



TRENTON, NEW JERSEY
LOCAL #2286
AMERICAN FEDERATION OF STATE, COUNTY
AND MUNICIPAL EMPLOYEES, AFL-CIO

FROM: JANUARY 1, 2002 TO DECEMBER 31, 2006



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THIS AGREEMENT, made this 1st day of January 2002
by and between:

CITY OF TRENTON a municipality in the County of
Mercer, State of New Jersey, hereinafter referred to as
"Employer",

and:

LOCAL 2286, AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES
AFL-CIO, hereinafter referred to as the "Union".

WITNESSETH:

WHEREAS, the parties hereto have carried on collec-
tive bargaining negotiations for the purpose of establishing
conditions under which employees shall be employed to
work for the City and procedures for presentation and reso-
lution of grievances and to establish proper standards of
wages, hours, working conditions, and other conditions of
employment whereby insuring harmonious relations, coop-
eration and understanding between the City (Employer) and
the Union.

NOW, THEREFORE, in consideration of these premises
and mutual agreements herein contained, the parties hereto
agree with each other with respect to the employees of the
employer, as hereinafter defined, recognized as being repre-
sented by the Union as follows:

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**ARTICLE I
RECOGNITION**

Section 1.01

The employer recognizes the Union as the sole and exclusive bargaining agent for the purpose of establishing wages, hours, and other conditions of employment for all its employees in the classifications listed under Schedule A attached hereto and by reference made a part of this Agreement and for such additional classifications as the parties may later agree to include.

**ARTICLE II
DEDUCTION OF DUES**

Section 2.02

The employer agrees that they will reimburse the Union in monies for any dues not deducted from the employee's check, unless said employee is terminated from the Employer's service.

Section 2.03

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 new 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 per cent (85%) of the regular union membership dues, a fee, and assessments as certified

to the Employer by the Union. The union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular union membership dues, fees and assessments. The Union's entitlement to the representation 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 purposes 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.

Section 2.04

The City agrees to provide payroll deduction for the PEOPLE fund after submission by the Union of authorization forms from each employee who desires to contribute to the fund.

**ARTICLE III
GRIEVANCE PROCEDURE**

Section 3.01

Any grievance or dispute which may arise between the parties including the application, meaning or interpretation of this Agreement, shall be settled in the following manner:

STEP 1 The Union steward, with or without the employee, shall take up the grievance or dispute with the employee's immediate supervisor within ten (10) days of its occurrence. The discussion and resolution of grievances at the first step shall be an oral and informal basis. The employee's supervisor shall attempt to adjust the matter and shall respond to the Steward within two (2) working days.

STEP 2 If the grievance has not been settled it shall be presented in writing by the Union Steward within five (5) days of the disposition by the employee's immediate supervisor to the Division Director or equivalent. The Division Director shall investigate the grievance and shall dispose of it within five (5) working days. If the employee or Union Steward does not receive a written reply within these five (5) working days or if he is not satisfied with the disposition of his grievance, he shall continue on to step three.

STEP 3 If the grievance still remains unadjusted, it shall be presented by the Union President or his representative to the Department Director, in writing, within ten (10) working days after the response of the Division Director is due. The Department Director shall respond in writing to the Union President or his representative within ten (10) working days after the receipt of the grievance.

STEP 4 If the grievance is still unadjusted, or the Union and employee is not satisfied with the disposition of this grievance, he shall within five (5) working days of receipt of the Department Director's response, present his grievance in writing to the Business Administrator or designee requesting a response within five (5) working days.

STEP 5 If the grievance is still unsettled, either party (Employer or Union) may within ten (10) working days after the reply of the Business Administrator is due, by written notice to the other, request arbitration. The Employer and the union agree to grant the request of the other party, for meetings to discuss the grievance pending at Steps 2, 3, 4, or 5 above.

5A Within seven (7) days following presentation of such request, the party demanding arbitration shall request the New Jersey Public

Employment Relations Commission to appoint an arbitrator to bear the arbitration in the manner set forth in Rule 19:11-14, Rules and Regulations and Statement of Procedure of the New Jersey Public Employment Relations Commission.

5B The decisions of the Arbitrator shall be in writing and shall include the reasons for each finding and conclusion.

5C The decisions of the Arbitrator shall be final and binding on the Union and the Employer.

5D Where an employee has exercised his right of appeal as expressly granted in the Revised Civil Service Rules or Statutes of New Jersey, there shall be no right to arbitration under the provisions of this article.

5E In the event of a change in the law governing the New Jersey Public Employment Relations Commission or its rules and regulations which would in any way affect the method of selection of an arbitrator, in the alternative, the party demanding the arbitration shall request the American Arbitration Association to submit a list of nine (9) arbitrators from which the parties may make a selection of the arbitrator. If the parties fail to agree on the selection of the arbitrator from the list, each party shall

alternately strike one name until but one name remains and that party shall be the arbitrator of the issue or issues to be arbitrated. The cost of the arbitrator's services, if any, shall be shared by both parties and each of the parties shall bear its own costs.

5F Nothing herein contained shall subject the matters of established wages, hours, other fiscal benefits or Union recognition to arbitration, it being the specific intention within Article III relating to grievance procedures that arbitration shall apply only to the settlement of disputes, differences of grievances between the Employer and any employee or between the Employer and the Union as set forth in Steps 2, 3, or 4 above.

5G The Union will notify the Employer in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. Employees so designated by the Union will be permitted to confer with other Union representatives, employees and with Employer representatives regarding matters of employee representation during working hours without loss of pay.

**ARTICLE IV
UNION STEWARD AND UNION
REPRESENTATION**

Section 4.01

The employer recognizes and shall deal with the accredited Union Steward and/or Union President or his designated representative in all matters relating to grievances and interpretation of this Agreement.

Section 4.02

A written list of the Union officials and Stewards shall be furnished to the Employer immediately after their designation and the Union shall notify the Employer promptly of any changes of such union Stewards or officers.

Section 4.03

No more than six employees designated by the Union as representatives for contract negotiations shall be excused for any bargaining session.

Section 4.04

Representatives of the Union, who are not employees of the Employer, 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 by the Employer as authorized spokesmen for the Union in meetings between the parties regarding employee representation.

Section 4.05 - Hearings

Each preliminary notice of disciplinary action must include the anticipated disciplinary action. Any notice of disciplinary action in which the hearing may result in suspension of more than 5 days or termination must be served on the employee no less than 15 days, or in the case of temporary or provisional employees serving their working test period no less than 3 days, prior to the date of the hearing. Any notice with an intended suspension of less than 5 days must be served on the employee after the three day cooling off period and no less than 3 days prior to the date of the hearing. A copy of the preliminary notice of disciplinary action must be sent to the Union simultaneously.

Whenever the City receives a complaint against an employee that will result in possible disciplinary action, the employee must receive written notice detailing the facts of the complaint. Any disciplinary action resulting from such a complaint must be served on the employee within ninety (90) days, unless the complaint initiates a formal criminal investigation by a law enforcement agency, in which case notice of disciplinary action must be served within ninety (90) days of the City receiving notice that the investigation has been completed.

Charges against an employee for "chronic" or "excessive absenteeism" shall not include the vacation, personal, or sick leave, or compensatory time, which the employee was, authorized to take.

The hearing officer shall be the Director of the Department in which the employee works, unless that

Director disqualifies himself for reasons of conflict. It shall be the role of the hearing officer to control and direct all hearings in an orderly fashion.

The employee is entitled to have a Union representative at the hearing that may speak in his/her behalf. The employee is not required to be present or be a witness in his/her own defense, but must respond to specific factual questions directed by the hearing officer. Such testimony shall be subject to cross-examination.

Hearings will be conducted in the following manner:

1. The hearing officer shall identify all parties present and read the charges and specifications for which the hearing is being held.
2. The supervisor presenting the charges, which may be the Department Director, shall give his/her case first, including the presentation of witnesses, explaining the charges, and presenting relevant facts, etc.
3. The employee or his/her representative may cross-examine.
4. The employee or his/her representative shall present his/her case, including the presentation of witnesses, defense against the charges, presenting relevant facts, etc.

5. The supervisor may cross-examine.
6. The supervisor presents rebuttal and summary.
7. The employee or his/her representative presents rebuttal and summary.

Only those persons with legitimate roles in the hearing may participate; the hearing officer may rule as out of order any question posed by either side which the hearing officer deems to be irrelevant to the subject of the hearing. The hearing officer may question any of the participants in the hearing at any time.

Section 4.06

For employees that have not been found guilty of disciplinary charges or had warning notices against them for a period of five years, all prior charges and warning notices shall be stricken from their files.

Exceptions:

1. Records of serious infractions (defined as something for which a suspension or fine in excess of five days was imposed) shall be maintained permanently.
2. Recognizing that disciplinary charges related to medical problems are the result of an illness, these records shall be maintained permanently to enable a supervisor to be aware of the problem and to respond humanely should it reoccur.

Section 4.07

Disciplinary hearings will be scheduled by the hearing officer on days and times when the defendant and witnesses are scheduled to work. Whenever this is impossible for employees in continuous operations and such employees are called as witnesses or defendants at any disciplinary hearing outside their regular assigned duty hours, the time spent at such appearance shall be deemed overtime, with a two-hour minimum. This overtime compensation will be enforced to ensure all such overtime is paid in a timely manner.

Section 4.08

The number of witnesses, which may be called at any hearing, may be limited, or the scheduling or manner of appearance of any such witness (by live appearance or by affidavit where appropriate) may be directed by the hearing officer for the purpose of limiting the cost of overtime or disruption to operations when multiple witnesses would prefer essentially duplicative testimony, and where absence of such duplication would not prejudice the prosecution or defense.

**ARTICLE V
DISCRIMINATION**

Section 5.01

The provisions of this Agreement shall be applied equally to all employees in the bargaining units without discrimination as to age, sex, marital status, race, color, creed or national origin. The union shall share equally with the Employer the responsibility for applying this provision of the Agreement.

Section 5.02

All references to employees in this Agreement designate both sexes, and whenever the male gender is used it shall be constructed to include male and female employees.

Section 5.03

The employer agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the Employer or any Employer representative against any employee because of Union membership or because of any lawful employee activity in an official capacity on behalf of the Union.

Section 5.04

The union recognizes its responsibility as bargaining agent and agrees to represent all employees in the bargaining unit without discrimination, interference, restraint, or coercion.

Section 5.05

There shall be no discrimination between permanent or temporary employees in regard to any provision of this Agreement as outlined in Section 4.05 and Section 5.06 below. However, nothing contained herein shall be deemed in contravention of Civil Service Rules and Regulations.

Section 5.06

A provisional or temporary employee in the competitive class may not invoke the grievance procedure as a result of his/her termination during the first 90 days of employment. If a provisional or temporary is terminated during the first

90 days of employment and the Union deems this action to warrant further review, the union may request within three days after the issuance of the final notice of disciplinary action, that the Business Administrator shall meet with the representatives of the Union to discuss the facts of the case. The Business Administrator shall make such review, as he deems appropriate and render his decision with recommended action, if necessary, within ten working days after such a request is received. The Business Administrator's decision shall be final and binding.

Section 5.07

Temporary or provisional employees who return from layoff within a three month period shall have the same protection as a permanent employee under Civil Service Rules and Regulations and P.M. 12A.

ARTICLE VI EMPLOYMENT SECURITY

Section 6.01

In the case of potential disciplinary action as a result of a specific incident or altercation (excluding such matters as tardiness or absenteeism, there shall be a three (3) working day "cooling-off" period during which the supervisor shall meet with the employee or union shop steward. After the cooling-off period the Employer shall serve on the employee and/or the Union a written notice of the intended disciplinary action and set the date of the hearing notifying the employee and Union of the time and place.

Section 6.02

Neither the Employer nor its agents shall take any summary disciplinary action against an employee, except in the following situations.

1. When an employee refuses to act upon a direct working order, for example in cases where the supervisor's ability to carry out his/her job is severely questioned or endangered; or
2. When violence and/or the health and safety of himself or other employees may be involved. When such summary disciplinary action is taken against an employee the provisions of Section 4.05 requiring an interval of fifteen days between serving of charges and hearing will be waived, except in cases where it is appropriate to postpone the hearing until criminal charges arising from the incident are resolved.

Except in cases as described above wherein an employee is sent home for the day to maintain necessary discipline, or a suspension pending the outcome of criminal charges is appropriate, an employee shall not be suspended prior to a disciplinary hearing.

Section 6.03

If after the hearing and disciplinary action is taken, then the employee and/or Union shall be able to invoke the approved Grievance Procedure, at the fourth (4) step level. If the employee and/or Union files an appeal of the decision of any disciplinary hearing, any penalty assessed as a result

of the hearing will not be enforced until an appeal is resolved, except if the penalty is termination or a suspension/fine of ten (10) days or more; these larger penalties may be enforced immediately or at the discretion of the hearing officer. If the employee leaves the City's employment, goes on unpaid leave, or is absent without leave prior to a decision on the appeal being reached, compensation equal to any pending suspension/fine may be withheld from any monies owed to the employee.

ARTICLE VII SENIORITY

Section 7.01

Seniority standing shall be granted to all employees.

Section 7.02

Employment seniority shall consist of accumulated employment with the Employer, City of Trenton.

Section 7.03

Position or title classification seniority begins from the time the employee is certified to that Civil Service position or title by the Civil Service Commission.

Section 7.04

Notice of all vacancies, other than those for entry level positions, shall first be posted within every work site within the Department the vacancy exists. Then, if required, the notice of vacancy be posted at every other work site within the City. In addition, the position shall list the salary level,

hours of work, classification, job description and qualifications. The Administration, in consultation with the Union, shall prepare, maintain, and revise (as necessary) a list of all titles deemed to be entry level.

All job openings must be posted according to the provisions of this section before an offer of employment can be extended to a candidate. Only those employees who sign the posting shall be candidates provided they meet the necessary criteria to perform the duties of the vacant position, except that notices shall be posted for a period of five (5) working days. Employees on authorized absences during the full period of posting will be considered candidates.

Notices shall be posted for a period of five (5) working days. A memo will be sent to each employee who signs a posting, but who is not appointed to the job, giving the reason he or she was not appointed. Candidates within the Division where the vacancy exists shall be considered before consideration of employees within other Divisions within the Department. If there are Bureaus within that Division, candidates within the Bureau where the vacancy exists shall be considered before candidates from other Bureaus in that Division.

Immediately upon removal of said job postings, copies shall be forwarded to the President of the Local Union.

Section 7.05

The agreed to seniority lists shall be brought up to date on July 1st and January 1st of each year and posted on bul-

letin boards. Such lists shall contain dates of hire, the employee's classification and the number of vacation and sick days earned. A copy of all seniority lists shall be sent by mail to the Secretary or President of the Union. The City shall make every effort to insure that seniority lists are posted on bulletin boards no later than July 15 and January 15 of each year, or as soon as practicable thereafter.

Section 7.06

Senior employees within established promotional lines who meet the qualifications for temporary or provisional appointments to higher titles will be given preference over less senior employees, unless there is a marked difference in job performance, which is documented in the employee's personnel file(s). The Administration, in consultation with the Union, will prepare, maintain, and revise (as necessary) a list of promotional lines for each title. For purposes of temporary appointments to higher title, seniority will be determined by time served in title without regard to Civil service permanent status. The Burden of Proof with respect to marked differences shall be on the City and subject to the grievance procedures. The Business Administrator shall make the final determination.

The principle of seniority shall govern and control for all cases of decreases or increases of the working force as well as preference in assignment to shift work and choice of vacation period and in any other matter in which preference is a factor.

Section 7.07

Transfers of employees within same title but from division to division in the same department will be based on seniority. The Employer shall give consideration to employees with seniority who wish to be transferred to job openings in other divisions of the same department.

Section 7.08

Employees temporarily assigned to higher titles will be credited for each day worked and after a total of fifteen (15) days, this employee will then be paid wages of the higher title. Employee will be asked to signed WOT request form on first day of working out of title. Approval or denial will be given by the Business Administrator or designee within 5 working days. If a request is denied the days will be counted toward the fifteen (15) days accumulation time, the employee will not be paid for these days. January 1st of each year will be the start for compiling of working out of title in a higher title, except when an employee is already working out of title in December and continues into January of the following year. In the case of continuation of working out of title from one year into the next year, the start for compiling of working out of title will be when the employee returns to his/her normal title.

This working out of title money shall be paid no later than the following pay period after final approval by the Administration, if the period is five consecutive days or more. All time worked out of title on periods less than five working days will be paid quarterly.

Whenever any Public Safety Telecommunicator or Senior Public Safety Telecommunicator works out of title as a Supervising Public Safety Telecommunicator for more than ten (10) days in one calendar year pursuant to this section, then that employee will be paid retroactively for the first ten (10) days as well as for all subsequent days worked in the higher title. The Union recognizes the City's right to assign supervisory duties to Senior Public Safety Telecommunicator consistent with the Civil Service job description for that title, which put them in charge of the Center for up to one full shift without these employees considered to be working out of title. The City agrees that all employees with permanent status as Supervising Public Safety Telecommunicator as of August 5, 1983, shall be retained in this title provided that the City continues to operate a Communications Center, except that they may be removed for cause pursuant to appropriate disciplinary procedures.

Section 7.09

Each Division Superintendent or Director shall be responsible for determining whether an employee is needed to work out of title, and for requesting approval of such assignment from the Department Director and the Business Administrator. Except in cases involving working out of title for the titles listed in a side letter agreement dated February 21, 1985 (which do not require prior approval provided certain criteria are satisfied), no employee may work out of the title until approval is granted through the Business Administrator.

Section 7.10

All permanent City employees shall be given a forty-five (45) day written notice prior to lay-off.

All temporary or provisional employees financed through local tax dollars shall be given at least thirty (30) days written notice prior to lay-off.

While the City shall make every effort to notify all temporary or provisional employees financed through State and Federal grants at least thirty (30) days prior to layoffs, circumstances may not always allow such advance notice.

The City shall make every effort to give temporary or provisional employees displaced by a civil service certification thirty (30) days notice prior to termination, but in no case less than fifteen days notice will be given by the City to the affected employee. The thirty (30) days notice may be waived in cases where such notice would require that two employees occupy the same position. The City will post in each department a notice indicating the titles of employees who might be expected to be affected by exercise of bumping rights of employees on the original layoff list. The City will attempt to post this notice within 15 days of the original layoff notice. This notice will supplement a general layoff notice, which must be given at the time of individual layoff notices. Failure of the City to project accurately the determination of bumping rights by the New Jersey Department of Personnel, and the resultant omission of affected titles on the above mentioned notice, will not be

reason for extending the employment of an employee displaced by bumping beyond the announced layoff date.

A. PREREQUISITE TO LAYOFF

An appointing authority which is contemplating layoff of employees for economy reasons or because of elimination of functions should make every effort to determine what employment opportunities are available to its employees. This review of employment possibilities should take place prior to notice of layoffs to the employee.

Layoffs should not be made until the appointing authority has exhausted every possibility for transfer, reassignment or demotion of its employees. The employees involved should be offered any other employment in the department or the jurisdiction for which they may be qualified based on their accumulated background and qualifications. The Department of Civil Service will provide assistance to any appointing authority requiring information during any employment reviews made prior to layoff, and in any event the Department of Civil Service will review all final actions taken.

If an appointing authority is unsuccessful in relocating their employees, layoff procedures will be followed. The Civil Service Department will thereafter make formal determinations of demotional and reemployment rights.

B. NOTICE OF LAYOFF OR DEMOTIONS

Appointing authorities laying off regularly appointed employees during a working test period must also give the same 45 day notice of layoff provided permanent employees under N.J.A.C.4: 1-16.4.

However, if an employee fails a working test period, which ends prior to a projected layoff, he may be removed at the end of the working test period, although the 45 day period has not ended. Moreover, an appointing authority may still remove employees during the working test period for those valid causes enumerated under N.J.A.C.4: 1-16.9, subject to the normal appeal procedures to the Civil Service commission.

C. DEMOTIONAL AND REEMPLOYMENT RIGHTS

Definitions:

- a. Level - a group of class titles with the same or similar duties, responsibilities, qualifications, or salary range.
- b. Seniority right - the right of a permanent employee to displace another permanent employee in the same organizational unit holding a title on the same level who has less seniority. For layoff and demotion purposes, seniority is defined as the amount of time

which an employee has served continuously in a permanent capacity in a title on the same level from which he/she is being laid off or demoted, in the jurisdiction in which the layoff or demotion is being affected, regardless of organizational unit.

c. Special reemployment right - the right of a permanent employee to be certified against another employee who is serving temporarily or provisionally in a title on the same, comparable or lower level in any of the organizational units of the jurisdiction. If there are no incumbents against whom special reemployment rights can be exercised, the name of the employee so laid off or demoted will be placed on a special reemployment list for the same, comparable or lower level titles for appropriate certifications with the provision that certification and appointment to any position having a class title below the level of the one from which the employee was laid off or demoted in lieu of layoff will in no way affect retention on lists for higher titles.

d. Demotional right - the right of a permanent employee to displace another permanent employee in the same organizational unit who holds a title on a lower level regardless of the seniority held by the employee in the lower level.

e. Employee's organizational unit - for layoff an demotion purposes in municipalities and counties, the

organizational unit is considered to be the lawfully established Department.

f. Blanket 45 day notice - a 45 day notice of layoff or demotion which is posted and/or given general distribution in the organizational unit of layoff to notify all employees of the reduction in force and the possible application of seniority or demotional rights by those employees directly affected by the layoff.

2. Procedure: Positions in the Competitive Division:

a. Upon receipt of a 45 day layoff notice, the Director of Local Government services, shall act for the Chief Examiner and Secretary in determining the seniority, special reemployment and demotional rights of the employees.

1. First, the seniority rights of all permanent employees shall be calculated to determine if the 45 day notice was in order, if not, the notice will be returned to the appointing authority for correction.

a. Employees holding emergency, temporary or provisional appointments or probationers on the level on which the layoff is being effected shall be terminated, before any permanent employee in a title on that level is issued a 45 day notice.

system has been approved by the Department of Civil Service.

- b. The 45 day notice shall be issued to the permanent employee with the least amount of seniority in the titles on the level on which the layoff is being effected. In addition, a blanket 45 day notice shall be issued to employees in the organizational unit involved. (Note: Probationers must also be given the same 45 day notice of layoff as a permanent employee - see Subpart 16-4.101).
- c. If the person to be laid off or demoted is a veteran and has the same seniority as another employee on the same level, the employee holding veteran's status must be retained in favor of the non veteran. If both have identical veteran's status, the appointing authority may select either of the two to be laid off or demoted.
- d. If two employees have the same seniority, the person with the least favorable performance rating for the twelve month period immediately preceding the date of layoff or demotion must be issued the 45 day layoff notice first except that a veteran must be retained in favor of a non-veteran regardless of the rating. This criteria applies only to those jurisdictions whose performance rating

- 2. The special reemployment rights of the employees being laid off or demoted shall be calculated to determine those titles for which the employees shall be placed on special reemployment lists.
- 3. The individuals' demotional rights shall be calculated to determine if demotional rights to a lower title exist.

b. The Branch Office Manager shall forward recommendations along with the following material to the Director of Local Government Services for a determination to be made:

- 1. The examination announcement by which the laid off employee obtained permanent status.
- 2. A copy of the latest approved specification for the title.
- 3. The salary range for the title.
- 4. A list of all titles in which emergency, temporary, or provisional employees are serving in all of the organizational units of the jurisdiction together with the names of the incumbents, the

salary ranges for the titles, and copies of the specifications for each title.

5. A list of all permanent employees serving in the same, comparable, or lower titles in the same organizational unit and their dates of seniority, salary ranges and the appropriate specifications.

c. The Director of Local Government Services shall act for the Chief Examiner and Secretary in notifying the appointing authority and involved employee of the determination regarding seniority, special reemployment, and demotional rights of the employees. Such determination shall be made prior to expiration of the 45 day period.

d. All appeals and requests for review concerning any of these determinations shall be directed to:

Chief Examiner and Secretary
Department of Personnel
CN313; Trenton, New Jersey 08625

3. Procedure - Positions in the Non-competitive and Labor Divisions:

a. The same procedure outlined above will be followed in effecting layoffs for employees holding permanent status in titles allocated to the Non Competitive or Labor Divisions of the classified service.

b. An employee having permanent status in a competitive title shall have bumping rights against non-competitive or labor titles if he/she has more seniority than those being displaced. Seniority shall include all permanent continuous service in the jurisdiction.

c. An employee having permanent status in a higher non-competitive or labor title can displace another employee in a lower title provided that the employee being displaced has less seniority than the employee in the higher title. Seniority shall include all permanent continuous service in the jurisdiction.

d. At the discretion of the appointing authority, displaced competitive employees may be placed in vacant non-competitive or labor positions after notifying the Department of Personnel of such intent.

4. Limitations:

a. An employee affected by a layoff shall be required to exercise his/her seniority or demotional right. Refusal to accept a comparable position on the same level as one's permanent title (exercise of seniority rights) shall be considered a voluntary resignation by the employee unless the appointing authority agrees to allow

the employee to voluntarily demote to a lower level title. In such cases, a permanent employee in a lower level title may not be displaced; the voluntary demotion must be made to a vacant position. The employee shall not be placed on a special reemployment list for the former title (or level) in this situation.

- b. The Department of Civil Service recommends that, where other positions are being abolished, assignment to these positions be made on a seniority basis unless there are substantial reasons for not doing so.

D. SERVICE CREDIT FOR LAYOFFS

When an employee is recalled from layoff and reinstated he/she is considered to have continuous service credit for computation of future earned vacation and sick time. The calculation of total period of continuous service, however, does not include the length of the period of the layoff.

ARTICLE VIII WORK SCHEDULES

Section 8.01

The workweek shall begin at 6:30 a.m. Monday morning and end at the same time the following Monday. The work week shall consist of five (5) consecutive days, Monday through Friday, except for employees in continuous opera-

tions, employees for whom Saturday and/or Sunday fall regularly within the first five days of the work week, (including Water Meter Readers hired after October 1, 1984), or those employees working under an incentive plan. If an employee works in excess of 16 consecutive hours, the employee will be allowed to report to work late the following day for each hour they worked in excess of 16 hours. This will not apply to snow emergencies.

Employees will be allowed to use personal and vacation time in hourly increments for personal and family related medical emergencies.

Section 8.02

The regular starting time of the employees' work shifts will not be changed without reasonable notice (at least 5 working days) to the affected employees and without first having discussed such changes and the needs for same with representatives of the Union.

Section 8.03

Where the nature of the work involved requires continuous operations on a twenty four (24) hour day, seven (7) days per week basis, employees so assigned will have their schedules arranged in a manner which will assure, on a rotation basis, that all employees will have an equal share of Saturdays and Sundays off, distributed evenly throughout the year, and further providing that the employees will provide the services required by the employer to maintain such operations.

Section 8.04

The employer agrees that there shall be a fifteen (15) minute coffee break during each one-half shift as long as it does not interfere with the efficiency of the operation of the job.

Section 8.05

No foreman or supervisor shall be scheduled to take over a full shift from any person who has been injured or is out sick unless appropriate personnel are unavailable. A person who is scheduled off that day shall be called in for overtime to fill that shift if required.

The exception to this rule is unless a person becomes ill or is injured during his shift goes home. The foreman or supervisor can then fill the remainder of that shift.

Section 8.06

- Blue Collar Work Schedule
- 8 Hours Per Day - 40 Hours Per Week
- White Collar work Schedule
- 7 Hours Per Day - 35 Hours Per Week
- Solid Waste Management Division schedules
- 6:45 a.m. Until Finished (Incentive Plan)
- Paid as 8 Hour Day - 40 Hours Per Week

**TIME SCHEDULES
FIRST SHIFT**

<u>Shift Time</u>	<u>Division</u>
6:30-3:00	Building Maintenance
6:45-3:15	Solid Waste Management
7:00-11:00	Building Service
7:00-3:00	Recreation Maintenance (Animal Attendants) (1-Alternates Shifts) Municipal Courts
7:00-3:30	Sewage Plant Operators Streets Sewers Shade Tree Recreation Maintenance (Mechanic) Parking Utility
7:00-4:00	Animal control
7:30-3:30	Sewage Disposal-Lab. Technician Solid Waste Mgt. (Principal Clerk Typing) Traffic & Parking Parking Enforcement officers Municipal Courts Water Meter Readers
7:45-4:15	

8:00-4:00	Police (Clerks) Courts Water (Filter operator) Parking Enforcement Officers Central Permit Office Municipal Courts Water Service Crews Maintenance Service Recreation Maintenance Fire (Mechanics) Meter Service Crews Parking Utility (Maintenance) Water (Clerks) Central Permit office Solid Waste Mgt. (Assistant Superintendent-Sanitation) Police (Clerks) City Hall Employees All Others Parking Utility Municipal Courts Guards, Public Property Parking Utility Parking Utility Building Service Municipal Courts Parking Utility			
8:00-4:30		2:00-10:30 3:00-10:00 3:00-11:00 4:00-12 AM	Streets (Vehicle Repair Shop) Municipal Courts Sewage Plant Operators Filtration Plant Operators Computer Operator Data Processing Police, (Records) Building service workers (Police Station) Building service workers (City Hall)	SECOND SHIFT
8:30-4:30		4:00-8:00 4:30-8:30		
8:30-5:30 8:45-4:45 8:45-5:15 9:00-6:00 10:30-7:00 12:30-4:30 2:00-9:00 2:00-10:00		11:00-7:00 12 AM-8:00	Sewage Plant Operators Police (Records) Water	THIRD SHIFT

Operations involving other than normal work week hours (Monday-Friday, 8:30-4:30) will have work schedules arranged as needed (i.e., Mill Hill Playhouse, City Museum, etc.)

Section 8.07

No work schedule shall be temporarily changed without reasonable notice to the employee (at least three working days) prior to the beginning of the workweek involved.

Section 8.08

Whenever an employee is delayed in reporting for a scheduled work assignment, he shall endeavor to contact his supervisor in advance, if possible. An employee who has been involuntarily delayed due to unusual circumstances (e.g. weather conditions, delays caused by mass transportation) and is less than one (1) hour late shall not be denied the opportunity to work the balance of his scheduled shift, but he will be docked for time not worked. However, an employee may choose to use any compensatory time accrual or vacation balance in place of being reduced in salary for the time not worked.

A record of such lateness shall be maintained. He shall not be disciplined except where there is evidence of repetition or neglect.

Section 8.09 Policy Regarding Chronic Tardiness

Since there are occasions on which a person is late for justifiable reasons, this program for tardiness provides for a flexible, fair policy, which should not affect conscientious employees. For the purpose of this policy, tardiness shall be defined as reporting to work five minutes after the prescribed starting time, whether it be the beginning of the work day, after lunch, or after breaks. In addition, habitual tardiness shall be defined as being late four times or more in a calendar month. The guidelines for the tardiness program are as follows:

- a. If a person is late four times or more in a calendar month, he/she will be required to sign in with a des-

ignated person in his or her work unit each day until that person completes one full calendar month of attendance with less than four latenesses.

- b. Upon completion of a calendar month in which that person has less than four occurrences of lateness, he or she will no longer be required to sign in.
- c. If, after the first month that a person is required to sign in, that person's record for tardiness does not improve to less than four occurrences of lateness, then that person will be subject to a summary suspension of one day. Following such a suspension if the employee feels that extenuating circumstances warrant a review of the case, he/she will have 10 days in which to appeal. A disciplinary hearing will be convened by the Department Director within 30 days of receipt of the appeal to hear the matter. The employee will also be required to continue to sign in upon arriving in the work unit.
- d. If after two months of being required to sign in, the person has not yet improved his/her record of tardiness to less than four occurrences of lateness in a calendar month, then that person will be subject to a summary suspension of three days. Following such a suspension if the employee feels that extenuating circumstances warrant a review of the case, he/she will have 10 days in which to appeal. A disciplinary hearing will be convened by the Department Director within 30 days of receipt of

the appeal to hear the matter. The employee will also be required to continue to sign in upon arriving in the work unit.

- e. If after three continuous months of being required to sign in, the person has not yet improved his or her record of tardiness to less than four occurrences of lateness in a calendar month, then that person will be subject to a disciplinary hearing and possible termination.

Lateness in excess of fifteen minutes will be charged against the employee's accumulated vacation, compensatory or personal time or the employee will be docked if no such time is available. The sign-in sheet will be kept on the desk of the payroll clerk in that work unit or another person designated by the Division Head or Bureau Chief to monitor and verify the accuracy of the information on the sign-in sheet. Anyone who falsifies the sign-in sheet will automatically be brought up on disciplinary charges.

The Administration will investigate any allegation of falsification of payroll time sheets brought by the leadership of AFSCME Local #2286. Any person who falsifies a payroll time sheet will be subject to disciplinary actions.

Section 8.10

Employees may be assigned to a different shift or to a different workweek (e.g. Tuesday through Saturday instead of Monday through Friday) ten (10) working days notice, provided that they were notified of this possibility at or

before the time of hire or promotion to the current title. Such new shifts or workweeks may include new schedules not previously listed in the union agreement. Prior to implementation of such schedules the City will confer with the Union. In questions of starting times, refer to Section 8.02.

Section 8.11

Effective August 12, 1993, the employees of the Communication Center began a work schedule under which each employee works twelve-hour shifts on three consecutive days, followed by three days off. The work schedule for Public Safety Telecommunicators will be increased from a ten (10) hour shift to a twelve (12) hour shift. There will be a one and half-hour breaks per shift that will allow the employee to leave the Communication Center for this time period. Increase in service training hours from twenty (20) to twenty five (25) hours. Supervisors will have twelve (12) hour shifts that will rotate. A one year pilot program will be in effect that can be cancel by either party at the end of one year. Each employee will have an assigned regular starting time. Assignments to platoons and/or starting times will be made on a voluntary basis to the extent possible, providing that distribution of manpower, titles and skills meets the needs of the City. Section 9.02 a. of the contract will not apply for these employees; instead, time worked beyond ten hours per day will be paid at time and a half.

In recognition of the seven-days-per-week, twenty-four hours-per day operation, the City agrees that these employees will continue to receive the same number of vacation and leave

days each year as other employees in the bargaining unit who works shorter days. The Union agrees that this will not be cited as a precedent if and when the parties should consider ten-hour days for other employees within the bargaining unit.

Section 8.12

Any employee may, with approval, trade work shifts with another employee provided that a) each employee is qualified to perform the work of the other, b) the trade occurs within the same work week, and c) such trade does not in any way increase the cost to the City. Management may establish reasonable rules for administering this process. Approval of requests to trade shifts shall not be unfairly denied.

Section 8.13

Employees in Recreation Maintenance needed for Saturday assignment, April through October, may be assigned on a rotational basis, unless there is a volunteer for the assignment. The City, at the employees' request, will consider and approve alternate days off rather than Monday, workload permitting. Such requests will not be unreasonably denied. The City agrees to use this provision only for a) special events; and b) otherwise, for the titles of Recreation Maintenance Worker for the period from July 1 through Labor Day weekend.

**ARTICLE IX
OVERTIME**

Section 9.01

Overtime shall be divided and rotated as equally as possible within the division according to seniority and among those employees who regularly perform such work.

Section 9.02

All employees in the Blue Collar field except those listed in Section 9.05 shall be paid for overtime worked according to the following conditions:

- a. All work performed in excess of eight hours in any work day shall be paid at time-and-one-half the employee's regular hourly rate of pay.
- b. All work performed in excess of forty hours in one week shall be paid at time-and-one-half the employee's regular hourly rate of pay.
- c. All work performed before or after any scheduled work shift shall be paid at time-and-one-half the employee's regular hourly rate of pay.
- d. All work performed on Saturday when the employee has been paid for the previous five days shall be paid at time-and-one-half the employee's regular hourly rate of pay.

All employees in the White Collar field except those listed in Section 9.05 or cited in Section 9.07 shall receive overtime and compensatory time according to the following conditions:

- a. All hours worked between 35 and 40 during the first five days of the workweek shall be at time-and-one-half compensatory time.
- b. All hours worked in excess of 40 during the first five working days shall be at time-and-one-half the employee's hourly salary.
- c. All hours worked on Saturday when the employee has been paid for the previous five days shall be at time-and one-half the employee's hourly salary.

Any or all accumulated compensatory time shall be payable on an hour-for-hour basis upon separation or to his/her estate upon death.

Employees must use compensatory time within the year in which it is earned and may not carry over more than 25 hours of accrued compensatory time into the next year without the prior written approval of the Business Administrator.

For employees involved in continuous operations or in the Emergency Heating Program in the Bureau of Housing, compensatory time earned after October 31 which causes that employee's accumulation of comp time to exceed 25

hours, may be carried over into the subsequent year. However, these employees must use all of their comp time in excess of 25 hours by October 31 of the subsequent year. This provision is in consideration of the comp time earned during the holiday season, particularly for employees earning comp time for working on holidays.

Section 9.03

For all work performed on Sunday, except as established in Section 9.05 and 9.07 the rate will be double the employee's regular hourly rate of pay when the employee has been paid for the previous six days. Public Safety Telecommunicators are not eligible for double time.

Section 9.04

No employee shall be entitled to be paid overtime or be granted compensatory time unless such overtime or compensatory time is ordered, authorized or approved by his supervisor, such order, authorization or approval to be recorded and maintained with the records of his Department in form to be determined by the Department Director involved and approved by the Business Administrator of the Employer. When compensatory time or overtime usage is necessary on a regularly scheduled basis, such scheduled time must be approved in advance by the Business Administrator.

Section 9.05

Overtime and compensatory time shall be granted in accordance with Section 9.02 of the City's Personnel Handbook. Titles exempt from overtime payment are:

Accountant
 Administrative Clerk
 Alcoholism Counselor
 Assistant Administrative Analyst
 Assistant Assessor
 Assistant Planner
 Assistant Social Caseworker Supervisor
 Architect
 Chemist
 Coordinator of Social Services
 Director, Community Center
 Drug Abuse Counselor
 Field Representative, Disease Control
 Field Representative, Health Education
 Graduate Nurse, Public Health
 Head Clinic Nurse
 Medical Social Worker
 Museum Curator
 Principal Accountant
 Principal Community Organization Specialist
 Program Development Specialist
 Program Nutritionist
 Public Health Nurse
 Public Health Nutritionist
 Recreation Supervisor
 Senior Accountant
 Senior Assistant Assessor
 Senior Chemist
 Senior Engineer
 Senior Planner

Senior Program Analyst
 Senior Program Development Specialist
 Senior Public Health Nurse
 Senior Traffic Analyst
 Social Caseworker
 Supervisor of Senior Citizen Activities
 Traffic Analyst
 Youth Services Counselor

A work day shall be defined as:
 1st shift shall start between the hours of 6:00 to 9:00 am
 2nd shift shall start between the hours of 3:00 to 5:00 pm
 3rd shift shall start between the hours of 11:00 to 12:00 pm

Section 9.06

For all work performed on Holidays the rate will be double time the employee's regular hourly rate of pay, plus the Holiday pay. Public Safety Telecommunicators are not eligible for double time.

Section 9.07

The overtime rates specified in Sections 9.02 and 9.03 shall not be paid to employees in continuous operations or employees for whom these days fall within the first five days of the workweek. These employees shall be paid time and one-half for all work performed on the sixth day and double time for all work performed on the seventh day of their regular work week when the employees have been paid for the five scheduled days or six consecutive days in the work week respectively.

Section 9.08

Employees shall be required to work overtime when asked, but may be excused under Section 9.09.

Section 9.09

If sufficient employees are not available for necessary overtime after volunteers are requested by the supervisor according to seniority, then overtime will be assigned by the supervisor on the basis of least seniority first until sufficient staff is available to the supervisor.

Section 9.10

The Business Administrator, at his/her discretion upon the recommendation of a Department Director, may approve the payment of cash overtime in lieu of compensatory time for employees otherwise exempt from overtime payment.

Section 9.11

No employee in the classification listed under Appendix A attached hereto shall be allowed to receive compensatory time in lieu of monies earned on overtime, unless approved by the Union in writing, except for those titles listed in Section 9.05.

Section 9.12

Any employee who is requested and who returns to work during periods other than his regularly scheduled shift and is not on "standby" shall be paid for a minimum of four (4) hours at the rate of time-and-one-half.

This provision shall not apply, however, to training or safety sessions for employees in continuous operations, which may be scheduled by the appointing authority throughout the year. Such sessions shall not exceed six (6) in any one year and shall be 2 hours in duration for which the employee shall be compensated double time.

The four hour call-back provision shall also not be applicable in situations involving previously scheduled meetings, events, etc. In such cases, the employee shall be compensated on an hour for hour basis, not less than two hours per occurrence, at the applicable overtime rate.

Section 9.13 - Meals

A. An employee required to continue to work more than two hours beyond the scheduled quitting time (4:30 pm), shall be entitled to a meal furnished or paid for by the City (and eaten on City time only if the employee is to continue to work after the meal).

An employee required to continue to work more than three hours beyond the scheduled quitting time (3:30 pm), shall be entitled to a meal furnished or paid for by the City (and eaten on City time only if the employee is to continue to work after the meal). During emergency situations involving crews in Water and Sewers, an employee will be allowed one meal each shift after the normal work shift. Time to obtain this meal shall be provided for except that it is the responsibility of the crew foreman to deter-

mine and utilize the nearest open facility from which to obtain the meal.

- B. An employee notified to report for work two hours before the start of the first shift shall be entitled to a breakfast meal furnished or paid for by the City. Time to obtain this meal shall be provided for prior to 10:00 am.

Reimbursement for meals monies shall be paid by check for each employee entitled to this reimbursement. Since the reimbursement is always \$10.00 for each meal, a meal receipt need not be submitted.

- C. Reimbursement for meals shall be paid no later than the next complete two-week period.

Section 9.14 - Standby

A "Standby" employee is defined, as a person required to standby, either at home or elsewhere, awaiting a call for work outside his scheduled working hours. He shall be paid one hour at straight time for each eight hours, or fraction thereof, of standby time. Such standby allowance shall not be deemed time worked for overtime purposes.

Whenever a holiday falls within the first five (5) days of a work week, an employee on standby shall receive an additional one hour of standby pay, for a total of three hours of standby pay for that day. This additional hour shall be included for each holiday in a week with more than one holiday. Monday

through Friday (16 hours of standby per day) equals two hours of pay per day or a total of ten (10) hours of pay. Saturday and Sunday (24 hours of standby per day) equals three hours of pay per day or a total of six (6) hours of pay.

Example: An employee who is on standby Monday through Sunday (7 straight days) will receive 16 hours of pay. When non-shift employees in the Water and Sewer divisions are required to work two straight shifts during emergency situations, the backup crew may be placed on standby for the next eight (8) hour period. After the period of emergency is over, the original standby crew will be placed back into the normal standby rotation.

An employee may be excused from his scheduled week of standby or any part of the week's standby upon proper notification and approval of his respective supervisor. Such approval shall not be unreasonably denied.

**ARTICLE X
WORK RULES**

Section 10.01

The Employer may establish reasonable and necessary rules of work and conduct for employees. Such rules shall be equitably applied and enforced.

**ARTICLE XI
SAFETY AND HEALTH**

Section 11.01

The employer shall at all times maintain safe and healthful working conditions, and will provide employees with any wearing apparel, tools or devices needed in order to insure their safety and health.

Section 11.02

A. The Employer and the Union will maintain a Safety Committee comprised of the following: a Safety official and one other member designated by the Employer and six members elected by the Union. To the greatest extent possible, the eight members should represent functional areas in the City in which safety is of particular concern, such as the Water Utility, the Solid Waste Management Division, and so on. No division or bureau should be represented by more than one Union member.

B. The president of the Union may attend but shall have no voting power. It will be the responsibility of the Committee to investigate and correct unsafe and unhealthful conditions. The committee shall meet monthly or as necessary to review general health and safety conditions and to make recommendations about such conditions.

The Safety Committee members shall be permitted 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.

Prior to 8:30 a.m. when the Safety Officer is not available, the safety person assigned to a particular area shall make the determination whether a piece of equipment or vehicle is dangerous and unsafe and should not be sent out or used. The determination of the safety person shall be binding until the Safety officer can be consulted.

The Safety Officer shall make a final determination regarding the piece of equipment or vehicle after making a road test accompanied by a mechanic, if necessary.

Section 11.03

The City shall make available once each year a free Time Test for tuberculosis to any employee covered by this contract on a voluntary basis on the employer's time. The City shall make available at least once each year a free blood test for lead content for all mechanics and garage men.

Section 11.04

For on the job injuries involving loss of work time, the City will cover the difference between the temporary payable pursuant to the schedule of payments by the compensation insurance company under the Workmen's' compensation Law and full salary for not more than a one (1) year period. Loss of time due to work injuries, confirmed by the treating physician, shall not be charged against sick

leave or vacation time. Loss of time greater than one (1) year will be at the applicable temporary compensation rate. Employees, at that time, still have the option of use of accrued sick and vacation time on a full or pro-rated basis. Lost time less than one (1) week (seven days, including Saturday and Sunday) does not qualify for temporary compensation. However, the City will pay full wages during this term as part of the one (1) year period.

The appointing authority may require proof of injury on a periodic basis whenever such requirement appears reasonable.

Employees on injury time shall be responsible for notifying their supervisor, and the person designated by the Business Administrator responsible for coordinating workers' compensation claims, as to their place of confinement or of any subsequent change in their place of confinement.

The City may periodically require employees to obtain a physician's statement indicating the extent of the employee's injury and the anticipated date of return to work.

Section 11.05

The employer agrees to provide adequate air conditioning or ventilation for all offices in the summer. If the air conditioning fails to operate, with no chance of being fixed, and the inside temperature rises higher than 85 degrees, the employees assigned to the affected office(s) will be relocated to other offices, assigned to those duties, which they may perform, out of the office, or shall be reassigned to other offices.

The employer agrees to provide heat in the winter and if the heating system fails to work and the temperature within an office falls below 60 degrees, the employees of the affected office will be relocated, assigned to duties which may be performed outside the office, or be reassigned to other offices.

Employees who cannot be relocated or assigned to duties appropriate to their titles in other departments or divisions may be released for the day, with pay.

For those employees in City Hall, the Business Administrator shall make the decision, and in the absence of the Business Administrator, the Assistant Business Administrator shall make the decision regarding relocation or release of employees. For City operations outside of City Hall, the appropriate Department Directors shall make the decision.

Section 11.06

Automobiles, or pickup trucks used by employees in a manner similar to automobiles, which are used for most of the working shift by the same employee, shall include air conditioning. Prior approval by the Business Administrator will be required for vehicles covered by this policy.

Section 11.07

Effective January 1, 1986, a sick leave bank will be created.

Each employee who has been employed by the City for two (2) years or more may contribute to the voluntary sick

leave bank two (2) days per year. The City will contribute 1/2 day for each day contributed by employees each year. Total sick leave bank accumulations shall not exceed 2,000 days. The Central Personnel Office shall maintain a record of contributions and withdrawals from the sick leave bank and forward a report to the Union at least twice a year. Participating employees may claim days from the bank only after all their personal, sick leave, vacation and compensatory time is exhausted. Claims may not be made against the bank for illness or injury resulting from a job connected condition, which is being treated under a Worker's compensation claim. Childbearing is not considered to be an illness under the terms of this Agreement.

No employee may claim more than sixty (60) days from the bank during any calendar year. Once an employee has used a total of sixty (60) days during any twelve (12) month period, he or she is not eligible for further withdrawals from the bank for a period of twelve (12) months of consecutive service. An employee may present a claim only in cases of absences, which involve a minimum of five (5) consecutive working days after using all of his/her own accumulated leave time. No partial days may be claimed.

The sick leave bank committee shall consist of one person from the City and one from the Union and one person mutually agreed upon by both parties. Alternates shall be designated by the Union and the City.

Upon presenting a claim to the sick leave bank, the employee or his designated representative must present a

medical certificate signed by a licensed medical doctor indicating the nature of the illness or injury and an indication of when the employee will be able to return to normal duties. The City reserves the right to employ its own doctor to render an independent judgment.

By-laws for the Sick Leave bank shall be revised to require new enrollees with 2-9 years of employment to have an accumulated balance of a minimum of 3 sick days for each year of service, and employees with 10 years of employment shall have a minimum accumulation of 30 days for automatic admission to the bank, and that an admission committee be established, comprised of the regular sick leave bank committee plus the Union president and the Business Administrator, to review applications for membership from employees with fewer days. An employee who did not join the bank when first eligible shall be required to buy back sick leave bank time up to a maximum of 6 days in order to join the bank at a later date.

ARTICLE XII CLASSIFICATIONS AND JOB DESCRIPTIONS

Section 12.01

The classifications for employees covered by this Agreement are attached hereto as Schedule A and by reference are made a part of this Agreement.

Section 12.02

If during the term of this Agreement the Employer finds that now job descriptions and/or classifications should be

established or that changes should be made in existing job descriptions and/or classifications, the Employer agrees to notify the Union at least thirty (30) days prior to any such changes, and further the Employer agrees to meet prior to such changes with representatives of the Union to discuss the purposes and effect of any such changes in job descriptions and/or classifications.

Section 12.03

The Employer and the Union agree that in addition to the basic requirements needed by the employee to do a competent job, education is a factor that must be considered and improved along with the employee's job skills. The Employer will, where possible, provide the opportunity for an employee to improve his job-related skills and education and will encourage employees by providing limited time-off to pursue job related education in accordance with the provisions of Training memorandum Number one.

**ARTICLE XIII
SICK LEAVE**

Section 13.01

The employer shall grant the following sick leave:

- a. Up to one year service - 1 working day for each month
- b. After one full year of service - 15 days per year

Section 13.02

Employees with one to five years of service must have eight earned sick days on the books as of December 31st; in order to have all fifteen sick days distributed on January 1st; otherwise sick days will be distributed as earned on a monthly basis.

After five years of service, the sick days shall be distributed on January 1st.

Section 13.03

The employee shall accumulate sick days from year to year indefinitely.

Section 13.04

An employee who shall be absent on sick leave after five or more consecutive working days shall be required to submit medical evidence substantiating the illness.

Section 13.05

The employee, if absent for reasons that entitle him or her to sick leave, shall notify his/her supervisor at least thirty (30) minutes prior to the beginning of his/her scheduled work shift. Continuous operations should call at least two (2) hours in advance.

Section 13.06 Abuse of Sick Leave

Abuse of sick leave is defined, for the purposes of this policy, as the taking of sick leave for a reason other than illness of the employee or emergency attendance upon a sick member of his/her family.

Civil Service Rule 4:17.18 Stipulates that:

a. An employee who has been absent on sick leave for five or more consecutive work days may be required to submit acceptable medical evidence substantiating the illness.

1. An employee who has been absent on sick leave for periods totaling more than 15 days in one calendar year consisting of periods of less than five days shall have his/her sick leave record reviewed by the appointing authority and thereafter may be required to submit acceptable medical evidence for any additional sick leave in that year. In cases where an illness is of a chronic or recurring nature causing recurring absences of one day or less, only one submission of such proof shall be necessary for a period of six months.

2. The appointing authority may require proof of illness of an employee on sick leave whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

The appointing authority is the department director. While the guidelines set forth by the Civil Service cited above are helpful in dealing with sick leave problems, they do not fully address the issue of "short-term" abuse of sick leave by some City employees. In identifying short-term sick leave abuse, the key is not the number of days lost, but the number of incidents or occasions when sick leave is

used (for example, one incident could be of one day's duration, or of five or ten days' duration, etc.).

Therefore, a guide which supervisors may use when addressing possible short-term sick leave abuse has been formulated in consultation with the City's two Civilian unions, as follows:

Short-term leave abuse is defined as six or more incidents of absences on sick leave of any duration in a ninety calendar-day period except in those cases where an illness is of a chronic or recurring nature causing absences of one day or less and for which acceptable medical documentation has been submitted. In the case in which an employee establishes a pattern of absenteeism (for example, on Mondays and/or Fridays) a more strict standard may be applied by the appointing authority.

Should an employee's absenteeism record constitute abuse of sick leave based on the guidelines contained in this policy statement, that employee may be subject to disciplinary action.

Section 13.07

A permanent employee who enters retirement pursuant to the provisions of a State administered or approved retirement system and has to his credit any earned or unused accumulated sick leave, shall be entitled to receive supplemental compensation for such earned and unused accumulated sick leave.

The supplemental compensation to be paid shall be computed at the rate of one-half of the eligible employee's daily rate of pay for each day of earned and unused accumulated sick leave based upon the average annual compensation received during the last year of his/her employment prior to the effective date of his/her retirement. The supplemental compensation for members retiring effective the date of this ratification for this agreement shall be increased to \$20,000.00.

This supplemental compensation shall be paid in a lump sum after the effective date of retirement or death, or as may be elected by the employee deferred for one (1) year.

If an employee's accumulated sick leave plus sick leave used in the 12 months prior to retirement has a value exceeding the maximum under this plan, then the full value of days used in excess of fifteen (15) days in that 12 month period will be subtracted from the payment at retirement.

Section 13.08

Unless otherwise specified in this contract, the State civil service rules on sick leave for employees in the State Service (N.J.S.A.4A:6-1.3 to 4A:6-1.10, but excluding 4A:6.1.4(i)) which were in effect as of January 19, 1988, shall apply to all employees covered by this collective bargaining agreement. No subsequent changes to those rules shall apply to City employees unless both the City and the Union agree to adopt them.

Section 13.09

All previous Fire Dispatchers who were consolidated as Public Safety Telecommunicators or Supervisors shall continue to receive the Sick Leave Benefits and Buyback they received under their previous labor contract as long as they are employed in this capacity by the City. Each of the former Fire Dispatchers is entitled to remain on sick leave for a period of up to one year, with full pay, for each separate illness or injury, which is not service-connected. In no case will the period of sick leave extend beyond one year, even if more than one illness or injury consecutively is involved. This policy does not refer to line of duty injuries, and time off for such injury is not charged as sick time. The Union recognizes the right of City to require that members on sick leave be examined by a physician designated by the City. If the member is found fit for duty, the member will be ordered to duty. The Union recognizes that together with this more liberal sick leave benefit comes the City's authority to enforce rules for preventing the abuse of sick leave other than those in place for other members.

**ARTICLE XIV
VACATIONS**

Section 14.01

The employer shall provide the following vacation schedule for all its employees hired before January 1, 2003:

- a. Up to one year of service - 1 day for each month

- b. After one year through 8 years of service -
12 working days
- c. After 8 years through 15 years of service -
15 working days
- d. After 15 years through 22 years of service -
20 working days
- e. After 22 years of service -
22 working days

Effective January 1, 2003, the employer shall provide the following vacation schedule for all new employees:

- a. Up to one year of service - 1 day for each month
- b. After one year through 8 years of service -
12 working days
- c. After 8 years through 15 years of service --
14 working days
- d. After 15 years through 22 years of service --
19 working days
- e. After 22 years of service --
22 working days

Section 14.02

The employer also agrees to allow the employee to accumulate no more than two years of vacation time. That is, no more than one year's vacation time may be carried over into the following year. Anything over the two years of accumulation must be approved in writing by the Business Administrator.

Section 14.03

After the first two full calendar years of service, vacation days shall be distributed on January 1st. If an employee terminates after taking vacation in advance of it being earned, the employer has the right by law to hold back pay equal to the amount due.

Section 14.04

Vacation shall be granted in accordance with the seniority provisions of this Agreement.

Section 14.05

In instances where an employee is absent from work because of illness and has exhausted his available sick leave credits, he may request that any vacation leave which he has available be converted to sick leave. The employer agrees to convert vacation leave to sick leave upon request regardless of any other previously scheduled vacation, which may be pending.

Section 14.06

Employees shall have the right to refuse to have their vacation leave converted to sick leave by so notifying the

employer and no such vacation leave shall be converted to sick leave unless so requested by the employee.

Section 14.07

All employees who retire under the provisions of the New Jersey Public Employees Retirement System effective February 1st of any given year shall be entitled to the full vacation allowance for that year.

Section 14.08

The current procedures to schedule vacation time in effect within each Department shall be continued. However, individual requests for the use of vacation day(s), which do not conflict, with the workload of a specific work station or division shall not be unreasonably denied.

**ARTICLE XV
HOLIDAYS**

Section 15.01

The following days shall be recognized and observed as paid holidays for 2003:

New Year's Day	Wednesday,	January	1
Martin Luther King's Birthday	Monday,	January	20
Presidents' Day	Monday,	February	17
Good Friday	Friday,	April	18
Memorial Day	Monday,	May	26
Independence Day	Friday,	July	4
Labor Day	Monday,	September	1

Columbus Day	Monday,	October	13
Veterans' Day	Tuesday,	November	11
Thanksgiving Day	Thursday,	November	27
Day After Thanksgiving	Friday,	November	28
Christmas Day	Thursday,	December	25
Day after Christmas	Friday,	December	26

The following days shall be recognized and observed as paid holidays for 2004:

New Year's Day	Thursday,	January	1
Day After New Year	Friday,	January	2
Martin Luther King's Birthday	Monday,	January	19
President's Day	Monday,	February	16
Good Friday	Friday,	April	9
Memorial Day	Monday,	May	31
Independence Day	Monday,	July	5
Labor Day	Monday,	September	6
Columbus Day	Monday,	October	11
Veterans' Day	Thursday,	November	11
Thanksgiving Day	Thursday,	November	25
Day After Thanksgiving	Friday,	November	26
Day Before Christmas	Friday,	December	24

The following days shall be recognized and observed as paid holidays for 2005:

New Year's Day	Monday,	January	3
Martin Luther King's Birthday	Monday,	January	17
Lincoln's Birthday	Friday,	February	11
President's Day	Monday,	February	21
Good Friday	Friday,	March	25
Memorial Day	Monday,	May	30
Independence Day	Monday,	July	4
Labor Day	Monday,	September	5
Columbus Day	Monday,	October	10
Veterans' Day	Friday,	November	11
Thanksgiving Day	Thursday,	November	24
Day After Thanksgiving	Friday,	November	25
Christmas	Monday,	December	26

The following days shall be recognized and observed as paid holidays for 2006:

New Year's Day	Monday,	January	2
Martin Luther King's Birthday	Monday,	January	16
President's Day	Monday,	February	20
Good Friday	Friday,	April	14
Memorial Day	Monday,	May	29
Day Before Independence Day	Monday,	July	3
Independence Day	Tuesday,	July	4

Labor Day	Monday,	September	4
Columbus Day	Monday,	October	9
Election Day	Tuesday,	November	7
Thanksgiving Day	Thursday,	November	23
Day After Thanksgiving	Friday,	November	24
Christmas	Monday,	December	25

Section 15.02

Individuals with over one year of service who have no vacation, sick or personal time available, and with more than 4 incidents of reported sickness within the last year must work at least 3 days in the week in which the holiday is celebrated in order to receive payment for the holiday. Individuals with less than one year of service who have no vacation, sick or personal time available, must work at least 3 days in the week in which the holiday is celebrated in order to receive payment for the holiday.

Section 15.03

Employees in the Department of Public Works who work in continuous operations will receive a compensatory day off in consideration for working on any legal holiday; either added to their vacations or as the employee needs them. When the legal holiday falls on a Saturday (except for Christmas and New Year's Day), employees in the Department of Public works, Division of Solid Waste Management will be scheduled to work on Monday through Thursday with one paid holiday. They will not be scheduled to work on Saturday, nor will they be paid. When Christmas and New Year's Day fall on a Saturday, the normal schedule

will be in force and employees in the Division of Solid Waste management will be off on Friday and Saturday with pay.

Employees covered by this contract who work the Easter Sunday, shall be compensated in accordance with Section 15.03 and 15.04 of this Agreement.

Section 15.04

Effective the date of ratification of this agreement all employees who work on holidays shall receive a bonus of \$10.00 per day for every holiday worked. This benefit does not apply to Public Safety Telecommunicators.

Section 15.05

All Public Safety Telecommunicators and Supervisors will receive ten and one half (10.5) hours equalization pay rather than time off for all holidays recognized by the City for other employees, whether they work those holidays or not. This equalization pay will be paid twice a year.

**ARTICLE XVI
LEAVE WITH PAY FOR UNION OFFICERS**

Section 16.01

Leave with pay shall be granted to Union officers or Delegates to Union Institutes, Educational Conferences, or Conventions, upon written request of the union. Unused days, up to a limit of 35 days may be carried over from one year to another. Effective January 1, 1988, the number of leave days available each year for Union business shall be

sixty-five (65) working days for all officers and delegates combined. However, ten (10) of those days must be for conferring on issues which management and Union agree to be mutually beneficial to both parties.

Section 16.02

This time will not be chargeable.

Section 16.03

Union Representatives in continuous operations shall be granted time off their scheduled shifts to attend monthly union meetings and contract ratification meetings.

Section 16.04

The City agrees, as per previous side letter dated February 24, 1992, to provide suitable office space for the union to conduct its business. The Union president will be assigned to the Union office full-time, with no loss of pay or benefits, to conduct the business of the Union, as per previous side letter dated February 23, 1973.

**ARTICLE XVII
LEAVE OF ABSENCE**

Section 17.01

Funeral - effective the date of ratification of this agreement funeral leave with pay for immediate family shall be up to a maximum of 5 working days, if required, from the date of death to the first day after burial. Immediate family is defined to include: mother, father, spouse, sister, brother,

er, daughter, son, grandparents, great-grandparents, grandchildren, mother-in-law, father-in-law, son-in-law, daughter-in-law, sisters-in-law, brothers-in-law, common-law spouse (defined as living together for two or more years), or any relative of the employee's household. The leave shall be from the date of death to the beginning of the second working day after the date of burial. Step relatives will be considered members of the immediate family only under the following circumstances: step-parents and step-brothers and sisters when the employee was raised in the household and step-children when they were raised in the employee's household. (This time is not chargeable.)

The previous provision notwithstanding, the maximum amount of time for attending a funeral outside the United States and its territories shall be 5 working days.

Employees shall be granted a one day leave with pay to attend the funeral or memorial service for the death of the employee's aunt, uncle, niece or nephew, or the employee's spouse's grandparents, aunts, uncles, nieces and nephews, and the employee's cousin of the first degree. Employees will be required to bring documentation for this leave time. (This time is not chargeable).

If an employee is starting or is on a scheduled vacation and there is a death in the immediate family as defined in this agreement, the employee shall have the option to convert that vacation time to funeral leave time as provided herein. The City may require proof of death.

Section 17.02

Sick Leave Without Pay - permanent employees may request in writing a leave of absence without pay while temporarily either mentally or physically incapacitated to perform their duties. Such leave may be granted by the Employer for periods of three to six months each, but not to exceed a total of two years. The employee's treating physician must provide a written prognosis regarding the length of time the employee is expected to be absent from work prior to approval of the leave.

A leave of absence without pay for a temporary or provisional employee or an employee who has not completed his working test period shall be restricted to exceptional situations and shall not exceed sixty (60) days not be continued beyond the termination of the temporary appointment or position itself. Any leave without pay for a temporary full-time or provisional employee may be terminated by the City at any time.

Section 17.03

Employees of the City of Trenton shall be granted pregnancy-disability leave, with or without pay, in the same manner under the same terms and conditions as they are granted sick leave. The granting of an individuals request for pregnancy-disability leave with pay shall not be handled differently than any other request for sick leave. However, the granting of such leave is mandatory once acceptable medical documentation of disability due to pregnancy has been established. The City reserves the right to send the employee to a City designated medical specialist for verification of the disability. The use of said sick leave shall be

limited only by the length of the employee's disability due to pregnancy, and the amount of earned sick leave available. The employee shall not be required to exhaust accrued leave before taking a leave without pay for pregnancy disability.

Section 17.04

Public Office - an employee elected or appointed to an elected public office other than such offices held by the employer (Mayor and City Council) may be granted a leave of absence without pay for the length of the term of office, plus an additional three months from the end of his term of office, provided that he applies to return to his old position within these three additional months.

Section 17.05

Union Employment - upon written notice and approval of the Business Administrator, up to two employees shall be granted a leave of absence without pay for employment with the Union for a period of two years.

Section 17.06

Jury Duty - an employee shall be granted a leave of absence with pay to service on any jury. No employee shall be required to return any jury fees or compensation received by them for serving on jury duty. Employees in continuous operations who are called for jury duty will be put on a day shift schedule for the complete time they serve on jury duty, on a Monday to Friday schedule.

Section 17.07

Military service - Any employee who is a member of a reserve force of the United States or this State and who is ordered by the appropriate authorities to attend a training program or perform other duties under the supervision of the United States or this State shall be granted a leave of absence with pay during the period of such activity not to exceed thirty (30) days in any calendar year. Those who volunteer for such assignments will not be eligible for a leave of absence with pay. Permanent employees will be eligible for the number of days of paid leave of absence in accordance with State law, which as of 1990 is up to 90 days per year.

Any employee who is drafted into active service in the armed forces of the United States while in the service of the Employer shall be granted a leave of absence, without pay, for the initial requirement period of military service.

Employees returning from authorized leaves of absence as set forth above, shall be restored to their original classification at the (then appropriate rate of pay) with no loss of seniority or other employee rights.

Section 17.08

When an employee is subpoenaed to appear in court as a result of any legal action arising from the performance of his/her duties with the City, the court appearance time will not be chargeable, and the employee will be paid for such time.

If the employee's appearance in court is in his/her capacity as a private citizen, the time is chargeable.

**ARTICLE XVIII
HEALTH AND WELFARE**

Section 18.01

The Employer agrees to continue fully paid coverage for all employees, spouses and dependents under the 14/20 Series of Blue Cross and Blue Shield Plan Rider J, or to provide equivalent or better health benefits coverage through a self-insurance program or independent carrier, as well as major medical coverage, or an amount equivalent for employees choosing the Health Maintenance optional Plan. The City will confer with union representatives before any change in the current plan is implemented. It is further agreed that the benefits received by eligible pensioners and their dependents under resolution #76-722 and NJSA 52:14-17.38 will be continued under any carrier the City may choose.

Should the State of New Jersey upgrade the present 14/20 Series Blue Cross and Blue Shield Plan Rider J coverage for its employees and thereby make available such upgraded Plan to the City of Trenton through our present group coverage during the terms of this Agreement, the City agrees to upgrade said Plan for employees covered by this Agreement.

The City agrees to continue to contract for a prescription plan for all active employees. The co-pay for non-generic drugs will be \$5; and there will be \$1.00 co-pay for generic drugs. A prescription drug plan or successor plan shall be provided for retirees unless and until such time the said retirees become eligible for a prescription drug plan from any other source. The co-pay for retirees will be reimbursed

up to the maximum co-pay limit of the New Jersey State Traditional or NJ Plus Plan. This benefit shall be provided to those who retire on or after January 1, 1983 who shall have at least 25 years of service or become permanently disabled in a service-connected incident. The co-pay or deductible amount for retirees is subject to an increase up to the amount of the co-pay for the State Medicaid Prescription Drug Program.

Section 18.02

Effective the date of ratification of this agreement, the City agrees to continue the Vision Care Reimbursement Program and will reimburse employees and eligible dependents not more than once each year \$75 for single vision lenses and \$80 for bifocal lenses.

The City agrees to continue the contributory Dental Care Program to be funded equally by the City and the employee.

Section 18.03

The City agrees to participate in the New Jersey Temporary Disability Plan, or another plan with substantially equivalent benefits, effective 1/1/95.

**ARTICLE XIX
SHIFT DIFFERENTIALS**

Section 19.01

The Employer agrees to pay a daily rate of \$10.00 per day for all employees who worked on shifts from 2:00 p.m. to 7:00 a.m.

**ARTICLE XX
LONGEVITY**

Section 20.01

A. Effective for all employees hired after January 1, 2003, Schedule A, fixed longevity rate schedule will be followed:

- a. After five years of service \$ 600
- b. After ten years of service 900
- c. After fifteen years of service 1,600
- d. After twenty years of service 1,900
- e. After twenty-five years of service 2,200
- f. After thirty years of service 2,500
- g. After thirty years of service, \$300 will be added for every five years of service beyond the thirty years.

B. The following longevity schedule shall be in effect for all members for 1993, and for members with base salary less than \$24,000 after January 1, 1994:

- a. After five years of service \$ 600
- b. After ten years of service 900
- c. After fifteen years of service 1,600

- d. After twenty years of service 1,900
- e. After twenty-five years of service 2,200
- f. After thirty years of service 2,500
- g. After thirty years of service, \$300 will be added for every five years of service beyond the thirty years.

C. Effective January 1, 1999, longevity pay for employees with base salaries of \$24,000 or more will be based on a percentage of base salaries, as follows:

- 5 years but less than 10 years 2.0%
- 10 years but less than 15 years 4.0%
- 15 years but less than 20 years 7.5%
- 20 years but less than 24 years 9.5%
- 24 years but less than 29 years 11.0%
- 29 or more years 11.5%

Employees who would lose money with the change to percentage longevity will be held harmless at their existing longevity pay amount until they are eligible for the next

longevity step, or until the percentage longevity would yield a larger longevity payment.

Section 20.02

All full-time employees of the City of Trenton are eligible for longevity payments commensurate with years of continuous City service. Part-time employees who come under the Civil Service jurisdiction and Pension Program, and who work a regular weekly schedule shall be entitled to longevity benefits on a pro-rated basis.

Section 20.03

Employment service with the City of Trenton ONLY is counted for longevity benefits; i.e. employment service with the Board of Education, the Housing Authority or any other level of government is not counted.

Section 20.04

Seasonal employment prior to permanent or temporary will not be counted in determining years of service.

Section 20.05

However, if seasonal employment is converted into regular employment without interruption, then this service will be counted toward continual service.

- a. Example: employee is hired for full-time seasonal work. After seasonal temporary period expires, employment is converted into regular employment.

- b. Answer: continuous service credit toward longevity units is earned inclusive of seasonal period.

Section 20.06

The longevity increase in salary as listed in Section 20.01 will be paid by increasing the employee's annual salary level as per the schedule in Section 20.01 during the first pay period after the employee completes five, ten, fifteen, twenty, twenty-five, or more years of service. In other words, each eligible employee will receive the amount indicated in section 20.01 during the 26 pay periods following the completion of five, ten, fifteen, twenty, twenty-five, or more years of service, as long as the employee receives other payment during that pay period.

Section 20.07

Continuous service is defined as unbroken employment for the City. Employees who quit or are terminated then return to work are considered broken-service employees and are entitled to be paid for unbroken-service only. Employee's service is deemed broken-service when he is continuously on involuntary lay-off, for economy reasons, for a period exceeding 1 year. Periods of employee involuntary lay-off for economy reasons of less than 1 year continuously are not considered broken-service periods and are counted in determining employee eligibility.

- a. Example: Employee works for 6 months, quits, or is terminated then returns to work after 6 months, quits, or is terminated then returns to work after 6 months, works continuously for 4 years, 6 months.

- b. Answer: Employee has no entitlement for units of longevity: initial employment of 6 months is not counted.

Section 20.08

Employees who were on Leave of Absence to serve in the Armed Forces of the United States after attaining a permanent certified position are entitled to longevity units equal to their City employment plus military service, provided, however:

- a. Employee was drafted and returned to work for the City within 90 days of his separation from military service.
- b. Employee enlisted to fulfill his military obligation and returned to work for the City within 90 days of separation from military service.
- c. Employee who re-enlists after being drafted or initial enlistment shall be determined by the Department of Administration after examining all the circumstances at the time of re-enlistment.

Section 20.09

For the purposes of the provisions in Article XX of this contract the following definitions are set forth:

- a. Longevity - extra pay for long service.

- b. Seasonal Employment - employment of short duration usually for the Summer or Fall.
- c. Unit of Entitlement - a unit of entitlement is consistent with Ordinance 68-28, for each 5 full years of continuous service employee receives 1 unit of entitlement, for 10 full years of service receives 2 units of entitlement, for 15 full years of service employee receives 3 units of entitlement, etc.
- d. Full-time Permanent Employee - employee either in Classified or Unclassified service on full-time employment certified by the Civil Service Department.
- e. Full-time Temporary Employee - employee either in Classified or Unclassified service on full-time employment not certified by the Civil Service Department.
- f. Lay-Off for Economy Reasons - employee laid-off from Permanent position certified by Civil Service Department because of insufficient funds to retain position on City Payroll.
- g. Termination - employee release from employment for any of the following reasons:
 - a. Discharged for disciplinary reasons
 - b. End of seasonal employment

agrees to supply replacement uniforms to all employees on an as needed basis. One (1) additional pair of work shoes shall be given to employees who previously received one (1) pair of work shoes each year. The extra pair of work shoes shall be given to these employees approximately six (6) months after the first pair had been issued.

A joint committee, comprised of union members and city representatives will meet to discuss and review the current process for purchasing uniforms.

Blue Collar

- Three summer shirts
- Three summer pants
- Two winter pants
- Two winter shirts
- Two short winter jackets
- One long jacket (winter) one pair work shoes (as appropriate) - second pair of shoes for all outside workers (one pair to be provided with each issue of uniforms)
- Three tee-shirts may be substituted for each summer shirt surveyed

Guards, Public Property

- Three summer shirts
- Three summer pants
- Two winter shirts
- Two winter pants
- Raingear
- One jacket

c. End of temporary employment

h. Resignation - employee voluntarily terminates himself from employment.

i. Calendar Year - period beginning January 1 and ending December 31 of any year.

j. Part-time Employment - any employee who works less than full-time for any reason.

Section 20.10

Provided that the same procedure is implemented for all civilian employees of the City, increases from one longevity step to another will be dependent on satisfactory performance. The same procedures currently in place for approval or denial of salary increments (including appeals) will be used for approval or denial in increases in longevity steps. Any employee denied a longevity increase will be eligible for that increase the following year if his performance in the intervening year is satisfactory.

**ARTICLE XXI
CLOTHING ALLOWANCE**

Section 21.01

The employer shall supply to every new employee in accordance with the quantities listed in Section 21.01 and Building/Housing Inspector titles shall be eligible for a uniform allowance. Effective July 1, 1996, the Employer

One overcoat
One pair black shoes
Two ties
One blouse coat
Two summer or winter slacks or skirts

School Crossing Guards

One overcoat
One raincoat
One hooded raincover
One wave hat (women)
One hat (men)
One tie
Three long sleeve shirts
Three short sleeve shirts
Two skirts or slacks (women)
Two pants (men)
One windbreaker
One safety vest

Collectors of Delinquent Accounts

Three light blue summer shirts
Three gray pants
Three light blue winter shirts
Two pair shoes
Navy blue sweater
Navy blue summer jacket
Navy blue winter jacket
(shirts and pants to be permanent press)

Court Attendants

Two navy blue blazers
Two navy blue sweaters
Three gray pants (summer)
Two gray pants (winter)
Three blue shirts (summer)
Two blue shirts (winter)
Two navy blue ties
One pair black shoes

In addition, the Employer will provide for those blue collar employees and inspectors, whose duties require that they work outdoors in the rain, foul weather gear, specifically rain suit consisting of jacket and pants, a rain hat, and boots. Because of the longer life of these items, they will not be surveyed in the same manner as uniforms, but will be replaced as needed. The foul weather gear is the property of the Employer and must be returned to the employer at the time an employee terminates.

Section 21.02 - Uniform Replacements

In January of each year, there shall be one general order for both winter and summer uniform replacements. Colors of uniforms will be limited to blue for foremen and Lincoln green for all others. This order shall be based on surveys at which employees must show damaged or worn clothing to their supervisor to have the order placed. The worn uniform need not be turned in for an order to be placed. Interim orders shall be placed during the year as need arises for new issue or as clothing is damaged which was not surveyed.

Section 21.03

The general maintenance and upkeep of the clothing will be the responsibility of the employee.

Section 21.04

The Employer agrees to provide the Health Division Graduate Nurses and Public Health Nurses with reimbursement up to \$350 in one year (in the manner prescribed below) for the following uniforms:

- Four winter uniforms
- Four summer uniforms
- One winter coat
- One raincoat
- One pair of white summer shoes
- One pair of navy blue winter shoes

A winter (navy blue) or summer (light blue) uniform may consist of:

One pants or jumper or skirt and one jacket or vest and one blouse and one sweater or one piece dress.

The Employer agrees to provide the Visiting and Public Health Nurses with reimbursement up to \$350 in one year (in the manner prescribed below) for the following uniforms:

- Four winter uniforms
- Four summer uniforms
- One winter coat
- One raincoat

- Two pairs of white shoes
- Three caps
- White stockings as needed

The Employer agrees to provide Practical Nurses and Health Aides with reimbursement up to \$350 in one year (in the manner prescribed below) for the following uniforms:

- Five winter uniforms
- Five summer uniforms
- Two pairs white shoes
- Three caps
- White stockings as needed

Section 21.05

The maximum of \$350 or \$200 shall be allowed in one year for the purchase of uniforms for newly hired Nurses and Health Aides, and for replacement of clothing as needed for existing personnel. Worn or damaged uniforms must be shown to the supervisor to receive approval to purchase replacement apparel. Reimbursement shall be authorized only upon submission of proper proof of purchase.

Section 21.06

The Employer shall provide employees in the titles listed below a smock, as a covering for their normal clothing:

- Cashier
- Principal Cashier
- Building Service Workers
- Clerical Employees in Police Public Information Section

Section 21.07

The City will provide to each Water System Distribution Technician a coverall, or other uniform specified by City.

Section 21.08

The employer agrees to provide Parking Enforcement officers with reimbursement up to \$300 in one year for the following uniforms:

- One Jacket
- One hat
- One tie
- One overcoat
- Two winter Shirts
- Three summer Shirts
- Two winter pants (men)
- Three summer pants (men)
- Five winter or summer slacks or skirts (women)
- One handbag

The employer agrees to provide Public Safety Telecommunicators, Senior Public Safety Telecommunicators, and supervising Public Safety Telecommunicators with reimbursement up to \$200 in one year for the following uniforms:

- Three navy blue pants
- Five blue or white shirts
- Black shoes
- One black belt
- One badge

Uniforms purchased must be in compliance with specifications prepared by the City. Worn or damaged uniforms must be shown to the supervisor to receive approval to purchase replacement apparel. Reimbursement shall be authorized only upon submission of proper proof of purchase.

Section 21.09

The employer shall provide each employee in the following titles a blue jacket with zip-out liner and a baseball cap, with appropriate "inspector" patches with initial use to be in 1994:

- Building Inspector
- Electrical Inspector
- Housing Inspector
- Plumbing Inspector
- Senior Housing Inspector
- Sanitary Inspector
- Cost Estimator
- Senior Cost Estimator

**ARTICLE XXII
PAY SCALES**

Section 22.01

The pay scales for all employees covered by this Agreement shall be those contained in Appendix A attached hereto and made part of this Agreement.

Section 22.02

Salary increases shall be given as follows:

January 1, 2002	3.2%
January 1, 2003	3.2%
January 1, 2004	3.3%
January 1, 2005	3.3%
January 1, 2006	3.3%

Police Dispatcher (2nd)	100	300
EMS Dispatcher*	100	300

*Only if Communications Center is doing EMS Dispatching.

Effective January 1, 2000 all Public Safety Telecommunicators and Supervising Public Safety Telecommunicators agree to provide the City twenty (20) hours of training annually.

Section 22.03

Effective January 1, 1985, increments will be earned on the basis of merit.

Section 22.04

Effective the date of ratification of this agreement, all laborers in the Streets Division who are assigned as asphalt rakers shall receive \$1.10 per hour above their regular hourly rate of pay. Anyone filling in for a laborer regularly assigned, as an asphalt raker shall receive additional hourly rate for each day worked in that position.

Section 22.05

Public Safety Telecommunicators, Supervising Public Safety Telecommunicators, and Senior Public Safety Telecommunicators who are qualified as having the following skills shall receive the amounts each year, payable semi-annually:

	1996	1997 & 1998
Fire Dispatcher or Police Dispatcher (1st)	\$500	\$300
Fire Dispatcher or		

Section 22.06

In consultation with the Union, the City will develop a qualification pay plan to encourage employees in various titles to obtain appropriate licenses, certifications and qualifications beyond what is minimally required for each job.

Tuition/Fee Reimbursement

The City will reimburse employees for the cost of approved licenses, tests, certifications, etc. necessary to maintain job qualifications. To qualify for reimbursement, the employee's Department Director must obtain written approval from the Business Administrator prior to the employee's fee/tuition expenditure. Reimbursement will be approved for a grade of C or better or Pass (i.e., Pass/Fail), as appropriate. Requests for reimbursement will be considered on a case-by-case basis.

Continuing Education/Qualification Pay Plan

The City will compensate an employee for attaining certain City-designated and approved license's, certification, and qualifications beyond that minimally required for each job. Reimbursement approval must be obtained in writing from the Business Administration, payment to be made in July of each year. Reimbursement will be approved for a grade of C or better or Pass, as appropriate. The following licenses/certifications are included within this program at this time.

All Mechanic Titles (Automotive Service)

Excellence (ASE)	\$ 300
Mechanic, Fire Apparatus (Emergency Vehicle Technician (EVT), per certification)	500
Senior Mechanic, Fire Apparatus (EVT)	500
Supervising Mechanic, Fire Apparatus (EVT)	1,000
Certified Pesticide Applicator License	500
Certified Social Worker	500
Chief of Fire Apparatus	300
Principal Purchasing Assistant (Registered Public Purchasing Specialist	1,000
Inspector (ICS, RCS, HHS)	

Heating & Air Conditioning Mechanic (HVAC Pneumatics)	300
Certified Black Seal Boiler License	300
Sewage Plant Operator (S1, S2)	500
Sewage Plant Operator (S3)	1,000
Sewage Plant Operator (S4)	1,500
Supervisor Sewers (C1, C2)	500
Supervisor Sewers (C3)	1,000
Supervisor Sewers (C4)	1,500
Sr. Sewage Plant Operator/ Lab Technician	500
Sr. Sewage Plant Operator/ Lab Mgr, Lab Sup.	1,000
Certified Pool Operator	500
Chemist Water Analysis (Lab. Mgr., Lab Supv.)	1,000
Water Treatment Plant Operator (T1, T2,)	500
Water Treatment Plant Operator (T3)	1,000
Water Treatment Plant Operator (T4)	1,500
Water Treatment Plant Operator (W1, W2)	500
Water Treatment Plant Operator (W3)	1,000
Water Treatment Plant Operator (W4)	1,500
Nurse (B.S. Nursing)	750
Animal Control Officer (Veterinary Technician)	300
Sanitary Inspector (Public Health/Environmental Health)	1,000

*Employee's may receive one (yearly) increment only, regardless of the number of additional qualifications attained.

The City and union agree to meet and discuss any qualifications not contained in this agreement as they arise.

Section 22.07

The parties agree that Public Safety Telecommunicators and Supervisors who were previously represented by the FMBA, and who are receiving Consolidation Pay will, effective January 1, 1994, continue to receive semi-annually Consolidation Pay (considered salary with pension deduction after their 22nd year of service). The parties agree further this Consolidation Salary will not be subject to the negotiated annual increase received by the bargaining unit. The parties further agree effective 1/1/94; the payment will be \$1,300 per annum for Supervisors and \$1,200 per annum for Telecommunicators paid semi-annually. This agreement succeeded the previous agreement dated 2/24/92 addressing Consolidation Pay.

**ARTICLE XXIII
CAR ALLOWANCE**

Section 23.01

Compensation to City employees working in the job titles listed under Section 23.03 where use of private cars for properly authorized and verified City business required by the City shall be thirty-five cents (\$.35) per mile during the duration of this Agreement. If the price of gasoline now agreed to be at \$1.495 per gallon for unleaded regular gasoline increases ten cents (\$.10) per gallon during the life of this Agreement, the compensation shall automatically increase by one cent (\$.01) per mile.

Section 23.02

In addition, those employees listed under Section 23.03, upon presentation of documentation of the employee's automobile insurance policy having liability coverage amounting to at least \$100,000/\$300,000 and property damage amounting to \$25,000, shall be reimbursed by the City up to \$500 per year effective January 1, 2003 and January 1, 2004, up to \$600 per year effective January 1, 2005 and January 1, 2006 towards the cost of such insurance. If an employee vehicle is damaged the City will reimburse up to a \$500 deductible after the accident/damaged is reviewed. In all cases the employee is required to obtain a police report for documentation of incident. The car insurance reimbursement shall be paid semi-annually in two equal installments after documentation of required coverage is presented to the Assistant Business Administrator.

Section 23.03

Employees serving in the following titles are eligible to receive the car allowance described in Section 23.01 and 23.02:

- Assistant Assessor
- Building Inspector
- Clerk
- Clinic Attendant
- Community Organization Specialist
- Cost Estimator
- Drug Abuse Counselor
- Electrical Inspector
- Field Representative, Disease Control

Field Representative, Health Educator
 Graduate Nurse, Public Health
 Health Aide
 Housing Inspector
 Job Developer
 Legislative Aide
 Loan Advisor
 Plumbing Inspector
 Principal Welfare Investigator
 Program Analyst
 Project Coordinator, Construction
 Public Health Investigator
 Public Health Nurse
 Public Health Nutritionist
 Research Aide
 Sanitary Inspector
 Senior Assistant Assessor
 Senior Building Inspector
 Senior Cost Estimator
 Senior Electrical Inspector
 Senior Health Aide
 Senior Housing Inspector
 Senior Loan Advisor
 Senior Plumbing Inspector
 Senior Public Health Nurse
 Senior Sanitary Inspector
 Senior Traffic Analyst
 Senior Water Meter Reader
 Senior Welfare Investigator
 Social Case Worker
 Social Service Aide

Traffic Analyst
 Water Meter Reader
 Water Meter Reader and Inspector
 Zoning Inspector

**ARTICLE XXIV
 PERSONAL LEAVE DAY**

Section 24.01

Effective January 1, 1997, the Employer agrees to provide four (4) personal leave days annually for all employees hired prior to July 1, 1996. The employer agrees that all new employees hired after June 30, 1996 will be eligible after one year of employment for a maximum of three (3) personal leave days annually. Employees shall notify their supervisor at least one day in advance of the time when they wish to take their personal days. Provided such notice is given, the request should not be unreasonably denied. However, management has the right to exercise control over the use of personal days and may disallow such use if it would unduly impact the work unit's ability to provide a service.

Section 24.02

Personal leave shall be earned as follows:

Employees with one to five years of service must have eight earned sick days on the books as of December 31, in order to have all personal leave days distributed on January 1st; otherwise personal leave days will be distributed as earned on a quarterly basis.

**ARTICLE XXVI
MANAGEMENT OF CITY'S AFFAIRS**

After five years of service, the personal leave days shall be distributed on January 1st.

Section 24.03

All employees at retirement shall be paid for all unused personal leave days which they could have utilized during the year in which they retire.

Section 24.04

Instead of the allotment of personal days, Public Safety Telecommunicators shall receive each year an equivalent number of additional vacation days, with three of these additional days designated as "demand days".

**ARTICLE XXV
STRIKES AND OTHER JOB ACTION**

Section 25.01

The Union membership recognizes and acknowledges the existing state of the law in the State of New Jersey including Chapter 303 relating to the rights of public employees to strike.

Section 25.02

The Union will not authorize or sanction any strike or job action during the term of this Agreement. In the event of a "Wildcat Strike" the Union will endeavor to secure a return of the strikers to work to the end that the dispute may then be settled peaceably in accordance with the procedures set up herein.

Section 26.01

The employees recognize that areas of responsibility must be reserved to the City to serve the public effectively. Therefore, the right to manage the affairs of the City and to direct the working forces and operations of the City, subject to the limitations of this Agreement, is vested and retained by the City, exclusively.

Section 26.02

The management and the conduct of the business of the City and the direction of its working force are the rights of the Employer. The Employer shall have the right, subject to the terms herein contained, to hire employees to designate into a job classification, assign, transfer and promote them, to discipline, order and efficiency consistent with the Rules and Regulations of the Civil Service Commission. The Employer reserves the right to publish reasonable rules and regulations from time to time as it may be necessary and proper for the conduct of its business, provided that the same are not inconsistent with the terms of this Agreement, and provided further that such rules and regulations are subject to the grievance and arbitration provisions of this Agreement.

Section 26.03

While the Union recognizes that decisions regarding contracting for services are exclusively the prerogative of management, it is agreed that the Employer will discuss such considerations with the Union first. This provision

applies in cases in which the Employer is considering eliminating an entire bureau or division through contracting.

**ARTICLE XXVII
ADMINISTRATIVE CODE, ADMINISTRATIVE
MANUAL AND RULES AND REGULATIONS**

Section 27.01

The employer hereby recognizes and agrees that the Administrative Code, Administrative Manual of the Employer and the rules and regulations of the Employer continue in full force and effect with respect to the employees as they presently exist, including any amendments hereto, and are operative as to the employees, unless specific provisions are set forth herein in contravention of the matters set forth therein in which event the provisions of this Agreement shall prevail.

**ARTICLE XXVIII
APPLICABLE LAWS**

Section 28.01

The provisions of this Agreement shall be subject to and shall not annul or modify existing applicable provisions of Federal, State and Local laws and ordinances or any properly enacted amendments, additions or deletions thereto, except as specifically permitted thereby.

**ARTICLE XXIX
GENERAL PROVISIONS**

Section 29.01

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of the terms and conditions herein.

Section 29.02

Bulletin boards shall be made available by the Employer at each of the work locations, for the exclusive use of the Union for the purpose of posting union announcements and other information of a non-controversial nature.

Section 29.03

It is understood and agreed that if any portion of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction such decision of the court shall apply only to the specific portion of this Agreement affected by such decision, whereupon the parties agree immediately to negotiate a substitute for the invalidated portion thereof.

Section 29.04

It is agreed that representatives of Employer and representatives of the Union will meet every two months to discuss matters of general interest or concern, matters, which are not necessarily a grievance as such.

Section 29.05

New employees shall attend an employee orientation session no later than three months after their employment, at which time they shall receive copies of the appropriate Union contract, Blood Bank rules pension book, Civil Service Bulletin and any other data, which may be agreed upon. Employees unable to attend because of their work schedule will receive the same information before three months of employment is completed.

Section 29.06

For an employee who has sustained an on the job injury or illness and will never be able to perform his/her former duties, the City will make every effort to transfer that employee to a vacant, available position of less demanding duties.

For an employee who has sustained an on the job injury or illness and will be able to return to his/her former duties upon a doctor's release, the City will at its discretion, allow the assignment of lighter duties where available and not disruptive to regular working conditions or not resulting in overtime or other additional expense.

Section 29.07

Any employee on leave of absence, vacation, or job injury shall be notified by the payroll clerk of his/her unit of any action which the employee must take within a specified period of time to retain his/her employment rights or fringe benefits, or to secure additional benefits provided by or through the employer, as are employees not on leave.

Section 29.08

The City will institute an Accident Review Committee with representation from Local No 2286 on the committee.

Section 29.09

The City and Union will jointly cooperate to resolve issues concerning various issues within Departments of the City, which may include, but not be limited to scheduling, compensatory time, vacation and personal leave request.

Section 29.10

The City will enter into an agreement with the New Jersey Department of Personnel to enter into a mediation program prior to cases being forward to the New Jersey Office of Administrative Law.

Section 29.11

In conjunction with the implementation of the Employee Performance Evaluation Program, the Employer agrees to meet with the Union to devise ways to recognize and reward good employees. Such discussions may include, but are not limited to a bonus system, an awards program, or an annual awards dinner. The Employer agrees to contribute \$2,000 each year toward the Employee Awards Program.

Section 29.12

Within sixty (60) days after signing this Agreement, the City will reproduce this Agreement in sufficient quantities so that each employee covered by this Agreement may receive a copy and so that there are sufficient additional

copies for distribution to employees hired during the term of this Agreement and forty (40) copies for use by the Union.

The Union agrees to reimburse the City one-third the cost of reproducing the Agreement provided it is reproduced by an appropriate trade's union printer.

Section 29.13

It is hereby agreed that Interest Arbitration for Local 2286 shall be eliminated upon ratification of this agreement.

Section 29.14

The language of this agreement supersedes the consolidation agreement signed by the City of Trenton, AFSCME Local 2286, and FMBA Local #6 covering police and fire dispatchers. Any special provisions for Public Safety Telecommunicators, which were stated or implied by that agreement or any other agreement dated prior to January 1, 1992, shall become void unless specifically included in this agreement or in any other agreement between the City and AFSCME 2286 dated after January 1, 1992.

**ARTICLE XXX
TERMINATION**

Section 30.01

This Agreement shall be effective as of the 1st day of January 2002, and shall remain in full force and effect until the 31st day of December 2006. It shall be automatically renewed thereafter unless either party shall notify the other in writing 90 days prior to the anniversary date that it

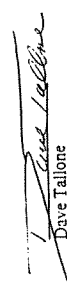
desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than 60 days prior to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiations and until notice of termination of this Agreement is provided to the other party in the manner set forth in the following paragraph.

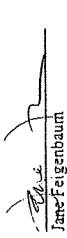
Section 30.02

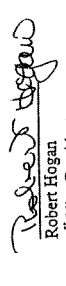
In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than ten (10) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

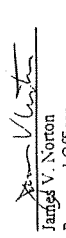
IN WITNESS WHEREOF, the City of Trenton has caused its corporate seal to be affixed hereto and attested by its City Clerk and these presents to be signed by its Mayor, and the Union has caused its proper corporate seal to be hereto affixed the day and year first above written.

LOCAL 2286 AMERICAN CITY OF TRENTON
 FEDERATION OF STATE, COUNTY, AND MUNICIPAL
 EMPLOYEES, AFL-CIO


 Dave Tallone
 President



 Jane Feigenbaum
 Business Administrator


 Robert Hogan
 1st Vice President


 Janet V. Norton
 Personnel Officer


 Greg Addams
 2nd Vice President


 Renee Wegschaidler
 Treasurer


 Kellee McMillan
 Secretary

Range	Title
9	Account Clerk
9	Account Clerk Typing
35	Accountant
31	Accounting Assistant
31	Administrative Clerk
44	Alcoholism Counselor
15	Animal Control officer
9	Assessing Clerk
36	Assistant Administrative Analyst
13	Assistant Animal Control Officer
31	Assistant Assessor
52	Assistant Chief Clerk (City Clerk)
36	Assistant Planner
36	Assistant Social Case Work Supervisor
36	Assistant Supervising Laborer
28	Assistant Supervisor of Customer Service
31	Assistant Supervisor of Garage Services
31	Assistant Violations Clerk
14	Assistant Water Treatment Plant Operator
14	Boiler Operator
45	Budget Examiner
38	Building Inspector
11	Building Maintenance Worker
8	Building Service Worker (20 hrs per week)
31	Carpenter
12	Carpenter Helper
17	Cashier
9	Chauffeur
39	Chemist

39	Chemist Water Analysis	38	Electrical Inspector
44	Chief of Fire Apparatus	31	Electrician
9	Clerk	13	Engineering Aide
19	Clerk (City Clerk)	13	Engineering Clerk
11	Clerk Stenographer	17	Equipment Operator
10	Clerk Transcriber	13	Exterminator
9	Clerk Typist	40	Field Representative, Disease Control
13	Clinic Attendant	40	Field Representative, Health Education
38	Clinic Nurse	38	Fire Protection Inspector
28	Code Enforcement Officer	2	Food Service Worker, Per Hour
26	Collector of Delinquent Accounts	11	Garage Attendant
17	Community Organization Specialist	42	Graduate Nurse Public Health
28	Community Relations Specialist	4	Groundskeeper, Per hour
17	Community Service Aide	47	Head Clinic Nurse
28	Community Service Worker	13	Health Aide
30	Computer Operator	28	Heating & Air Conditioning Mechanic
40	Coordinator of Social Services	26	Heavy Equipment Operator
36	Cost Estimator Property Improvement	31	Horticulturist
13	Court Attendant	26	Housing Inspector
47	Court Interpreter in Spanish & English/ Senior Clerk	14	Housing Inspector Trainee
36	Crime Prevention Aide	49	Identification Officer
13	Customer Service Representative	10	Interpreter Bilingual in Spanish & English
13	Data Control Clerk	41	Investigator, Security Operations
9	Data Entry Machine Operator	44	Job Developer
26	Data Entry Machine Supervisor	50	Juvenile Officer
23	Deputy Municipal Court Administrator	15	Laboratory Technician
47	Deputy Registrar of Vital Statistics	15	Laboratory Technician Water Analysis
36	Director Community Center	5	Laborer, per hour
9	Docket Clerk	7	Laborer Heavy, per hour
22	Drug Abuse Counselor	3	Laborer Light, per hour
		44	Legal Aide (City Clerk)

28	Legal Secretary	45	Principal Accountant
20	License Inspector	17	Principal Assessing Clerk
44	Loan Advisor	20	Principal Assessing Clerk Stenography
13	Maintenance Repairer	31	Principal Cashier
28	Maintenance Repairer Carpenter	17	Principal Clerk
13	Maintenance Repairer/Recreation & Park	17	Principal Clerk Bookkeeper
	Maintenance Worker	20	Principal Clerk Stenography
	Management Information Systems Specialist	17	Principal Clerk Transcriber
44	Management Specialist	17	Principal Clerk Typist
45	Mechanic	39	Principal Community Organization Specialist
28	Mechanic Fire Apparatus	17	Principal Data Entry Machine Operator
31	Mechanic's Helper	17	Principal Docket Clerk Typing
13	Medical Social Worker	26	Principal Engineering Clerk
35	Messenger	45	Principal Housing Inspector
9	Microfilm Operator	28	Principal Payroll Clerk
9	Microfilm Technician	28	Principal Personnel Clerk Typing
20	Motor Broom Driver	32	Principal Purchasing Assistant
26	Museum Attendant	44	Principal Traffic Analyst
11	Museum Curator	42	Program Analyst
36	Omnibus Operator	36	Program Development Specialist
9	Paralegal Technician I	36	Program Development Specialist Cultural & Heritage Affairs
53	Park Maintenance Worker	41	Program Nutritionist
13	Parking Attendant	14	Public Health Investigator
11	Parking Enforcement Officer	46	Public Health Nurse
13	Parking Meter Collector/Parking Meter Repairer	48	Public Health Nutritionist
14	Parking Meter Inspector	29	Public Safety Telecommunicator
14	Personnel Aide	18	Public Safety Telecommunicator Trainee
31	Personnel Assistant	28	Purchasing Assistant Typing
46	Plumbing Inspector	16	Radio Dispatcher
38	Principal Account Clerk	26	Radio Dispatcher/Principal Clerk Typist
17	Principal Account Clerk Stenography		

16	Radio Dispatcher/Senior Clerk Typist	45	Senior Building Inspector
26	Radio Repairer	14	Senior Building Maintenance Worker
35	Radio Technician	26	Senior Cashier
44	Real Estate Manager	45	Senior Chemist Water Analysis
44	Real Estate & Marketing Specialist	13	Senior Clerk
9	Receptionist	13	Senior Clerk Bookkeeper
9	Receptionist Bilingual in Spanish & English	14	Senior Clerk Stenographer
13	Recreation Aide	14	Senior Clerk Transcriber
13	Recreation Attendant	13	Senior Clerk Typist
26	Recreation Center Director	46	Senior Clinic Nurse
5	Recreation Leader	35	Senior Community Service Aide
31	Recreation Maintenance Supervisor	35	Senior Community Service Worker
13	Recreation Maintenance Worker	44	Senior Cost Estimator Property Improvement
36	Recreation Supervisor	40	Senior Crime Prevention Aide
21	Research Aide	17	Senior Customer Service Representative
25	Research Assistant	17	Senior Data Control Clerk
36	Safety Inspector	13	Senior Data Entry Machine Operator
38	Sanitary Inspector	13	Senior Docket Clerk Typing
31	Sanitary Inspector Trainee	44	Senior Engineer Environmental
16	Sanitation Driver	44	Senior Engineer (Water Utility)
26	Sanitation Inspector	15	Senior Engineering Aide
6	School Traffic Guard	15	Senior Engineering Clerk
21	Secretarial Assistant (per hour)	45	Senior Fire Protection Inspector
22	Secretarial Assistant (City Clerk)	14	Senior Health Aide Bilingual Spanish & English
22	Secretarial Assistant (Municipal Courts)	36	Senior Housing Inspector
13	Security Guard	36	Senior Housing Inspector/Bilingual
13	Senior Account Clerk	25	Senior Laboratory Technician
13	Senior Account Clerk Typist	25	Senior Laboratory Technician Water Analysis
39	Senior Accountant	45	Senior Loan Advisor
13	Senior Assessing Clerk	15	Senior Maintenance Repairer
40	Senior Assistant Assessor	35	Senior Maintenance Repairer Carpenter

31	Senior Mechanic	20	Sewer Repairer
35	Senior Mechanic Fire Apparatus	40	Sidewalk Inspector/Street Inspector
15	Senior Park Maintenance Worker	14	Sign Designer Processor Letterer
20	Senior Parking Meter Collector/Repairer	28	Sign Maker 3
14	Senior Payroll Clerk	20	Signal System Repairer
17	Senior Personnel Clerk Typing	35	Social Case Worker
44	Senior Planner Economic Development	42	Social Case Worker, Drug & Alcohol Control
45	Senior Plumbing Inspector	13	Social Service Aide
44	Senior Program Analyst	11	Stock Clerk
48	Senior Program Development Specialist	17	Storekeeper
47	Senior Public Health Nurse	26	Supervising Account Clerk
34	Senior Public Safety Telecommunicator	28	Supervising Assessing Clerk
15	Senior Recreation Maintenance Worker	32	Supervising Cashier
45	Senior Sanitary Inspector	26	Supervising Clerk
35	Senior Sanitation Inspector	28	Supervising Clerk Stenographer
17	Senior Security Guard	26	Supervising Clerk Typist
20	Senior Sewage Plant Operator	23	Supervising Data Control Clerk
45	Senior Sewage Plant Operator/ Laboratory Technician	45	Supervising Heating & Air Conditioning Mechanic
17	Senior Social Service Aide	31	Supervising Line Worker
13	Senior Stock Clerk	36	Supervising Maintenance Repairer
26	Senior Storekeeper	48	Supervising Maintenance Repairer/ Supervisor Landscape
39	Senior Street and Sidewalk Inspector	36	Supervising Mechanic
26	Senior Traffic Analyst	36	Supervising Mechanic Fire Apparatus
15	Senior Traffic Maintenance Worker	17	Supervising Municipal Court Attendant
20	Senior Water Meter Reader	35	Supervising Park Attendant
27	Senior Water Treatment Plant Operator	37	Supervising Public Safety Telecommunicator
28	Senior Water Treatment Plant Repairer	31	Supervising Security Guard
17	Senior Welfare Investigator	31	Supervising Sewage Plant Operator
15	Sewage Plant Operator	31	Supervising Water Treatment Plant Repairer
26	Sewer Maintenance Inspector/Equipment Operator	35	

17	Supervisor Building Service	33	Violations Clerk
28	Supervisor of Accounts	31	Warehouse Supervisor
20	Supervisor of Building & Grounds (Trent House)	17	Water Meter Inspector/Water Meter Reader
44	Supervisor of Garage Services	15	Water Meter Reader
26	Supervisor of Senior Citizens Activities	28	Water Meter Repairer
31	Supervisor Parks	20	Water Repairer
31	Supervisor Sanitation	31	Water System Distribution Technician
31	Supervisor Sewers	19	Water Treatment Plant Operator
31	Supervisor Streets	28	Water Treatment Plant Repairer
44	Supervisor of Telephones Systems	14	Welfare Interviewer
31	Supervisor Traffic Maintenance	14	Welfare Investigator
31	Supervisor Trees	40	Youth Activities Supervisor
31	Supervisor Water	42	Youth Coordinator
31	Supervisor Water Meter Readers	36	Youth Services Counselor
31	Supervisor Water Meter Repairs		
44	System Analyst		
31	Tax Searcher		
41	Technical Assistant Office of the Construction Official		
31	Technical Assistant Office of the Construction Official, Typing		
45	Telecommunications System Analyst		
14	Traffic Analyst		
13	Traffic Maintenance Worker		
42	Traffic Signal Supervisor 2		
26	Traffic Signal Technician 1		
51	Traffic Violation Compliance Officer		
26	Tree Climber		
13	Tree Trimmer		
14	Truck Driver		
16	Truck Driver Heavy		

AFSCME 2286
1/1/02

	MAX	8th	7th	6th	5th	4th	3rd	2nd	1st	MIN.
1	12.559	11.919	12.856	13.194	14.978	15.397	15.531	16.060	16.472	16.772
2	13.194	12.856	14.220	14.841	15.339	15.531	16.060	16.472	16.884	17.296
3	14.978	14.599	14.574	14.220	14.841	15.339	15.531	16.060	16.472	16.884
4	15.397	14.986	14.574	14.220	14.841	15.339	15.531	16.060	16.472	16.884
5	16.472	15.119	14.707	14.295	14.883	15.372	15.560	16.049	16.438	16.827
6	17.296	16.060	15.648	15.236	15.824	16.412	16.800	17.188	17.576	17.964
7	18.026	17.405	16.993	16.581	17.169	17.757	18.145	18.533	18.921	19.309
8	19.309	18.688	18.276	17.864	18.452	19.040	19.428	19.816	20.204	20.592
9	20.592	19.871	19.459	19.047	19.635	20.223	20.611	20.999	21.387	21.775
10	21.775	20.688	20.276	19.864	20.452	21.040	21.428	21.816	22.204	22.592
11	22.592	21.239	20.827	20.415	21.003	21.591	21.979	22.367	22.755	23.143
12	23.143	21.878	21.466	21.054	21.642	22.230	22.618	23.006	23.394	23.782
13	23.782	22,554	22,142	21,730	22,318	22,906	23,294	23,682	24,070	24,458
14	24,458	23,268	22,856	22,444	23,032	23,620	24,008	24,396	24,784	25,172
15	25,172	24,070	23,658	23,246	23,834	24,422	24,810	25,198	25,586	25,974
16	25,974	24,810	24,398	23,986	24,574	25,162	25,550	25,938	26,326	26,714
17	26,714	25,550	25,138	24,726	25,314	25,902	26,290	26,678	27,066	27,454
18	27,454	26,290	25,878	25,466	26,054	26,642	27,030	27,418	27,806	28,194
19	28,194	27,026	26,614	26,202	26,790	27,378	27,766	28,154	28,542	28,930
20	28,930	27,766	27,354	26,942	27,530	28,118	28,506	28,894	29,282	29,670
21	29,670	28,502	28,090	27,678	28,266	28,854	29,242	29,630	30,018	30,406
22	30,406	29,242	28,830	28,418	29,006	29,594	30,182	30,570	30,958	31,346
23	31,146	29,982	29,570	29,158	29,746	30,334	30,922	31,310	31,698	32,086
24	31,886	30,722	30,310	29,898	30,486	31,074	31,662	32,050	32,438	32,826
25	32,626	31,462	31,050	30,638	31,226	31,814	32,402	32,790	33,178	33,566
26	33,366	32,202	31,790	31,378	31,966	32,554	33,142	33,530	33,918	34,306
27	34,106	32,942	32,530	32,118	32,706	33,294	33,882	34,270	34,658	35,046
28	34,846	33,682	33,270	32,858	33,446	34,038	34,626	35,014	35,402	35,790
29	35,586	34,422	34,010	33,598	34,186	34,774	35,362	35,750	36,138	36,526
30	36,326	35,162	34,750	34,338	34,926	35,514	36,102	36,490	36,878	37,266
31	37,066	35,902	35,490	35,078	35,666	36,266	36,854	37,242	37,630	38,018
32	37,806	36,642	36,230	35,818	36,406	37,000	37,588	37,976	38,364	38,752
33	38,546	37,382	36,970	36,558	37,146	37,740	38,328	38,716	39,104	39,492
34	39,286	38,122	37,710	37,298	37,886	38,480	39,068	39,456	39,844	40,232
35	40,026	38,862	38,450	38,038	38,626	39,220	39,808	40,196	40,584	40,972
36	40,766	39,602	39,190	38,778	39,366	39,960	40,548	40,936	41,324	41,712

611

811

	1st	2nd	3rd	4th	5th	6th	7th	8th	MAX
1	6.412	7.373	8.332	8.994	9.655	10.317	10.977	11.639	12.300
2	9.047	10.111	11.173	11.522	11.871	12.220	12.569	12.918	13.267
3	10.305	11.512	12.719	13.111	13.502	13.893	14.284	14.675	15.066
4	10.440	11.677	12.915	13.341	13.765	14.190	14.615	15.040	15.466
5	10.554	11.803	13.052	13.477	13.902	14.327	14.752	15.177	15.602
6	13.461	14.694	15.927	16.352	16.777	17.202	17.627	18.052	18.477
7	11.364	12.597	13.830	14.255	14.680	15.105	15.530	15.955	16.380
8	10.347	11.574	12.801	13.222	13.642	14.063	14.484	14.906	15.326
9	20.699	23.131	25.563	26.360	27.156	27.955	28.752	29.548	30.346
10	21.298	23.807	26.315	27.148	27.981	28.812	29.644	30.476	31.310
11	21.919	24.510	27.101	27.976	28.853	29.728	30.605	31.479	32.355
12	21.979	24.598	27.218	28.141	29.061	29.985	30.905	31.828	32.748
13	22.578	25.258	27.936	28.858	29.780	30.703	31.625	32.546	33.468
14	23.276	26.045	28.814	29.781	30.747	31.714	32.682	33.649	34.615
15	24.013	26.879	29.745	30.760	31.774	32.789	33.802	34.817	35.832

AFSCME 2286
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37	29.981	34.135	38.290	40.707	43.125	45.544	47.962	50.380	52.799
38	30.045	33.692	37.338	38.728	40.116	41.506	42.896	44.286	45.674
39	30.177	34.072	37.966	39.825	41.683	43.542	45.401	47.261	49.120
40	30.315	34.018	37.722	39.174	40.623	42.076	43.527	44.978	46.429
41	31.116	34.897	38.677	40.123	41.572	43.018	44.466	45.913	47.361
42	31.410	35.261	39,111	40.642	42.172	43.702	45.231	46.762	48.293
43	31.946	36.148	40.350	42.479	44.609	46.738	48.866	50.994	53.123
44	32,555	36.555	40.555	42.158	43.763	45.367	46.971	48.573	50.177
45	32.737	37.044	41.350	43.532	45.713	47.894	49.872	51.770	54.439
46	33,337	37.410	41.483	43.080	44.677	46.276	47.872	49.470	51.067
47	34,733	39,191	44.468	45,741	47,834	49,926	52,017	54,109	56,201
48	35,207	39,838	44,468	46,813	49,157	51,503	53,846	56,192	58,536
49	33,323	37,036	40,748	41,626	42,503	43,381	44,259	45,136	46,028
50	29,612	32,865	36,118	37,499	38,888	40,279	41,662	43,046	44,439
51	31,578	35,078	38,578	39,975	40,170	40,966	41,762	42,558	43,354
52	40,851	42,708	44,578	46,443	48,307	50,172	52,034	53,896	55,759
53	30,268	32,238	34,208	36,178	38,148	40,118	42,088	44,058	46,028

16	24,383.	27,293.	30,205.	31,237.	32,269.	33,303.	34,333.	35,365.	36,398.	37,427.	38,140.
17	24,768.	27,732.	30,696.	31,760.	32,823.	33,886.	34,949.	36,013.	37,076.	38,140.	49,534.
18	24,873.	28,562.	31,149.	32,216.	33,281.	34,347.	35,413.	36,479.	37,544.	38,610.	49,534.
19	25,576.	28,646.	31,717.	32,832.	33,949.	35,064.	36,181.	37,296.	38,412.	39,528.	49,534.
20	25,576.	28,646.	31,717.	32,832.	33,949.	35,064.	36,181.	37,296.	38,412.	39,528.	49,534.
21	25,686.	28,864.	32,041.	33,345.	34,650.	35,959.	37,264.	38,569.	39,878.	41,183.	49,534.
22	25,831.	29,227.	32,624.	34,344.	36,062.	37,783.	39,501.	41,220.	42,938.	44,658.	49,534.
23	25,925.	29,283.	32,641.	34,265.	35,886.	37,509.	39,131.	40,755.	42,376.	43,998.	49,534.
24	26,039.	29,157.	32,274.	33,391.	34,508.	35,627.	36,743.	37,861.	38,979.	40,095.	49,534.
25	26,134.	29,498.	32,861.	34,451.	36,043.	37,634.	39,224.	40,817.	42,408.	43,998.	49,534.
26	26,399.	29,579.	32,761.	33,934.	35,110.	36,282.	37,455.	38,632.	39,805.	40,981.	49,534.
27	26,788.	30,002.	33,218.	34,385.	35,553.	36,722.	37,889.	39,056.	40,224.	41,393.	49,534.
28	27,281.	30,579.	33,877.	35,113.	36,349.	37,584.	38,821.	40,054.	41,289.	42,525.	49,534.
29	27,362.	31,155.	34,947.	37,154.	39,364.	41,571.	43,778.	45,986.	48,193.	50,400.	49,534.
30	27,539.	30,833.	34,127.	35,307.	36,484.	37,663.	38,841.	40,020.	41,198.	42,377.	49,534.
31	28,198.	31,618.	35,038.	36,339.	37,639.	38,943.	40,243.	41,543.	42,843.	44,145.	49,534.
32	28,459.	32,227.	35,792.	37,535.	39,277.	41,017.	42,761.	44,503.	46,246.	47,987.	49,534.
33	28,484.	32,227.	35,970.	37,863.	39,755.	41,646.	43,537.	45,430.	47,320.	49,211.	49,534.
34	28,965.	33,227.	36,995.	39,333.	41,671.	44,010.	46,347.	48,686.	51,023.	53,363.	49,534.
35	29,180.	32,727.	36,277.	37,636.	38,998.	40,360.	41,723.	43,084.	44,445.	45,807.	49,534.
36	30,196.	33,881.	37,564.	38,997.	40,432.	41,864.	43,299.	44,732.	46,167.	47,600.	49,534.
37	30,940.	35,227.	39,515.	42,010.	44,505.	47,001.	49,497.	51,997.	54,488.	56,984.	49,534.
38	31,006.	34,770.	38,533.	41,400.	43,017.	44,935.	46,854.	48,773.	50,692.	52,611.	49,534.
39	31,143.	35,162.	39,181.	41,099.	43,017.	44,935.	46,854.	48,773.	50,692.	52,611.	49,534.
40	31,285.	35,107.	38,929.	40,428.	41,923.	43,422.	44,920.	46,417.	47,915.	49,414.	49,534.
41	32,112.	36,014.	39,915.	41,407.	42,902.	44,395.	45,889.	47,382.	48,877.	50,368.	49,534.
42	32,415.	36,389.	40,363.	41,943.	43,522.	45,100.	46,678.	48,258.	49,838.	51,416.	49,534.
43	32,968.	37,305.	41,641.	43,838.	46,036.	48,234.	50,430.	52,626.	54,823.	57,020.	49,534.
44	33,597.	37,725.	41,853.	43,507.	45,163.	46,819.	48,474.	50,127.	51,783.	53,437.	49,534.
45	33,785.	38,229.	42,673.	44,925.	47,176.	49,427.	51,679.	53,929.	56,181.	58,433.	49,534.
46	34,404.	38,607.	42,810.	44,459.	46,107.	47,757.	49,404.	51,053.	52,701.	54,348.	49,534.
47	35,844.	40,445.	45,046.	47,205.	49,365.	51,524.	53,682.	55,840.	57,999.	60,158.	49,534.
48	36,334.	41,113.	45,891.	48,311.	50,730.	53,151.	55,569.	57,990.	60,409.	62,829.	49,534.
49	34,389.	38,221.	42,052.	42,958.	43,863.	44,769.	45,675.	46,580.	47,486.	48,392.	49,534.
50	30,560.	33,917.	37,274.	37,987.	38,699.	39,410.	40,121.	40,832.	41,543.	42,254.	49,534.
51	32,588.	36,200.	39,812.	40,635.	41,455.	42,277.	43,098.	43,919.	44,740.	45,561.	49,534.
52	42,158.	44,075.	46,004.	47,929.	49,853.	51,778.	53,703.	55,628.	57,553.	59,478.	49,534.
53	31,237.	33,270.	35,303.	37,336.	39,369.	41,402.	43,435.	45,468.	47,501.	49,534.	49,534.

AFSCME 2286
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	1st	2nd	3rd	4th	5th	6th	7th	8th	Max
1	6.623	7.616	8.607	9.291	9.974	10.657	11.340	12.023	12.706
2	9.345	10.444	11.542	11.903	12.263	12.623	12.983	13.344	13.705
3	10.645	11.892	13.139	13.543	13.947	14.351	14.755	15.159	15.563
4	10.784	12.062	13.342	13.781	14.219	14.658	15.097	15.537	15.976
5	10.903	12.192	13.482	13.921	14.360	14.799	15.238	15.677	16.116
6	13.905	13.113	14.486	14.925	15.364	15.803	16.242	16.681	17.120
7	11.739	13.113	14.486	14.925	15.364	15.803	16.242	16.681	17.120
8	10.688	11.956	13.223	13.658	14.092	14.527	14.962	15.398	15.832
9	21.382	23.894	26.406	27.230	28.052	28.877	29.700	30.523	31.347
10	22.000	24.593	27.183	28.044	28.904	29.763	30.622	31.482	32.343
11	22.642	25.319	27.996	28.900	29.805	30.709	31.615	32.518	33.422
12	22.704	25.409	28.116	29.069	30.020	30.974	31.925	32.878	33.829
13	23.323	27.091	28.858	29.810	30.763	31.716	32.668	33.620	34.572
14	24.044	27.904	29.765	30.764	31.762	32.760	33.761	34.759	35.758
15	24.805	27.766	30.727	31.775	32.823	33.871	34.918	35.966	37.015
16	25.188	31.201	32.267	33.333	34.402	35.466	36.532	37.599	38.662
17	25.585	31.709	32.808	33.906	35.004	36.102	37.201	38.299	39.398
18	25.694	33.315	33.315	33.315	33.315	33.315	33.315	33.315	33.315
19	25.973	29.076	32.177	33.279	34.379	35.480	36.582	37.683	38.783
20	26.420	29.592	32.764	33.916	35.069	36.221	37.375	38.527	39.680
21	26.534	29.817	33.098	34.445	35.794	37.146	38.494	39.842	41.193
22	26.683	30.192	33.700	35.477	37.252	39.029	40.804	42.580	44.355
23	26.780	30.249	33.718	35.396	37.070	38.747	40.423	42.100	43.774
24	26.899	30.119	33.339	34.493	35.647	36.802	37.956	39.110	40.265
25	26.997	30.471	33.945	35.588	37.232	38.876	40.519	42.164	43.807
26	27.270	30.555	33.842	35.054	36.268	37.479	38.691	39.907	41.119
27	27.672	30.992	34.314	35.520	36.727	37.933	39.139	40.345	41.552
28	28.181	31.588	34.995	36.271	37.549	38.825	40.102	41.376	42.652
29	28.265	32.183	36.100	38.380	40.663	42.943	45.223	47.503	49.783
30	28.448	31.851	35.253	36.472	37.688	38.906	40.123	41.341	42.558
31	29.128	32.662	36.195	37.538	38.881	40.228	41.571	42.914	44.257
32	29.399	33.185	36.973	38.774	40.573	42.370	44.172	45.972	47.772
33	29.424	33.291	37.157	39.113	41.067	43.021	44.974	46.929	48.882
34	29.921	34.068	38.216	40.631	43.046	45.462	47.877	50.292	52.707
35	30.143	33.807	37.472	38.878	40.285	41.692	43.100	44.506	45.912
36	31.193	34.999	38.803	40.284	41.766	43.246	44.727	46.208	47.690

1	6.842	7.867	8.891	9.597	10.303	11.009	11.714	12.420	13.126	13.830
2	9.653	10.789	11.923	12.295	12.668	13.040	13.412	13.784	14.157	14.530
3	10.996	12.284	13.573	13.990	14.407	14.825	15.242	15.660	16.077	16.494
4	11.140	12.460	13.782	14.236	14.688	15.142	15.596	16.049	16.503	16.956
5	11.262	12.595	13.927	14.380	14.833	15.286	15.739	16.192	16.645	17.098
6	14.364	13.546	14.964	15.417	15.870	16.323	16.776	17.229	17.682	18.135
7	12.126	12.350	13.660	14.109	14.557	15.007	15.456	15.906	16.354	16.804
8	11.041	12.350	13.660	14.109	14.557	15.007	15.456	15.906	16.354	16.804
9	22.087	24.683	27.277	28.129	28.978	29.830	30.680	31.531	32.382	33.231
10	22.726	25.404	28.080	28.969	29.858	30.745	31.722	32.658	33.591	34.525
11	23.389	26.154	28.920	29.853	30.788	31.722	32.658	33.591	34.525	35.460
12	23.453	26.248	29.044	30.028	31.011	31.996	32.979	33.963	34.946	35.931
13	24.093	26.952	29.810	30.794	31.778	32.763	33.746	34.730	35.713	36.698
14	24.837	27.792	30.748	31.779	32.810	33.841	34.875	35.906	36.938	37.968
15	25.624	28.683	31.741	32.823	33.906	34.988	36.070	37.152	38.236	39.317

AFSCME 2286
1/1/05

MIN	13.830	14.530	16.494	16.956	17.098	18.135	16.354	17.682	18.135	16.804
1ST	7.867	8.891	9.597	10.303	11.009	11.714	12.420	13.126	13.830	14.530
2ND	8.891	9.597	10.303	11.009	11.714	12.420	13.126	13.830	14.530	15.236
3RD	9.597	10.303	11.009	11.714	12.420	13.126	13.830	14.530	15.236	15.942
4TH	10.303	11.009	11.714	12.420	13.126	13.830	14.530	15.236	15.942	16.648
5TH	11.009	11.714	12.420	13.126	13.830	14.530	15.236	15.942	16.648	17.354
6TH	11.714	12.420	13.126	13.830	14.530	15.236	15.942	16.648	17.354	18.060
7TH	12.420	13.126	13.830	14.530	15.236	15.942	16.648	17.354	18.060	18.766
8TH	13.126	13.830	14.530	15.236	15.942	16.648	17.354	18.060	18.766	19.472
MAX	13.830	14.530	16.494	16.956	17.098	18.135	16.354	17.682	18.135	16.804

37	31.961	36.390	40.819	43.396	45.974	48.552	51.130	53.712	56.286	58.864
38	32.030	35.918	39.804	41.286	42.766	44.248	45.730	47.211	48.691	50.173
39	32.170	36.323	40.474	42.456	44.436	46.418	48.400	50.383	52.365	54.348
40	32.317	36.265	40.214	41.762	43.306	44.855	46.402	47.949	49.496	51.045
41	33.171	37.202	41.232	42.773	44.318	45.860	47.403	48.946	50.489	52.030
42	33.485	37.590	41.695	43.327	44.958	46.589	48.219	49.851	51.482	53.112
43	34.056	38.536	43.015	45.285	47.556	49.825	52.094	54.362	56.632	58.902
44	34.705	38.970	43.234	44,943	46,654	48,364	50,074	51,782	53,491	55,200
45	34.899	39.491	44.081	46.408	48.733	51.058	53.385	55.709	58.035	60.361
46	35.539	39.881	44.223	45.926	47.628	49.333	51.034	52.738	54.440	56.142
47	37.027	41.780	46.532	48.762	50.994	53.224	55.453	57.683	59.913	62.144
48	37.533	42.470	47.405	49.905	52.404	54.905	57.403	59.904	62.402	64.902
49	38.524	39.482	43.440	39.240	40.711	42.183	43.655	45.127	46.600	48.072
50	31.568	35.036	38,504	39,976	40,711	41,445	42,180	42,914	43,649	44,383
51	33.664	37.395	41.126	41.976	42.823	43.672	44.521	45.370	46.219	47.068
52	43.549	45.529	47.523	49.511	51.498	53.486	55.471	57.459	59.447	61.434
53	32.268	34.368	36.468	38.568	40.668	42.768	44.868	46.968	49.068	51.168

37	33,016	30,591	42,166	44,828	47,491	50,155	52,817	48,769	55,484	58,143	51,829	52,298	56,141	52,729	53,747	54,865	60,845	62,353	57,022	59,950	56,236	57,994	64,194	67,044	52,854																																																										
38	33,087	37,103	41,118	42,649	44,177	45,708	47,239	48,769	50,298	51,829	52,298	56,141	52,729	53,747	54,865	60,845	62,353	57,022	59,950	56,236	57,994	64,194	67,044	52,854																																																											
39	33,232	37,521	41,810	43,857	45,903	47,950	49,997	52,046	54,093	56,141	52,729	53,747	54,865	60,845	62,353	57,022	59,950	56,236	57,994	64,194	67,044	52,854																																																													
40	33,384	37,430	41,541	43,140	44,736	46,336	47,933	49,531	51,129	52,729	53,747	54,865	60,845	62,353	57,022	59,950	56,236	57,994	64,194	67,044	52,854																																																														
41	34,430	38,430	42,592	44,185	45,781	47,373	48,968	50,561	52,156	53,747	54,865	60,845	62,353	57,022	59,950	56,236	57,994	64,194	67,044	52,854																																																															
42	34,990	38,831	43,070	44,756	46,441	48,126	49,810	51,496	53,181	54,865	60,845	62,353	57,022	59,950	56,236	57,994	64,194	67,044	52,854																																																																
43	35,180	39,807	44,435	46,779	49,125	51,470	53,813	56,156	58,501	60,845	62,353	57,022	59,950	56,236	57,994	64,194	67,044	52,854																																																																	
44	35,851	40,256	44,661	46,426	48,193	49,960	51,726	53,490	55,256	57,022	59,950	56,236	57,994	64,194	67,044	52,854																																																																			
45	36,051	40,794	45,536	47,939	50,341	52,743	55,147	57,547	59,950	56,236	57,994	64,194	67,044	52,854																																																																					
46	36,712	41,197	45,683	47,441	49,200	50,961	52,718	54,478	56,236	57,994	64,194	67,044	52,854																																																																						
47	38,249	43,159	48,068	49,200	50,961	52,718	54,478	56,236	57,994	64,194	67,044	52,854																																																																							
48	38,771	43,871	48,970	51,552	54,133	56,717	59,297	61,881	64,461	67,044	52,854																																																																								
49	36,696	40,785	44,873	45,840	46,806	47,773	48,740	49,705	50,672	51,639	52,606	53,573	54,540	55,507	56,474	57,441	58,408	59,375	60,342	61,309	62,276	63,243	64,210	65,177	66,144	67,111	68,078	69,045	70,012	70,979	71,946	72,913	73,880	74,847	75,814	76,781	77,748	78,715	79,682	80,649	81,616	82,583	83,550	84,517	85,484	86,451	87,418	88,385	89,352	90,319	91,286	92,253	93,220	94,187	95,154	96,121	97,088	98,055	99,022	100,000																							
50	32,610	36,192	39,774	40,535	41,295	42,054	42,813	43,571	44,330	45,089	45,848	46,607	47,366	48,125	48,884	49,643	50,402	51,161	51,920	52,679	53,438	54,197	54,956	55,715	56,474	57,233	57,992	58,751	59,510	60,269	61,028	61,787	62,546	63,305	64,064	64,823	65,582	66,341	67,100	67,859	68,618	69,377	70,136	70,895	71,654	72,413	73,172	73,931	74,690	75,449	76,208	76,967	77,726	78,485	79,244	80,003	80,762	81,521	82,280	83,039	83,798	84,557	85,316	86,075	86,834	87,593	88,352	89,111	89,870	90,629	91,388	92,147	92,906	93,665	94,424	95,183	95,942	96,701	97,460	98,219	98,978	99,737	100,000
51	34,775	38,629	42,483	43,361	44,237	45,113	45,990	46,866	47,742	48,618	49,494	50,370	51,246	52,122	52,998	53,874	54,750	55,626	56,502	57,378	58,254	59,130	60,006	60,882	61,758	62,634	63,510	64,386	65,262	66,138	67,014	67,890	68,766	69,642	70,518	71,394	72,270	73,146	74,022	74,898	75,774	76,650	77,526	78,402	79,278	80,154	81,030	81,906	82,782	83,658	84,534	85,410	86,286	87,162	88,038	88,914	89,790	90,666	91,542	92,418	93,294	94,170	95,046	95,922	96,798	97,674	98,550	99,426	100,000														
52	44,986	47,031	49,091	51,145	53,197	55,251	57,302	59,356	60,853	62,350	63,847	65,344	66,841	68,338	69,835	71,332	72,829	74,326	75,823	77,320	78,817	80,314	81,811	83,308	84,805	86,302	87,799	89,296	90,793	92,290	93,787	95,284	96,781	98,278	99,775	100,000																																															
53	33,333	35,502	37,671	39,840	42,009	44,178	46,347	48,516	50,685	52,854																																																																									

AFSCME 2286
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	MIN	1ST	2ND	3RD	4TH	5TH	6TH	7TH	8TH	MAX
1	7,068	8,127	9,185	9,914	10,643	11,372	12,100	12,830	13,559	14,287
2	9,972	11,145	12,317	12,701	13,086	13,470	13,855	14,239	14,625	15,009
3	11,359	12,690	14,021	14,452	14,883	15,314	15,745	16,176	16,607	17,038
4	11,508	12,872	14,237	14,705	15,173	15,642	16,110	16,579	17,048	17,515
5	11,634	13,010	14,386	14,854	15,322	15,790	16,258	16,726	17,194	17,662
6	14,838	13,993	15,458	16,394	16,862	17,330	17,798	18,266	18,734	19,202
7	12,526	13,993	15,458	16,394	16,862	17,330	17,798	18,266	18,734	19,202
8	11,405	12,758	14,111	14,575	15,038	15,502	15,966	16,431	16,894	17,358
9	22,816	25,497	28,178	29,957	30,843	31,760	32,677	33,594	34,513	35,430
10	23,476	26,243	29,007	29,925	30,843	31,760	32,677	33,594	34,513	35,430
11	24,161	27,017	29,874	30,839	31,804	32,769	33,736	34,699	35,664	36,630
12	24,227	27,114	30,002	31,019	32,034	33,052	34,067	35,084	36,099	37,117
13	24,888	27,841	30,794	31,810	32,827	33,844	34,860	35,876	36,891	37,908
14	25,657	28,709	31,762	32,828	33,893	34,958	36,026	37,091	38,157	39,221
15	26,469	29,629	32,788	33,907	35,025	36,143	37,260	38,378	39,497	40,614
16	26,878	30,067	33,295	34,432	35,570	36,710	37,845	38,982	40,121	41,255
17	27,302	30,569	33,836	35,009	36,181	37,352	38,524	39,697	40,868	42,041
18	27,418	31,484	35,550	34,335	36,686	37,861	39,036	40,210	41,385	42,560
19	27,716	31,026	34,335	35,512	36,686	37,861	39,036	40,210	41,385	42,560
20	28,192	31,577	34,962	36,191	37,422	38,651	39,882	41,111	42,341	43,571
21	28,314	31,817	35,318	36,756	38,195	39,638	41,077	42,514	43,956	45,396
22	28,474	32,217	35,960	37,857	39,751	41,648	43,342	45,437	47,330	49,225
23	28,577	32,778	35,980	37,771	39,557	41,346	43,135	44,924	46,710	48,499
24	28,703	32,140	35,575	36,807	38,038	39,271	40,502	41,734	42,966	44,197
25	28,808	32,515	36,222	37,976	39,730	41,484	43,237	44,992	46,746	48,499
26	29,099	32,605	36,112	37,406	38,701	39,994	41,287	42,584	43,877	45,173
27	29,528	33,072	36,616	37,903	39,191	40,478	41,765	43,052	44,339	45,627
28	30,072	33,708	37,343	38,705	40,068	41,429	42,792	44,152	45,513	46,875
29	30,162	34,342	38,522	40,955	43,391	45,824	48,256	50,690	53,123	55,556
30	30,356	33,987	37,619	38,919	40,217	41,516	42,815	44,114	45,413	46,712
31	31,082	34,853	38,623	40,056	41,490	42,926	44,360	45,793	47,226	48,660
32	31,371	35,412	39,453	41,375	43,295	45,213	47,135	49,056	50,977	52,896
33	31,998	35,524	39,650	41,737	43,822	45,907	47,991	50,077	52,161	54,245
34	31,928	36,354	40,780	43,356	45,934	48,512	51,089	53,666	56,243	58,820
35	32,164	36,074	39,985	41,486	42,988	44,489	45,991	47,492	48,992	50,492
36	33,285	37,347	41,407	42,987	44,568	46,147	47,728	49,308	50,889	52,469

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37	34,106.	38,831.	43,558.	46,307.	49,058.	51,810.	54,560.	57,315.	60,061.	62,811.	65,561.	68,311.	71,061.	73,811.	76,561.	79,311.	82,061.	84,811.	87,561.	90,311.	93,061.	95,811.	98,561.	101,311.	104,061.	106,811.	109,561.	112,311.	115,061.	117,811.	120,561.	123,311.	126,061.	128,811.	131,561.	134,311.	137,061.	139,811.	142,561.	145,311.	148,061.	150,811.	153,561.	156,311.	159,061.	161,811.	164,561.	167,311.	170,061.	172,811.	175,561.	178,311.	181,061.	183,811.	186,561.	189,311.	192,061.	194,811.	197,561.	200,311.	203,061.	205,811.	208,561.	211,311.	214,061.	216,811.	219,561.	222,311.	225,061.	227,811.	230,561.	233,311.	236,061.	238,811.	241,561.	244,311.	247,061.	249,811.	252,561.	255,311.	258,061.	260,811.	263,561.	266,311.	269,061.	271,811.	274,561.	277,311.	280,061.	282,811.	285,561.	288,311.	291,061.	293,811.	296,561.	299,311.	302,061.	304,811.	307,561.	310,311.	313,061.	315,811.	318,561.	321,311.	324,061.	326,811.	329,561.	332,311.	335,061.	337,811.	340,561.	343,311.	346,061.	348,811.	351,561.	354,311.	357,061.	359,811.	362,561.	365,311.	368,061.	370,811.	373,561.	376,311.	379,061.	381,811.	384,561.	387,311.	390,061.	392,811.	395,561.	398,311.	401,061.	403,811.	406,561.	409,311.	412,061.	414,811.	417,561.	420,311.	423,061.	425,811.	428,561.	431,311.	434,061.	436,811.	439,561.	442,311.	445,061.	447,811.	450,561.	453,311.	456,061.	458,811.	461,561.	464,311.	467,061.	469,811.	472,561.	475,311.	478,061.	480,811.	483,561.	486,311.	489,061.	491,811.	494,561.	497,311.	500,061.	502,811.	505,561.	508,311.	511,061.	513,811.	516,561.	519,311.	522,061.	524,811.	527,561.	530,311.	533,061.	535,811.	538,561.	541,311.	544,061.	546,811.	549,561.	552,311.	555,061.	557,811.	560,561.	563,311.	566,061.	568,811.	571,561.	574,311.	577,061.	579,811.	582,561.	585,311.	588,061.	590,811.	593,561.	596,311.	599,061.	601,811.	604,561.	607,311.	610,061.	612,811.	615,561.	618,311.	621,061.	623,811.	626,561.	629,311.	632,061.	634,811.	637,561.	640,311.	643,061.	645,811.	648,561.	651,311.	654,061.	656,811.	659,561.	662,311.	665,061.	667,811.	670,561.	673,311.	676,061.	678,811.	681,561.	684,311.	687,061.	689,811.	692,561.	695,311.	698,061.	700,811.	703,561.	706,311.	709,061.	711,811.	714,561.	717,311.	720,061.	722,811.	725,561.	728,311.	731,061.	733,811.	736,561.	739,311.	742,061.	744,811.	747,561.	750,311.	753,061.	755,811.	758,561.	761,311.	764,061.	766,811.	769,561.	772,311.	775,061.	777,811.	780,561.	783,311.	786,061.	788,811.	791,561.	794,311.	797,061.	800,811.	803,561.	806,311.	809,061.	811,811.	814,561.	817,311.	820,061.	822,811.	825,561.	828,311.	831,061.	833,811.	836,561.	839,311.	842,061.	844,811.	847,561.	850,311.	853,061.	855,811.	858,561.	861,311.	864,061.	866,811.	869,561.	872,311.	875,061.	877,811.	880,561.	883,311.	886,061.	888,811.	891,561.	894,311.	897,061.	900,811.	903,561.	906,311.	909,061.	911,811.	914,561.	917,311.	920,061.	922,811.	925,561.	928,311.	931,061.	933,811.	936,561.	939,311.	942,061.	944,811.	947,561.	950,311.	953,061.	955,811.	958,561.	961,311.	964,061.	966,811.	969,561.	972,311.	975,061.	977,811.	980,561.	983,311.	986,061.	988,811.	991,561.	994,311.	997,061.	1000,811.
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