverage shall be two thousand dollars (\$2,000.00).

SECTION 4 The Employer shall pay an amount not to exceed two thousand dollars (\$2,000.00) for orthodontia to all covered employees.

SECTION 5 Effective, 1 October 2009 the following changes shall be made to the group employee health insurance plan of the City affecting all employees:

a. Doctor's visit co-payments shall be \$10.00 per visit instead of \$5.00 per visit.

b. Emergency Room visits without admittance shall be \$50.00 per visit instead of \$25.00 per visit. As is currently the case, co-payment shall not be assessed for emergency room visits resulting in a hospital admission. All other extant terms and conditions shall remain the same.

c. Out of network benefits:

1. Increase deductible:

From \$100 to \$200 for individuals

From \$200 to \$400 for families

2, Increase maximum out of pocket co-payment benefit:

From \$400 to \$800 for individual

From \$800 to \$1600 for families

d. Prescription Insurance - Change the following co-payments:

	From	To
Generic	10%	5%
Brand Name	10%	15%
Brand Name (Mail Order)	10%	10%
Special Conditions*	10%	10%

*This provision would include those cases where generic cannot replace brand name as a matter of medical necessity. The employee must apply to the City and supply a doctor's note certifying the medical necessity of the non-generic form of the drug or the inability to provide the drug on a mail order (90 day supply).

SECTION 6 Effective, 1 September 2013, the following changes shall be made to the group employee health insurance plan of the City affecting all employees:

Doctor's visit co-payments shall remain \$10.00 per visit.

Emergency Room admittance shall be \$50.00 per admittance. As is currently the case, copayment shall not be assessed for emergency room visits resulting in a hospital admission. All other extant terms and conditions shall remain the same.

Out of network benefits:

Increase deductible

From \$200 to \$400 for individuals

From \$400 to \$800 for families

Increase maximum out of pocket co-payment benefit

From \$800 to \$1600 for individual

From \$1600 to \$3200 for families

Prescription Insurance - Change the following co-payments:

	From	To
Generic	5%	5%
Brand Name	15%	20%
Brand Name (Mail Order)	10%	15%
Special Conditions*	10%	15%

*This provision would include those cases where generic cannot replace brand name as a matter of medical necessity. The employee must apply to the City and supply a doctor's note certifying the medical necessity of the non-generic form of the drug or the inability to provide the drug on a mail order (90 day supply).

ARTICLE XXVIII - RETIREMENT BENEFITS

SECTION 1 The City agrees to continue to provide retirement benefits in accordance with the applicable law under the Public Employees Retirement System (PERS).

SECTION 2 Upon retirement, an employee will be paid for one (1) of every two (2) sick days that he/she has accumulated with a ceiling of two hundred (200) sick days paid upon retirement.

SECTION 3 Health Insurance at Retirement

a. DEFINITIONS

Health Insurance Coverage means the group health and hospital insurance coverage provided by the City of Perth Amboy at the time of the eligible employee's retirement and thereafter under the terms of the collective bargaining agreement with the employee organization that represented the retiring employee's job title. It includes surviving spouse and any eligible dependent(s) for which coverage was provided at the time of retirement to the extent provided for in the controlling insurance contract in effect at the time. Any changes in insurance plans, benefit levels and/or employee contributions that occur during retirement will be applicable to and binding upon the eligible retiree and dependent(s).

Eligible Retiree for purposes of this provision is an individual who was employed full time by the City of Perth Amboy on or before July 1, 2008, and continuously thereafter, who retires:

1. On a State accidental disability pension as a result of an on-the-job injury while performing services for the City of Perth Amboy; or

2. After 25 years or more of pensionable service under the New Jersey State Pension System; or
3. With at least 15 years of employment service in the City of Perth Amboy and reached the age of 62 years or older.

b. Pursuant to N.J.S.A. 40A:10-23, the City will assume the partial or full premium cost (depending on the practice for full time active employees) of the controlling group health and hospital insurance coverage for employees, spouse and eligible dependent(s), who retire and satisfy the following conditions:

1. The employee commenced full-time employment for the City of Perth Amboy prior to July 1, 2008, and remained continuously employed (as determined by the Civil Service Commission) full-time by the City through the date of qualifying retirement under a State of New Jersey administered retirement plan; and

(a) The employee retired:

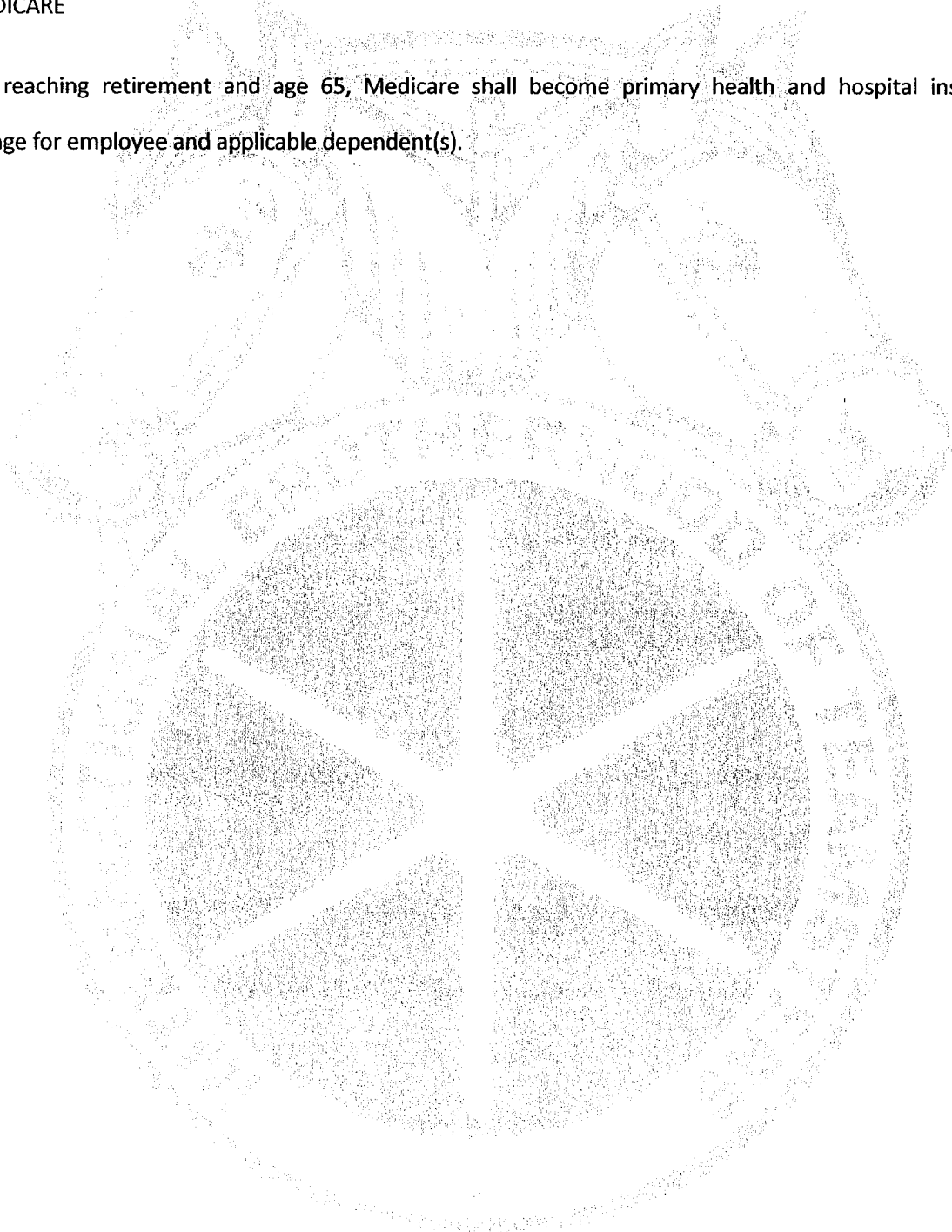
- i. On a State accidental disability pension as a result of an on-the-job injury sustained while performing services for the City of Perth Amboy; or
- ii. After 25 years or more of pensionable service under the New Jersey State Pension System; or
- iii. With at least 15 years of pensionable employment service in the City of Perth Amboy and reached the age of 62 years or older.

2. The level of insurance will be the prevailing group coverage that is in effect for the employee organization that represented the retiring employee's job title and the qualifying retiree, and his or her spouse and

dependents, will be subject to and responsible for any employee contributions, deductibles and/or co-pays in effect from and throughout retirement.

c. MEDICARE

Upon reaching retirement and age 65, Medicare shall become primary health and hospital insurance coverage for employee and applicable dependent(s).



ARTICLE XXIX - SAFETY AND HEALTH COMMITTEE

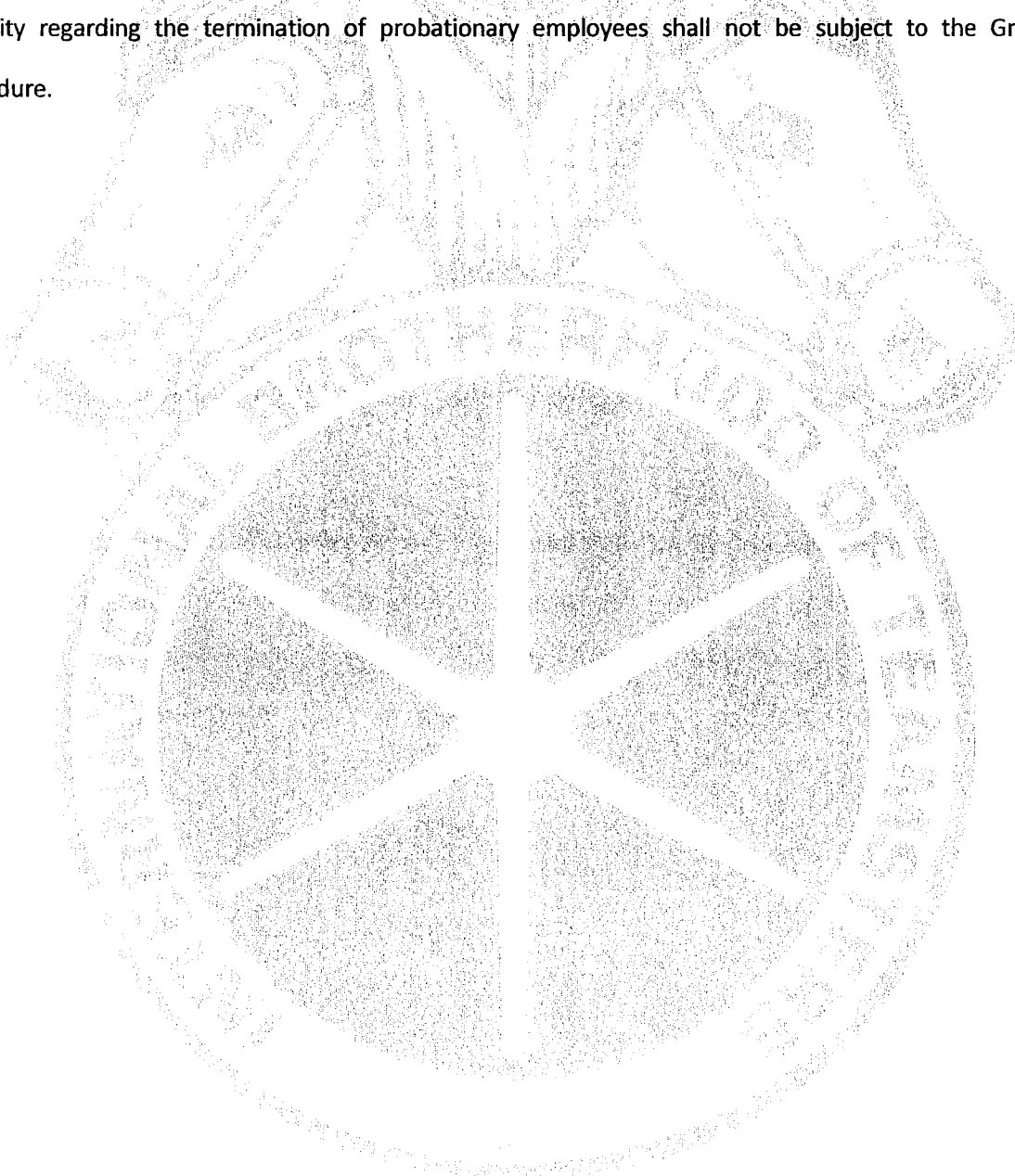
The Employer shall at all times maintain safe and healthful working conditions, and will provide employees with wearing apparel, tools, or devices deemed necessary in order to insure their safety and health. When such materials are issued, they shall be used.

The Employer and the Union shall appoint a Safety Committee of five (5) persons. No more than two (2) members of the local Union shall be members of the Safety Committee. It shall be the joint responsibility of the members to investigate and correct unsafe and unhealthful conditions. The members shall meet periodically as necessary to review conditions in general and to make recommendations to either or both parties when appropriate. The Safety Committee members representing the Union, with the approval of the Employer, shall be allowed reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

If an emergency meeting is necessary, said meeting shall be held within seven (7) calendar days from time requested by either party. Any investigation of accidents or proposals to prevent accidents shall be coordinated between the Safety and Health Committee and the Accident Review Board.

ARTICLE XXX - PROBATION

All newly hired employees shall be subject to a three (3) month probationary period. The purpose of said probationary period is to enable the City to evaluate the employee's work performance and conduct in order to determine whether the employee merits permanent employment status. The decision of the City regarding the termination of probationary employees shall not be subject to the Grievance Procedure.



ARTICLE XXXI - RULES AND REGULATIONS

A. The City may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced. Copies of all such rules shall be distributed to the Union President.

Proposed new rules or modifications of existing rules governing working conditions shall be negotiated with the Union before they are established (N.J.S.A. 34:13A-5.3).

Section B. Residency Waiver

The City shall adopt an ordinance establishing the following:

Employees who have been required to be "bona fide" residents of the City of Perth Amboy under Article 4-132 or any other similar ordinance of the City shall be permitted to reside outside the City limits after completing more than ten (10) full years of City residency and employment.

Residency outside of City boundaries shall not be a basis for bias in favor of City residents over their non-city resident coworker in areas as such as overtime call-in, lateral title changes or promotional opportunities.

ARTICLE XXXII - OUT OF TITLE WORK

Any employee who, when authorized by an immediate supervisor, perform work in a higher paid classification other than their own for at least four (4) hours or more shall be paid at the rate of the higher classification for the actual hours worked.



ARTICLE XXXIII

Reserved



ARTICLE XXXIV - REST PERIODS

Employees within this bargaining unit may take a rest period of not more than fifteen (15) minutes for each one-half (1/2) day of work at times scheduled by the immediate supervisor. A REST PERIOD MAY NOT BE USED TO COVER AN EMPLOYEE'S LATE ARRIVAL TO WORK OR EARLY DISMISSAL, NOR MAY IT BE REGARDED AS ACCUMULATIVE IF NOT TAKEN.

ARTICLE XXV - ACCESS TO PERSONNEL FILES

Employees shall, within five (5) working days of a written request to the Personnel Department, have an opportunity to review their personal folder in the presence of an appropriate official of the Personnel Department to examine any criticism, commendation, or any evaluation of their work performance or conduct prepared by the City during the term of this Agreement. The personnel files maintained in the City Personnel Office in City Hall shall be the official personnel file.

They shall be allowed to place in such a file a response of reasonable length to anything contained therein.

Each regular written evaluation of work shall be reviewed with the employee and evidence of this review shall be the required signature of the employee on the evaluation form. Such signature shall not be construed to mean agreement with the content of the evaluation unless such agreement is stated thereon.

ARTICLE XXXVI - LABOR-MANAGEMENT COMMITTEE

The Employer and the Union, having recognized that cooperation between the management and labor is indispensable to the accomplishment of sound and harmonious labor relations shall jointly maintain and support a Labor-Management Committee.

The Labor-Management Committee shall consider and recommend to the Administration changes in the working conditions. The Committee shall not consider items being grieved.

The Labor-Management Committee shall consist of eight (8) members. The Union shall designate four (4) Stewards. The administration shall designate four (4) members.

The Committee shall meet at the request of any of the parties within ten (10) days of notification of such meeting. An agenda of the meeting shall be submitted by the party calling for the meeting to the other party no later than five (5) days before scheduled meeting.

ARTICLE XXXVII - DISCIPLINE AND DISCHARGE

An employee may be disciplined or discharged for just cause. Any employee shall have the opportunity to be represented by the Union when advised of disciplinary or discharge action being taken against such employee.

A copy of all disciplinary actions shall be sent to the Union President.

ARTICLE XXXVIII - JOB POSTING

Existing or planned job vacancies will be posted on the bulletin boards. The posting will include a description of the job, any required qualifications, the location of the vacancies and the procedure to be followed by employees interested in making application. Said applications must be made within five (5) working days of posting. A copy of the posting will be given to the Union President.

Members of the bargaining unit who are applicants for openings shall be notified of the disposition of their application prior to the publication of the name of the successful applicant.

Upon approval from the Business Administrator, notification of job vacancy posting will be transmitted to the following Departments electronically where there are Blue Collar Union workers: Public Works, Police, and the Library via email one (1) day prior to the posting date.

A copy of the posting notification will be forwarded to the Blue Collar Union President and an acknowledgment of receipt must be sent to the Personnel Office within 48 hour after the posting date.

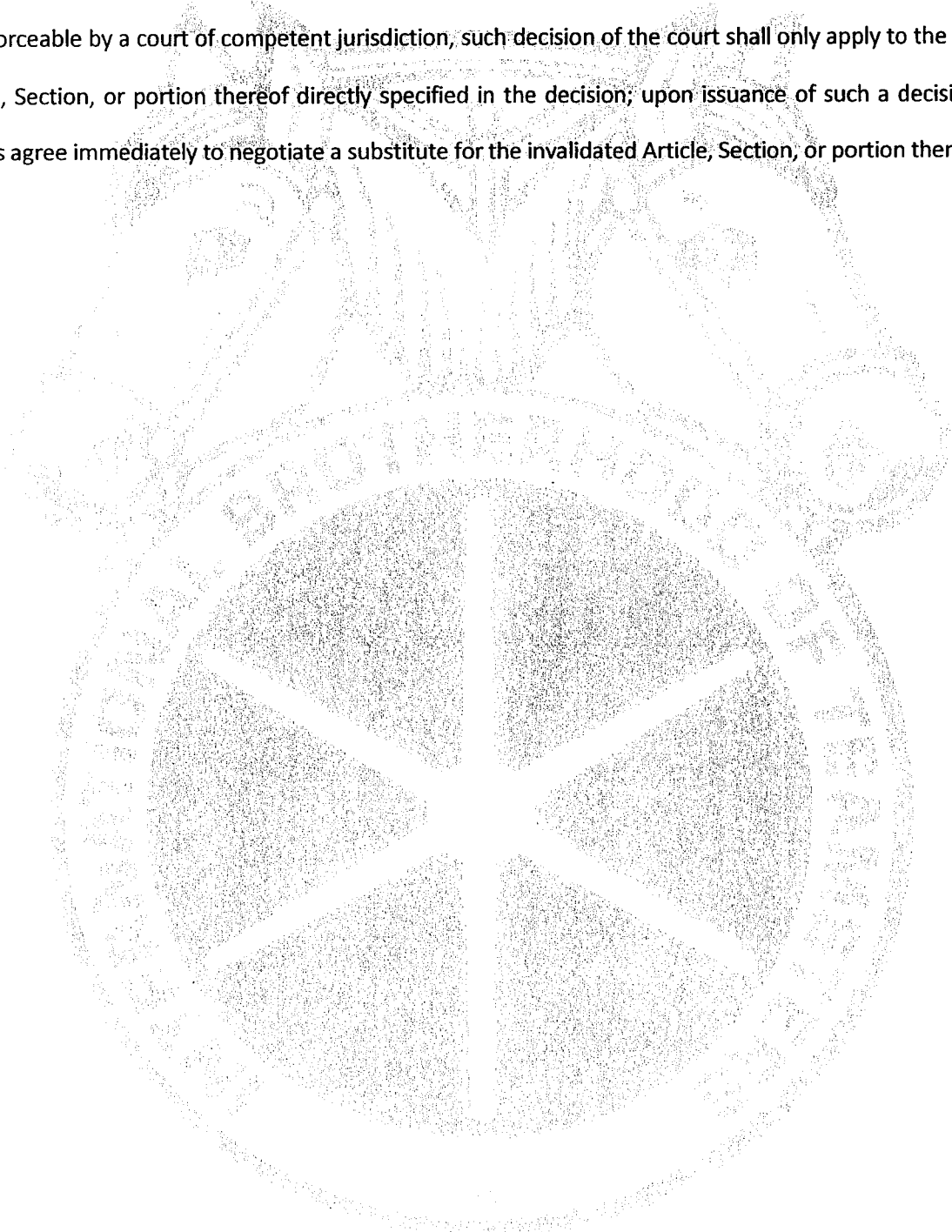
To ensure receipt of the job vacancy notification transmitted via email and posting in each site, an acknowledgement from an Executive Board member of the Blue Collar union will be required for recordkeeping.

ARTICLE XXXIX - FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all negotiable issues which were or could have been the subject of negotiations. During the terms of this Agreement, neither party will 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 parties at the time they negotiated or signed this Agreement.

ARTICLE XL - SAVINGS CLAUSE

Should any Article, Section, or portion thereof of this Agreement be held unlawful and unenforceable by a court of competent jurisdiction, such decision of the court shall only apply to the specific Article, Section, or portion thereof directly specified in the decision; upon issuance of such a decision, the parties agree immediately to negotiate a substitute for the invalidated Article, Section, or portion thereof.



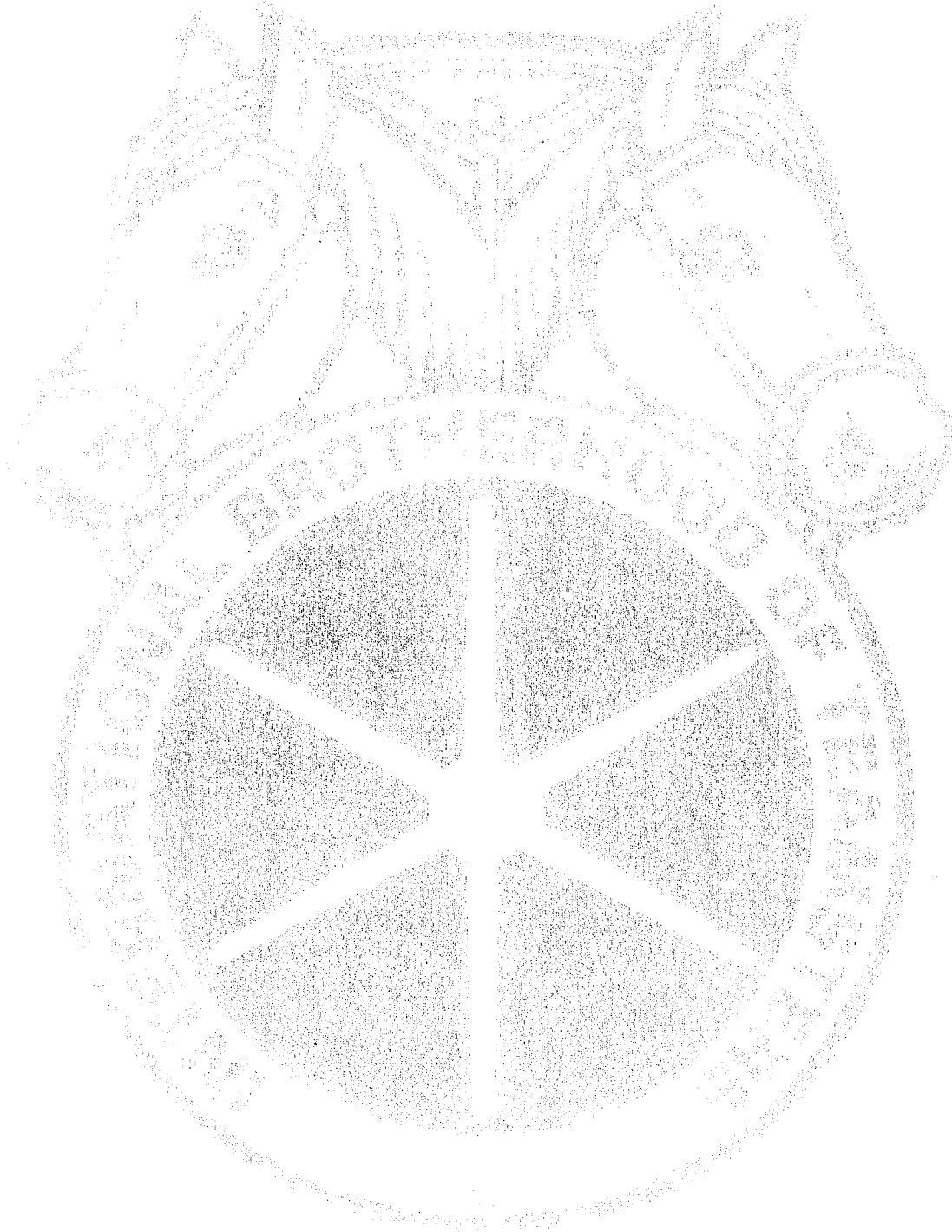
ARTICLE XLI - PAY PERIOD

Effective 4-1-13 employees covered by this Agreement shall be paid semi-monthly.



ARTICLE XLII

Reserved



ARTICLE XLIII - PRESCRIPTION EYEGLASSES ALLOWANCE

Employees shall be entitled to an annual one hundred fifty dollars (\$150.00) prescription eyeglass allowance per person and an aggregate limit of five hundred dollars (\$500.00) per family per year upon receipt of proof of payment of a new or replacement set of prescription eyeglasses (not sunglasses) for the employee during the year in question. Coverage shall include prescription eyeglasses and/or eye examinations by an optometrist or ophthalmologist.

ARTICLE XLIV - MANDATORY RANDOM AND REASONABLE SUSPICION DRUG AND ALCOHOL TESTING

A mandatory Random and Reasonable Suspicion Drug and Alcohol Testing Program shall be implemented in the same manner as the City's existing CDL Program. Random testing shall be provided on a quarterly basis with seven (7) primary and seven (7) substitute employees selected randomly. The date for the test shall be determined by the Employer. A union official may be present during the testing procedures.

The covered employees must provide written consent on a form provided by the City.

The penalty for testing positive on any random or reasonable suspicion drug or alcohol test shall be as set forth in this Article.

First Offense

An employee who tests positive for drugs or alcohol while on duty, pursuant to either a random or reasonable suspicion test, shall be suspended from duty without pay and referred to the City's Employee Assistance Program ("EAP") for substance abuse evaluation and determination of the appropriate course of treatment. The employee shall submit, cooperate with and satisfactorily complete such counseling, therapy, treatment and/or rehabilitation program as is recommended to the employee and the City by the EAP's substance abuse professional(s).

Failure to successfully complete the required counseling therapy, treatment and/or rehabilitation program shall result in dismissal.

An employee who has tested positive for drugs or alcohol for the first time and satisfactorily completes the recommended counseling, therapy, treatment and/or rehabilitation program will be reinstated to

employment upon; (a) the substance abuse professional's submission to the City of the documentation confirming the employee's satisfactory completion of the recommended course of treatment; and (b) the employee's execution of a "Last Chance Agreement" confirming his/her understanding that a subsequent positive drug or alcohol test while on duty will result in immediate termination. This right to reinstatement and a second chance will not apply to any employee who is already subject to a "Last Chance Agreement" at the time of approval of this Agreement.

Whether the treatment recommended by the EAP substance abuse counselor is in-patient or out-patient services, it will be subject to the terms of the City's health and wellness plan. An employee will be permitted to use accumulated sick, personal or vacation leave for absence due to an in-patient rehabilitation program.

An employee who voluntarily seeks to be referred to the City's EAP or a qualified professional for substance abuse evaluation and is not adjudged to have abused alcohol or drugs at the time of voluntarily seeking assistance shall not be deemed to have committed a first offense under this provision. If an employee does so but tests positive for drugs or alcohol, it shall be a first offense under the provision.

Second Offense

An employee who tests positive on a second occasion for drugs or alcohol while on duty, pursuant to either a random or reasonable suspicion test, shall be terminated.

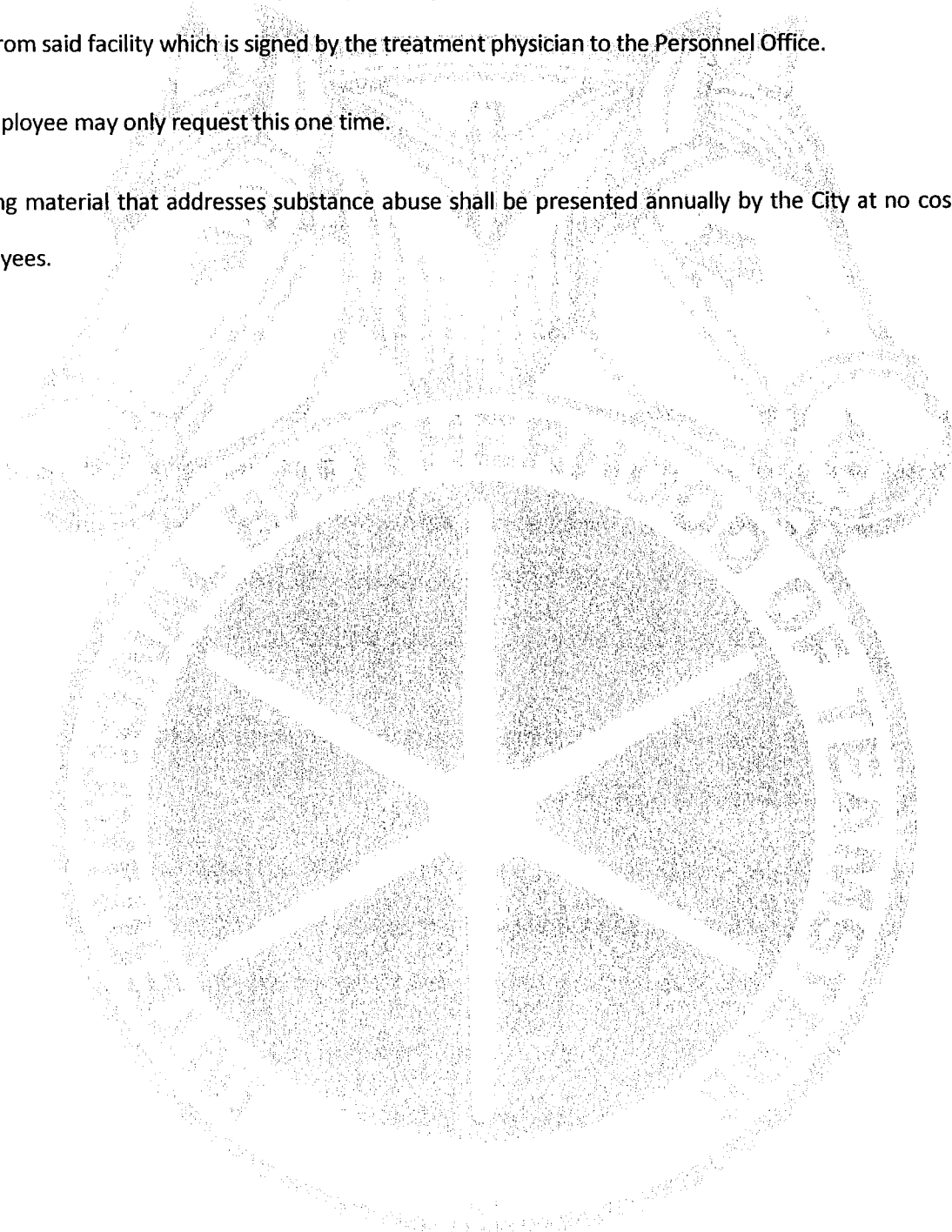
The Second Offense provision shall apply prospectively, so that an individual who has had a prior first offense under the terms of the prior collective bargaining agreement shall be treated as a first time offender under this Agreement. This exception shall not apply to any employee who is already subject to a Last Chance Agreement.

Refusal to submit to a test as required without a valid medical examination shall subject the individual to immediate dismissal.

An employee who has no remaining sick, personal or vacation time may request payment for future vacation time instead of time off, upon successfully completing prescribed course of treatment at a recognized substance abuse treatment facility, and providing evidence of such satisfactory completion by submitting a note from said facility which is signed by the treatment physician to the Personnel Office.

An employee may only request this one time.

Training material that addresses substance abuse shall be presented annually by the City at no cost to the employees.



ARTICLE XLV - TERMINATION

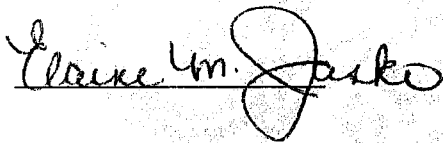
This Agreement shall be effective from July 1, 2010 until December 31, 2014.

It can automatically be renewed thereafter unless either party shall notify the other in writing ninety (90) days prior to December 31, 2014 that it desires to modify this Agreement. In the event that such a notice is given, negotiations shall begin no later than sixty (60) days prior to December 31, 2014.

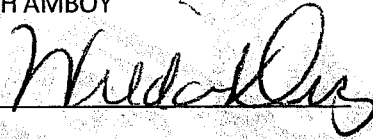
IN WITNESS THEREOF, the parties hereto set their hands and seals this 15th day of August, 2013.

ATTEST:

CITY OF PERTH AMBOY



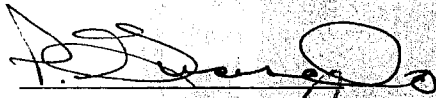
Elaine M. Jasko, City Clerk

By: 

Wilda Diaz, Mayor

ATTEST:

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, LOCAL 97

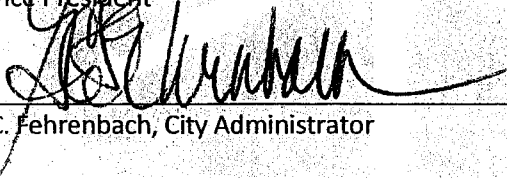


Patrick Guaschino, Vice President

By: 

John Gerow, President

APPROVED:


G.C. Fehrenbach, City Administrator

**CITY OF PERTH AMBOY
BLUE COLLAR (IBT #97)
SEVEN STEP GUIDE - 2010 - 2014**

EXHIBIT A

TITLE	DATE	STEP I	STEP II	STEP III	STEP IV	STEP V	STEP VI	STEP VII
Animal Control Officer	2/1/2008	34,531	36,172	37,814	39,455	41,097	42,738	44,373
	1/1/2010	34,876	36,534	38,192	39,850	41,508	43,166	44,816
	8/16/2013	35,573	37,265	38,956	40,647	42,338	44,029	45,713
	8/16/2014	36,818	38,569	40,319	42,069	43,820	45,570	47,313
Building Service Worker	2/1/2008	32,741	34,262	35,784	37,306	38,827	40,349	41,870
	1/1/2010	33,068	34,605	36,142	37,679	39,215	40,752	42,289
	8/16/2013	33,730	35,297	36,865	38,432	40,000	41,567	43,135
	8/16/2014	34,910	36,533	38,155	39,777	41,400	43,022	44,644
Electrician	2/1/2008	42,550	44,832	47,084	49,380	51,588	53,840	56,084
	1/1/2010	43,006	45,280	47,555	49,874	52,104	54,378	56,645
	8/16/2013	43,866	46,186	48,506	50,871	53,146	55,466	57,778
	8/16/2014	45,401	47,802	50,203	52,652	55,006	57,407	59,800
Equipment Operator	2/1/2008	37,212	39,033	40,854	42,675	44,496	46,316	48,130
	1/1/2010	37,584	39,423	41,262	43,101	44,940	46,780	48,611
	8/16/2013	38,336	40,212	42,088	43,963	45,839	47,715	49,583
	8/16/2014	39,678	41,619	43,561	45,502	47,444	49,385	51,319
Groundskeeper/ Maintenance Repairer	2/1/2008	33,456	35,067	36,677	38,288	39,898	41,509	43,116
	1/1/2010	33,791	35,418	37,044	38,671	40,297	41,924	43,547
	8/16/2013	34,467	36,126	37,785	39,444	41,103	42,762	44,418
	8/16/2014	35,673	37,390	39,107	40,825	42,542	44,259	45,973
Heavy Equipment Operator	2/1/2008	35,871	38,212	40,552	42,892	45,233	47,573	49,914
	1/1/2010	36,230	38,594	40,957	43,321	45,685	48,049	50,413
	8/16/2013	36,954	39,366	41,777	44,188	46,599	49,010	51,421
	8/16/2014	38,248	40,743	43,239	45,734	48,230	50,725	53,221
Laborer 1	2/1/2008	36,500	37,694	38,888	40,082	41,276	42,470	43,657

Maintenance Repairer	1/1/2010	36,865	38,071	39,277	40,483	41,689	42,895	44,094
	8/16/2013	37,602	38,832	40,062	41,292	42,523	43,753	44,975
	8/16/2014	38,918	40,191	41,464	42,738	44,011	45,284	46,550
Mechanic	2/1/2008	35,251	36,980	38,709	40,438	42,167	43,896	45,617
	1/1/2010	35,603	37,349	39,096	40,842	42,588	44,334	46,073
	8/16/2013	36,315	38,096	39,878	41,659	43,440	45,221	46,995
	8/16/2014	37,586	39,430	41,273	43,117	44,960	46,804	48,640
Mechanic Helper	2/1/2008	42,580	44,847	47,113	49,380	51,647	53,914	56,179
	1/1/2010	43,006	45,295	47,585	49,874	52,163	54,453	56,741
	8/16/2013	43,866	46,201	48,536	50,871	53,207	55,542	57,876
	8/16/2014	45,401	47,818	50,235	52,652	55,069	57,486	59,901
Mechanic Helper	2/1/2008	36,500	37,694	38,888	40,082	41,276	42,470	43,657
	1/1/2010	36,865	38,071	39,277	40,483	41,689	42,895	44,094
	8/16/2013	37,602	38,832	40,062	41,292	42,523	43,753	44,975
	8/16/2014	38,918	40,191	41,464	42,738	44,011	45,284	46,550
Maintenance Worker 1 Grounds	2/1/2008	35,245	36,974	38,703	40,432	42,159	43,888	45,617
	1/1/2010	35,597	37,343	39,090	40,836	42,581	44,327	46,073
	8/16/2013	36,309	38,090	39,871	41,653	43,432	45,214	46,995
	8/16/2014	37,580	39,423	41,267	43,111	44,952	46,796	48,640
Maintenance Worker 2 Grounds	2/1/2008	35,245	36,974	38,703	40,432	42,161	43,894	45,617
	1/1/2010	35,597	37,343	39,090	40,836	42,582	44,333	46,073
	8/16/2013	36,309	38,090	39,871	41,653	43,434	45,220	46,995
	8/16/2014	37,580	39,423	41,267	43,111	44,954	46,802	48,640
Sanitation Driver	2/1/2008	37,751	39,273	40,795	42,316	43,838	45,359	46,878
	1/1/2010	38,129	39,666	41,203	42,739	44,276	45,813	47,347
	8/16/2013	38,892	40,459	42,027	43,594	45,162	46,729	48,294
	8/16/2014	40,253	41,875	43,498	45,120	46,742	48,365	49,984
Sanitation Worker	2/1/2008	37,751	38,944	40,137	41,329	42,522	43,715	44,904
	1/1/2010	38,129	39,334	40,538	41,743	42,947	44,152	45,353
	8/16/2013	38,892	40,120	41,349	42,578	43,806	45,035	46,261

Senior Electrician	8/16/2014	40,253	41,524	42,796	44,068	45,339	46,611	47,880
	2/1/2008	45,617	47,974	50,331	52,696	55,046	57,403	59,760
	1/1/2010	46,073	48,454	50,835	53,223	55,596	57,977	60,358
	8/16/2013	46,995	49,423	51,851	54,287	56,708	59,136	61,565
	8/16/2014	48,640	51,153	53,666	56,187	58,693	61,206	63,720
Senior Maintenance Repairer/ Senior Traffic Main Worker/ Sign Maker 2	2/1/2008	37,212	39,033	40,854	42,675	44,496	46,316	48,130
	1/1/2010	37,584	39,423	41,262	43,101	44,940	46,780	48,611
	8/16/2013	38,336	40,212	42,088	43,963	45,839	47,715	49,583
	8/16/2014	39,678	41,619	43,561	45,502	47,444	49,385	51,319
Senior Maintenance Repairer/ Plumber/ Carpenter	2/1/2008	44,755	47,096	49,436	51,776	54,117	56,457	58,798
	1/1/2010	45,203	47,567	49,930	52,294	54,658	57,022	59,386
	8/16/2013	46,107	48,518	50,929	53,340	55,751	58,162	60,573
	8/16/2014	47,721	50,216	52,712	55,207	57,703	60,198	62,693
Senior Mechanic	2/1/2008	45,617	47,974	50,331	52,689	55,046	57,403	59,760
	1/1/2010	46,073	48,454	50,835	53,215	55,596	57,977	60,358
	8/16/2013	46,995	49,423	51,851	54,280	56,708	59,136	61,565
	8/16/2014	48,640	51,153	53,666	56,180	58,693	61,206	63,720
Tire Service Repairer	2/1/2008	42,580	44,847	47,112	49,379	51,646	53,911	56,178
	1/1/2010	43,006	45,295	47,583	49,873	52,162	54,450	56,739
	8/16/2013	43,866	46,201	48,535	50,870	53,205	55,539	57,874
	8/16/2014	45,401	47,818	50,233	52,650	55,067	57,483	59,900
Traffic Maintenance Worker	2/1/2008	34,886	36,528	38,169	39,811	41,452	43,094	44,731
	1/1/2010	35,285	36,893	38,551	40,209	41,867	43,525	45,178
	8/16/2013	35,940	37,631	39,322	41,013	42,704	44,395	46,082
	8/16/2014	37,198	38,948	40,698	42,449	44,199	45,949	47,695
Tree Maintenance Worker 1	2/1/2008	36,857	38,587	40,318	42,048	43,778	45,509	47,232
	1/1/2010	37,225	38,973	40,721	42,468	44,216	45,964	47,704
	8/16/2013	37,970	39,752	41,535	43,318	45,101	46,883	48,658
	8/16/2014	39,299	41,144	42,989	44,834	46,679	48,524	50,361

Tree Maintenance Worker 2	2/1/2008	39,498	41,838	44,178	46,519	48,859	51,200	53,540
	1/1/2010	39,893	42,256	44,620	46,984	49,348	51,712	54,075
	8/16/2013	40,690	43,102	45,513	47,924	50,335	52,746	55,157
	8/16/2014	42,115	44,610	47,106	49,601	52,096	54,592	57,087
Tractor Trailer Driver	2/1/2008	39,005	40,824	42,644	44,463	46,282	48,102	49,914
	1/1/2010	39,395	41,232	43,070	44,908	46,745	48,583	50,413
	8/16/2013	40,183	42,057	43,931	45,806	47,680	49,554	51,421
	8/16/2014	41,589	43,529	45,469	47,409	49,349	51,289	53,221
Truck Driver	2/1/2008	35,245	36,974	38,703	40,432	42,161	43,890	45,617
	1/1/2010	35,597	37,343	39,090	40,836	42,582	44,328	46,073
	8/16/2013	36,309	38,090	39,871	41,653	43,434	45,215	46,995
	8/16/2014	37,580	39,423	41,267	43,111	44,954	46,798	48,640
Truck Driver Heavy	2/1/2008	35,245	37,184	39,123	41,063	43,002	44,941	46,878
	1/1/2010	35,597	37,556	39,515	41,473	43,432	45,391	47,347
	8/16/2013	36,309	38,307	40,305	42,303	44,301	46,299	48,294
	8/16/2014	37,580	39,648	41,716	43,783	45,851	47,919	49,984

2013 SEP 20 P 2: 53

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