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STORAGE

Camden

THIS BOOK DOES
NOT CIRCULATE

A G R E E M E N T
B E T W E E N
CAMDEN COUNTY BOARD OF CHOSEN FREEHOLDERS
and
CAMDEN COUNTY COUNCIL 10, N. J. S. C. A.

PREAMBLE

This agreement entered into by the Camden County Board of Freeholders, and Camden County Council 10, N. J. C. S. A., has as its purpose the promotion of harmonious relations between the Board and Council 10; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work and other conditions of employment.

1. Recognition

1.1 The Board of Freeholders recognizes the Council as being the bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all of its employees in the classifications listed under Appendix 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. This recognition, however, shall not be interpreted as having the effect of, or in any way abrogating the rights of employees as established under Laws of 1968, Chapter 303.

2. Check Off

2.1 The Board of Freeholders agrees to deduct quarterly, the Council monthly membership dues from the pay of those employees who individually request in writing that such deductions be made. The amounts to be deducted shall be certified to the Board of Freeholders by the Financial Secretary of the Council together with a list of the names of all employees for whom the

deductions were made by the 10th day of the succeeding month after such deductions are made. The revocation of this authorization shall be in writing in duplicate, one to be sent to Council 10 and one copy to the Treasurer and further, in accordance with the provisions of applicable statutes as presently existing or as may be amended.

3. Work Schedules

3.1 The regular scheduled work week shall consist of five (5) consecutive days, Monday through Friday, inclusive.

3.2 The regular starting time of work shifts will not be changed without reasonable notice to the affected employees and without first having discussed such changes and the needs for same with Council 10.

3.3 Where the nature of the work involved requires continuous operations on a twenty-four hour per day, seven 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.

3.4 Where more than one work shift per day within a given classification is in effect, employees within such classification will be given preference of shifts in accordance with their seniority. Such preference will be exercised only when vacancies occur or when for other reasons changes in the number of employees per shift are being made. In no instance, however, will a senior employee be required to wait longer than one year in order to exercise his preference of shift over a less senior employee.

4. Overtime

4.1 Overtime refers to any time worked beyond the regular hours of duty, and is granted only when an employee is ordered to work by a supervisor.

4.2 Employees on a daily, hourly, or seasonal basis are not eligible.

4.3 No Department Head, Superintendent, or Assistant Superintendent is eligible for overtime pay or compensatory time off.

4.4 Time and one half the employee's regular rate of pay shall be paid for work under any of the following conditions;

- (a) All work performed in excess of the employee's regular hours of duty in any one day.
- (b) All work performed in excess of the employee's regular hours of duty in any one week except that hours for which time and one half or double time is paid shall not be included in the base weekly hours.
- (c) All work performed on Saturday, as such, (except for employees assigned on continuous operations).
- (d) Those employees whose regularly scheduled shift of duties requires them to work on a holiday shall receive time and one half pay for the hours worked on that holiday, in addition to the holiday pay.

4.5 Double time the employee's regular hourly rate of pay shall be paid for work under any of the following conditions;

- (a) For Sundays, when so directed by a superior, provided such time does not fall within a regular shift of duty.
- (b) For holidays, in addition to the Holiday pay, when do directed by a superior, provided such time does not fall within a regular shift of duty,
- (c) In no event will employees be paid less than double time for having worked, consecutively in excess of two regular shifts.

4.6 When employees who are assigned to continuous operations shifts, perform work on the sixth consecutive day of their scheduled work week, such day shall be considered as a Saturday for the purpose of computing overtime, as above. When such employees work on the seventh consecutive day of their scheduled work week, such day shall be considered as a Sunday for the purpose of computing overtime as above.

4.7 Employees shall have the option of taking compensatory time in lieu of cash payment for overtime. If an employee chooses compensatory time in any instance, the amount of such time will be computed on the same basis, set forth above.

4.8 Court attendants shall receive one-half accumulated overtime in compensatory time, computed by the foregoing standards, and one-half in cash payment, except in the case of overtime accumulated during the custody of sequestered juries in which case one-quarter shall be taken in compensatory time and three-quarter in cash.

4.7 Overtime work shall be distributed as equally as possible among employees within the same classification.

5. Call in Time

5.1 Any employee who is requested and returns to work during periods other than his regularly scheduled shift shall be paid time and one half for such work and be guaranteed not less than four (4) hours pay, regardless of the number of hours actually worked. If the employee's call in time work assignment and his regular shift overlap, he shall be paid time and one half for that period worked prior to the regular shift. Thereafter for the balance of his regular work shift he shall be paid at the appropriate rate.

6. Rates of Pay

6.1 The pay scales for all employees covered by this Agreement shall be as set forth in Schedules A and B attached. New or additional employees to be hired during the term of this contract shall be governed by the pay scale as set forth in Schedules A and B. The lowest rate being received in the classification shall be the hiring rate.

6.2 In any case where a more qualified person is adviseable, upon written request of the Department Head or Freeholder Chairman of the Department, to the Board of Freeholders for approval, the Board of Freeholders may make such an adjustment in the hiring rate as they deem necessary to properly and justifiably fill a position.

6.3 Rates of compensation provided for in these regulations are fixed on the basis of full time service in a full time position. If any position is, by action of the Board established on a basis of less than full time service, or if, with the approval of the Board, the incumbent of any full time position is accepted for employment on a part time basis only, the rate of compensation provided for the position, (unless otherwise stated) shall be proportionately reduced in computing the rate of compensation payable for part time service.

6.4 The salary authorized under this agreement shall be interpreted as exclusive of any longevity pay, authorized pursuant to statute.

6.5 When an employee is promoted or reclassified (so as to assume additional duties or responsibilities, or in recognition of the performance of duties beyond those required by his old title) from one class or title to

another having a higher salary, then his salary shall be adjusted to receive (1) the lowest rate of any employee holding that title to which the promoted or reclassified employee is raised, or (2) \$250.00, whichever is higher. In no event shall such employee's salary be less than that which he received in his prior title. This section shall apply prospectively from June 2, 1971.

6.6 An employee who performs work in a higher paid classification than his own shall be certified for such work after he has performed this work for three (3) consecutive weeks during more than fifty percent (50%) of the time while on the job. Employees undergoing on the job training will not be considered as performing work in a higher paid classification. Such on the job training will not exceed twelve (12) consecutive weeks. Any employee undergoing on the job training will be paid at the rate of his own classification.

6.7 Those employees, who, as a requisite of employment are required by their employer to wear uniforms shall be granted a uniform allowance of \$50.00 per year prorated on the actual number of weeks employed or shall have their uniforms supplied by the employer.

7. Insurance

7.1 There shall be no change in the Group Hospital Plan presently maintained and paid for by the Board of Freeholders on behalf of the employees except in the case of a new plan that is equivalent or better.

8. Sick Leave with pay

8.1 Permanent employees in the County service shall be entitled to the following sick leave of absence with pay

(a) One working day sick leave with pay, for each month of service from the date of permanent appointment up to and including December 31st next following such date of appointment, and fifteen days sick leave with pay for each calendar year thereafter. If any such employee requires none or a portion only of such allowable sick leave for any calendar

year, the amount of such leave not taken shall accumulate to his credit from year to year, and he shall be entitled to such accumulated sick leave with pay if and when needed. Sick leave will not be advanced. It will accumulate at the rate of one and one quarter (1 1/4) days per month for period worked for permanent employees who have been employed for one (1) year or more, and one day (1) for each month served per annum during such temporary full time employment or permanent employment less than one (1) year. Sick leave for purpose herein, is defined to mean absence of any employee from duty because of personal illness by reason of which such employee is unable to perform the usual duties of his position, exposure to contagious disease, a short period of emergency attendance upon a member of his immediate family critically ill and required the presence of such employee.

(b) If any employee is absent for three (3) consecutive working days, for any of the reasons set forth in the above rule, the Board of Freeholders shall require acceptable evidence on the form prescribed. The nature of the illness and length of time the employee will be absent should be stated on the Doctor's Certificate.

(c) At the discretion of the Department Head, he may at any time require the employees seeking sick leave to submit medical evidence acceptable to the Department Head. If sick leave is not approved, the time involved, during which the employee was absent shall be charged to his vacation credit, if any, otherwise he will suffer a loss of pay for such time.

(d) An employee who does not expect to report for work on any working day because of personal illness or for any of the reasons included in the definition of sick leave hereinabove set forth shall notify the office by telephone or personal messenger within one hour of the beginning hour. Failure to do so may result in the loss of pay for the period of absence.

(e) Sick leave claimed by reason of quarantine or exposure to contagious disease may be approved on the certification of the Local Health

Department.

(f) The total years of service after permanent appointment of each such employee in the classified Civil Service shall be considered in computing accumulated sick leave due and available, and shall be granted and governed in accordance with prevailing Civil Service Regulations during this agreement.

(g) Temporary Employees service shall be entitled to the following sick leave with pay:

A. One working day's sick leave with pay for each month served per annum during such temporary full time employment.

B. Employees on a daily, hourly, or seasonal basis are not eligible.

9. Leave of Absence

9.1 Leaves of Absence for employees shall be granted as provided in Civil Service Statutes and rules and regulations except as otherwise set forth herein. Vacation leave will not be advanced.

9.2 Military Leave of Absence: An employee who is a member of the National Guard or Reserves of the Military or Naval Forces of the United States is required to undergo field training, shall be granted a leave of absence with pay for the period of such tour of duty. This leave shall be in addition to the annual vacation leave, provided the employee presents the official notice from his Commanding officer prior to the effective date of such leave. Such duty is not to exceed two weeks.

9.3 Permanent employees shall be granted a leave of absence without pay for the purpose of entering upon active duty with the Armed Forces of the United States, or with any organization authorized to serve therein with the Armed Forces of this State in time of war or emergency or pursuant to or in connection with the operation of any system of selective service. Employees having only temporary status who enter on active duty with the Armed Forces

of the United States shall be regarded as having resigned.

9.4 **Emergency and Special Leave:** An employee shall be given time off without loss of pay when:

(a) Performing Jury Duty.

(b) Commanded to appear as a witness and not a party before a court, legislative committee or judicial or quasi-judicial body.

(c) Performing emergency civilian duty in relation to National Defense or other emergency when so ordered by the Governor or the President.

9.5 Employees returning from authorized leaves of absence as set forth herein will be restored to their original classification at the then appropriate rate of pay, with no loss of seniority, or other employees rights, privileges or benefits.

9.6 Leave of Absence with pay: A leave of absence with pay, up to three (3) days, shall be granted to a permanent employee desiring such leave because of a death in the immediate family as herein defined:

(a) Mother or Father

(b) Mother or Father-In-Law

(c) Brother or Sister

(d) Spouse

(e) Children of Employee

10. Fringe Benefits

10.1 When an employee is injured on duty, he is to receive Workmen's Compensation due him plus the difference between the amount received as compensation to him and his salary during the period of temporary disability only, up to a maximum of twenty (20) working days. Thereafter, in the event of continued temporary disability beyond the twenty day period, the employee is to receive Workmen's Compensation and his salary during the period of temporary disability only; which difference shall be charged against his sick

leave, provided that such employee is entitled to sick leave and provided further that the employee signs a form authorizing the employer to charge the time lost to sick leave.

11. Seniority

11.1 Seniority is defined as an employee's total length of service with the employer, beginning with his original date of hire.

11.2 An employee having broken service with the employer (as distinguished from leave of absence) shall not accrue seniority credit for the time when not employed by the Employer.

11.3 If a question arises concerning two or more employees who were hired on the same date following shall apply; if hired prior to the effective date of this Agreement, seniority preference among such employees shall be determined by the order in which such employees are already shown on the Employer's payroll records, first name first preference, etc. For employees hired on the same date subsequent to the effective date of this Agreement, preference shall be given in alphabetical order of the employee's last name.

11.4 The Employer shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the Union upon request.

11.5 Except where New Jersey Civil Service statutes require otherwise, in all cases of promotions, demotions, layoff, recall, vacation schedules and other situations where substantial employee advantages or disadvantages are concerned, an employee with the greatest amount of seniority shall be given preference provided he has the ability to perform the work involved.

12. Holidays

12.1 The following National Holidays are recognized as paid holidays when celebrated as Holidays -- New Years Day; Washington's Birthday; Lincoln's Birthday; Good Friday; Memorial Day; 4th of July; Labor Day; Columbus Day; Veterans Day; Thanksgiving Day; Christmas Day; General Election Day;

Friday, September 3, 1971 and a day to be agreed upon in 1972.

12.2 Holidays which fall within an employee's vacation period shall be celebrated at the employee's option, either immediately before or immediately following his vacation period.

12.3 It is understood that there shall only be one (1) day of celebration in the event the Holidays are celebrated on a day other than the actual day of said Holiday, and no additional day shall be received because of the adjustment on the day of celebration. This shall not apply to Lincoln's or Washington's Birthday.

12.4 Holidays which fall on Saturday shall be celebrated on the preceeding Friday. Holidays which fall on a Sunday shall be celebrated on the following Monday.

12.5 When the Board of Freeholders declare by formal action a holiday for all County employees, those who are required to work on such holiday shall be given a compensatory day at a later date. This provision has no applicability when holidays are declared or granted pursuant to a contract with other Representative Associations or Unions.

13. Longevity Pay

13.1 Longevity Pay will be granted annually on or about December 1st., in a separate check to all CLASSIFIED PERMANENT Civil Service employees, with 7 or more years full time service on that date, as per the following schedule:

7 years Service --	2% of Annual Pay
11 years Service --	3% of Annual Pay
15 years Service --	4% of Annual Pay
20 years Service --	5% of Annual Pay

In calculating Longevity Pay, in the above schedule, Annual Pay may not be calculated on salary amounts in excess of \$8,500.00. The employee must be in a paying status as of July 1st of the year longevity is to be paid and subsequently leaves the County by virtue of retirement or in a good standing.

In computing longevity, the effective date shall remain as December 1st. If an employee leaves the service of the County after July 1st but prior to December 1st, longevity will be based on their length of service as of December 1st of the current year, prorated. If the employee leaves prior to July 1st, no longevity shall be paid.

14. Differential Pay

14.1 (a) Employees permanently assigned to the 2nd shift (between 3:00 P. M. and Midnight) will be compensated at an additional rate of 10% of the hourly rate, PROVIDED SUCH EMPLOYEE'S regular work day schedule is seven (7) or more hours.

(b) Employees permanently assigned to the 3rd shift (11:00 P. M. to 8:00 A. M.) shall be compensated at an additional rate of 8% of the hourly rate, provided such employee's work day schedule is seven (7) or more hours.

(c) Annual salaries include added compensation for employees assigned to rotating schedules.

15. Vacations

15.1 Permanent employees in the County service shall be entitled to the following annual vacation with pay:

(a) Up to one year of service, one working day's vacation for each month of service; after one year and up to ten years of service, twelve working days vacation; after ten years and up to twenty years of service, fifteen working days vacation, after twenty years of service twenty working days vacation.

(b) Where in any calendar year the vacation or any part thereof is not used, such vacation periods shall accumulate and shall be granted during the next succeeding calendar year.

Temporary employees in the County service shall be entitled to the following annual vacation with pay:

(a) One working day vacation for each month served per annum during such temporary full time employment.

(b) Employees on a daily or hourly basis are not eligible.

16. Strikes and Lockouts

16.1 In addition to any other restriction under the law, the Union will not cause a strike or work stoppage of any kind, nor will any employee take part in a strike, intentionally slow down in the rate of work, or in any manner cause interference with or stoppage of the Employer's work, provided the Employer follows the Grievance Procedure for which provision is made herein and the Employer shall not cause any lockout.

16.2 If either of the parties or if any person violates this section then such parties or person shall be responsible for any damages resulting as a matter of consequence of such action and such damages may be recovered by appropriate action instituted in the County Court of Camden County or the Superior Court Law Division, Camden County.

17. Safety and Health

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

17.2 The employer and the Union shall designate a safety committee member for each unit of representation. It shall be their joint responsibility to investigate and correct unsafe and unhealthful conditions. They shall meet periodically as necessary to review conditions in general and to make recommendations to either or both parties when appropriate. The safety committee member representing the Union shall be permitted a reasonable opportunity to visit work locations throughout the Employer's facilities, where employees covered by this Agreement perform their duties, for the purpose of investigating safety and health conditions, during working hours with no loss in pay, for periods not to exceed three (3) hours per week, unless additional time is authorized by the Superintendent, or the Employer.

18. Equal Treatment

18.1 The Employer agrees that there shall be no discrimination or

favoritism for reasons of sex, age, nationality, race, religion, marital status, political affiliation, union membership or union activities.

19. Work Rules

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

20. Grievance Procedures

20.1 Any grievance or dispute that might arise between the parties in reference to the application of or the meaning, or the interpretation of the Agreement shall be settled in the following manner:

Step 1 The aggrieved employee, Grievance Committee or the Representative, at the request of the employee, shall take up the grievance or dispute with the Department Head within five (5) working days of its occurrence. Failure to act within said five (5) day period shall be deemed to constitute an abandonment of the grievance. The Department head shall respond to the employee, Grievance Committee or Representative in writing within five (5) working days.

Step 2 If the grievance still remains unadjusted, it shall be presented by the Representative, Grievance Committee or employee, to the Labor Relations Committee in writing within seven (7) working days after the response from the Department Head was due. The Committee shall respond, in writing, to the employee, Representative, or Grievance Committee within five (5) working days after the next regularly scheduled Freeholder meeting. If the grievance remains unsettled, the Representative, may elect to pursue further steps, on one hand, described by Steps 3 and 4, or on the other hand by Step 5.

Step 3 If the grievance remains unsettled, the Representative may within fifteen (15) days after the reply of the Committee is due, by written notice to the Director, Board of Chosen Freeholders, request arbitration, the cost of which shall be borne equally by both parties. A request for arbitration

shall be made no later than such fifteen (15) days period and a failure to file within said time period shall constitute a bar to such arbitration unless the Representative and the Committee shall mutually agree upon a longer time period within which to adjust such a demand.

Step 4 With regard to subject matters not involving the expenditure of funds, the arbitration proceedings shall be conducted by an arbitrator to be selected by the Committee and the Representative, within seven (7) days after notice has been given. If the parties fail to agree upon an arbitrator, the State mediation Service shall be requested by either or both parties to provide a panel of five arbitrators. Both the Committee and the Representative shall have to strike two names from the panel. The Representative shall strike the first name; the Committee shall then strike another name, etc. and the name remaining shall be the arbitrator. The arbitrator shall restrict his inquiry to the standards established by this Agreement. The findings of the arbitrator shall be binding on both parties. The arbitrator shall be requested to issue his decision within thirty (30) days after the conclusion of testimony and argument.

Step 5 If the grievance remains unsettled, the Representative may within fifteen (15) days after the reply of the Committee is due with notice to the Director, Board of Chosen Greeholders, take those further steps permitted pursuant to rules and regulations established by the Public Employment Commission under the provisions of Chapter 303, Laws of 1968.

20.2 The representative will notify the Committee in writing of the name of the employee who is designated by the Representative to represent employees under the grievance procedure. The employee so designated by the Representative will be permitted to confer with other representatives, employees, and with the Committee representatives regarding matters of employee representation, during working hours without loss of pay for periods not in excess of three (3) hours per week in any calendar week.

20.3 Agents of the Representative, who are employees of the County of Camden, will be permitted to visit with employees during working hours at their work stations for the purpose of discussing Representative representation matters.

20.4 Delegates of the Council will be permitted to attend New Jersey State Civil Service Association meetings and conventions, without loss of pay, in accordance with R. S. 38:23-2.

21. General Provisions

21.1 Should any portion of this Agreement be held unlawful and unenforceable by any court or competent jurisdiction, such decision of the court shall apply only to the specific portion of the Agreement affected by such decision.

21.2 It is agreed that the Board of Freeholders and Council 10 will meet from time to time upon reasonable request of either party to discuss matters of general interest and concern, matters which are not necessarily a grievance as such. Such meetings shall be initiated by written request of either party, which shall reflect the precise agenda of the meeting. A seven (7) day advance notice will be given by Council 10 or the Board.

21.3 The jurisdiction and authority of the Board of Freeholders over matters not covered by this agreement are expressly reserved by the Board of Freeholders.

22. Termination

22.1 This agreement shall be effective as of the 1st day of January, 1971, and shall remain in full force and effect until the 31st day of December 1972. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing one hundred and twenty (120) days prior to the anniversary date, that it desires to modify the Agreement. In the event that such notice is given, negotiations shall begin not later than ninety (90) days prior to the anniversary date. This Agreement shall remain in 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.

22.2 In the event that either party desires to terminate this Agreement, written notice must be given to the other party not less than thirty (30) days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

22.3 Any changes, modifications, or amendments of any one part of this contract shall not cause a change, modification or amendment in any other part unless expressly so stated and this Agreement shall continue in full force and effect. This writing contains the entire Agreement between the parties and shall not be changed, enlarged, diminished, or modified in any way without express written approval of both parties.

ATTEST:

Carol C. Ferris

CAMDEN COUNTY BOARD OF
CHOSEN FREEHOLDERS

By *[Signature]*

ATTEST:

[Signature]

CAMDEN COUNCIL 10 N. J. C. S. A.

By *Richard Di Santo*

SCHEDULE "A"

\$1000-1100
Bldg. Service Worker, PT

\$2000-3000
Process Server, PT

\$3380-4380
Receptionist
Clerk
Mail Clerk
Sgt. -at-Arms

\$3500-4500
Sr. Office Appliance Operator
Account Clerk

\$3580-4580
Hospital Record Clerk

3600-4600
Parking Lot Attendant

3640-4640
Clerk Typist
Microfilm Operator

3660-4660
Bldg. Service Worker

3850-4850
Senior Receptionist Typing

3750-4750
Acct. Clerk Typing

3890-4890
Telephone Operator Typist

3860-4860
Bldg. Maint. Worker

3800-4800
Senior Clerk
Clerk Bookkeeper
Clerk Steno
Morgue Custodian

3840-4840
Clerk Transcriber

3900-4900
Sr. Clerk Typist

4150-5150
Index Clerk, Typing

4900-5900
Carpenters Helper
Painters Helper

4000-5000
Asst. Medical Record Librarian
Sr. Clerk Bookkeeper
Sr. Clerk Steno
Sr. Account Clerk
Sr. Microfilm Operator
Docket Clerk
Index Clerk

4250-5250
Sr. Clerk Bookkeeper Typing
Sr. Account Clerk Typing

4200-5200
Sr. Bldg. Mtn. Worker

4140-5140
Sr. Clerk Transcriber

4160-5200
Medical Stenographer

4200-4400 (6 hrs)
Telephone Operator

4200-5240
Sr. Tax Clerk, Bd. of Taxation
Clerk Transcriber-Spanish Interp.

4250-5250
Docket Clerk, Typing

4300-5300
Bookkeeping Machine Operator
Stock Clerk
Sr. Docket Clerk
Sr. Index Clerk

4300-5650
Probate Clerk

4400-4600 (8 hrs)
Telephone Operator

4400-5400
Watchman
Principal Clerk
Principal Clerk Bookkeeper

\$4400-5400

Principal Account Clerk
Principal Index Clerk
Docket Clerk - Spanish Interp.

4550-5550

Senior Docket Clerk Typing

4500-5500

Principal Clerk Steno
Timekeeper
Cashier
Recreation Leader (Social Recreation)

4500-5540

Legal Stenographer

4650-5650

Principal Clerk Typing
Principal Account Clerk Typing

4600-5600

Medical Record Librarian

4700-5000

Groundskeeper

4700-5700

Senior Bookkeeping Machine Operator

4700-5800

Supervising Index Clerk

4700-6700

Engineer Draftsman (Planning Bd. -6 hrs)

4800-5900

Investigator Property & Resources
Hospital Credit Investigator
Dietician

4900-6000

Senior Legal Stenographer

3960-4960

Senior Bldg. Service Worker

4200-5200

Sr. Bldg. Maint. Wkr.

4600-5600

Bldg. Service Worker Forelady

5000-6000

Sr. Cashier

\$5000-6100

Head Clerk
Head Clerk Bookkeeper
Investigator Clerk Probation
Public Health Investigator
Health Aide

5100-6140

Pharmacist Helper

5100-6300

Public Relations Officer

5200-5400

Elevator Operator

5200-6240

Process Officer

5200-6300

Principal Legal Steno
Sr. Dietician
Principal Bookkeeping Machine Operator
Asst. Veterans Service Officer
Court Attendant
Boys Supervisor
Girls Supervisor

5400-6400

Safety Director

5400-6550

Mechanical Repairman Stationary Equipment

5500

Investigator, Medical Exam Office, plus mileage

5500-6600

Asst. Co. Supt. Weights & Measures
Administrative Clerk, Hospital
Chief Clerk Bookkeeper
Chief Clerk
Administrative Secretary
Head Bookkeeping Machine Operator
Payroll Supervisor
Stationery Engineer
Supv. Court Attendant (6 hrs)

5700-6700

I. D. Officer (Lakeland)
Recreation Supervisor
I. D. Officer - Food Service Worker Foreman

5640-6740

Asst. Chief Stationary Engineer

5900-6900

Deputy District Court Clerk

5700-8100

Court Clerk

5800-6000
Elevator Starter

5850-6050
Storekeeper

5900-7000
Head Bookkeeping Machine Oper., Treasurers Ofc.

6000
Sr. Investigator Co. Medical Exam Ofc., plus mileage
Court Crier

6000-6750 (7 hrs)

MR Electrician
MR Carpenter
MR Mason
MR Painter
MR Plumber-steamfitter
Maintenance Repairman

6000-7100
Administrative Secretary LAW
Chief Clerk, Purchasing
Chief Clerk, Treasurer

6000-7200
Chief Stationary Engineer

6000-8000
*Engineering Aide

6150-6900
Senior Maintenance Repairman (7 hrs, all trades)

6100-6300
Stationary Fireman (7 hrs)

6300-7400
Deputy Clerk, District Court

6400-7900
Sanitary Inspector

6500
Narcotics Clinic Aide

6500-7700
Supervisor Property & Resources

6500-8500
*Principal Planning Draftsman
*Engineering Draftsman

6600-7800
Head Dietician

6700-9100
*Senior Court Clerk

6800-8000
County Supt. Weights & Measures

7000-9000
*Senior Engineering Aide
*Traffic Analyst

7000-8500
Field Representative Disease Control

7100-9500
*Chief Court Clerk

6100-7100
Senior Investigator Clerk, Probation Department

8500 ~~Senior Worker, Probation Department~~
Social Worker, Probation Department

7400-8600
Administrative Clerk, Center on Aging

7500-9000
Sr. Sanitary Inspector
Plumbing Inspector

8000-9000
Administrative Analyst, Health

8000-10,000
*Principal Engineering Aide

8000-9500
Chief Sanitary Inspector

*8500-9700
Industrial Representative

*8500-10,000
Assistant Planner

8500-10,500
*Sr. Engineering Draftsman
*Principal Engineer Draftsman

9000
*Court Clerk (Assignment Clerk)

*9500-11,500
Sr. Planner

10,000-12,000
Environmental Health Coordinator

11,000-13,000

*Assistant Engineer

*Principal Planner

12,000-14,000

*Sr. Engineer, Highway

13,000-15,000

*Principal Engineer, Highway

*Supervising Principal Engr. Design

1. All preceding titles, except those with an asterick, shall receive a 9% increase, each year in 1971 and 1972, provided that the maximum salary range as indicated is not exceeded.

2. Those employees whose new range does not permit a full 9% increase, but more than \$300.00, shall be brought to the maximum of the new range.

3. In the event the employee's maximum permits \$300 or less increase, the employee shall be raised to his maximum and paid the difference between his increase and \$300.00 in the form of a bonus, payable on or about December 15.

4. Any employee at his maximum and does not receive any percentage increase in 1971 or 1972 shall receive \$300 each year, 1971 and 1972, in the form of a bonus to be paid \$150. July 1 and \$150 December 15, 1971 and 1972.

5. The bonus referred to above shall be prorated if the employee leaves county employ prior to the payment date of said bonus.

6. Items 1 through 5 above apply separately to each year of this agreement, 1971 and 1972.

It is agreed that all titles preceded by an asterick shall receive salary increments in accordance with present existing salary resolutions which are herein incorporated by reference. Said resolutions shall be in effect and apply for the life of this agreement only. In all other respects, except pay, this agreement shall govern the terms of employment of the indicated titles.

SCHEDULE B

Occupational therapist	\$ 5500. - 6600
Sr. Occupational therapist	6600. - 7700
Director of Occupational therapy	7300. - 8400
Physical therapist	5500. - 6600
Sr. Physical therapist	6600. - 7700
Supervisor of Physical therapy	7100. - 8200
Practical Nurse	5200. - 6240
Practical Nurse - Psch.	5500. - 6540
Sr. Practical Nurse	5740. - 6740
Supervisor of Nursing Services	7500. - 8500
Supervisor of Nursing Services - Psch. Hosp.	7700. - 8800
Lab. Technician	4900. - 5900
Sr. Lab. Technician	5600. - 6700
Super Lab. Technician	6600. - 7800
X-ray Tech.	5000. - 6100
Sr. X-ray Tech.	5800. - 6900
Chief X-ray Tech.	6100. - 7200
E. E. G. Tech.	4600. - 5640
Psych. Social Service Asst.	4900. - 6000
Supervisor Psych. Social Service Asst.	5500. - 6600
Psych. Social Worker	6500. - 7700
Supervisor Psych. Social Worker	10,000. - 11,200
Medical Social Worker	5800. - 7000

(a) All persons presently employed in the titles set forth in this schedule shall receive 1/2 the difference between their present rate and the new maximum set forth herein retroactive to January 1, 1971, in 1971 and the other 1/2, effective January 1, 1972.

(b) Section (a) notwithstanding, no person shall receive payment of less than \$300 per year for 1971 and 1972.

(c) To the extent that the amount in (b) exceeds the amount in (a) such excess shall be paid as a bonus on December 15, 1971 and December 15, 1972.

(d) Persons already at their maximum who receive the full \$300 in (b) as a bonus shall receive payment of \$150. July 1 and \$50. December 15, 1971 and 1972.