

*General*

THIS BOOK DOES NOT CIRCULATE

AGREEMENT

between:

THIS BOOK DOES NOT CIRCULATE

CITY OF WILDWOOD, CAPE MAY COUNTY,  
NEW JERSEY,

-and-

LOCAL NO. 1983

CIVIL AND PUBLIC EMPLOYEES OF WILDWOOD, NEW JERSEY  
INTERNATIONAL BROTHERHOOD OF PAINTERS AND ALLIED TRADES  
AFL-CIO

January 1, 1974 through December 31, 1976

LIBRARY  
Institute of Management and  
Labor Relations  
AUG 27 1975  
RUTGERS UNIVERSITY

## PREAMBLE

This Agreement entered into this \_\_\_\_\_ day of \_\_\_\_\_, 1974, by and between the CITY OF WILDWOOD, in the County of Cape May, New Jersey, a Municipal Corporation of the State of New Jersey, hereinafter called the "City", and LOCAL NO. 1983, CIVIL AND PUBLIC EMPLOYEES OF WILDWOOD, N. J., INTERNATIONAL BROTHERHOOD OF PAINTERS AND ALLIED TRADES, AFL-CIO, hereinafter called the "Union" represents the complete and final understanding on all bargainable issues between the City and the Union.

## ARTICLE I

### RECOGNITION

A. In accordance with the "Certification of Representative" of the Public Employment Relations Commission dated July 9, 1971 (Docket No. RO-277) the City recognized the Union as the exclusive collective negotiations agent for all employees covered in the aforementioned Certification and more specifically enumerated by job titles as set forth in Appendix A except for the job titles, lifeguards, medics, and beach police which were Certified in accordance with the "Certification of Representative" of the Public Employment Relations Commission dated December 11, 1972 (Docket No. RO-511).

## ARTICLE II

### MANAGEMENT RIGHTS

A. The City hereby retains and reserves unto itself, without limitation all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the City Government and its properties and facilities and the activities of its employees;

2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees;

3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

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

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

### ARTICLE III

#### GRIEVANCE PROCEDURE

##### A. Purpose.

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the Union.

##### B. Definition.

The term "grievance" as used herein means any controversy arising over the interpretation or adherence to the terms and conditions of this Agreement and may be raised by an individual, the Union, or the City.

C. Steps of the Grievance Procedure.

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

STEP ONE:

(a) An aggrieved employee shall institute action under the provisions hereof within two (2) working days of the occurrence of the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally. Failure to act within said two (2) working days shall be deemed to constitute an abandonment of the grievance.

(b) The Supervisor shall render a decision within five (5) working days after receipt of the grievance.

STEP TWO:

(a) In the event a satisfactory settlement has not been reached, the employee shall, in writing and signed, file his complaint with the department head (or his representative) within five (5) working days following the determination by the Supervisor.

(b) The department head, or his representative, shall render a decision in writing within five (5) working days from the receipt of the complaint.

STEP THREE:

(a) In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the department head the matter may be submitted to the Mayor and Commissioners.

(b) The Mayor and Commissioners shall review the matter and make a determination within ten (10) working days from the receipt of the complaint.

STEP FOUR-CIVIL SERVICE:

Should the aggrieved person be dissatisfied with the decision of the Mayor and Commissioners, such person may file where appropriate for a Civil Service review in accordance with the Rules of the Department of Civil Service.

D. Union Representation in Grievance Procedure.

1. At the request of the aggrieved employee, the Shop Steward may

participate in the grievance procedure at Step One.

2. The International Representative of the Union may participate in the grievance procedure at Step Two.

3. The International Representative and the Shop Steward of the Union may participate in the grievance procedure at Step Three.

#### ARTICLE IV

##### SENIORITY

Seniority, which is defined as continuous employment with the City from date of last hire, will be given a due consideration by the City in accordance with Civil Service Regulations.

#### ARTICLE V

##### UNION REPRESENTATIVES

A. Accredited representatives of the Union may enter the City facilities or premises at reasonable hours for the purpose of observing working conditions or assisting in the adjustments of grievances. When the Union decides to have its representative enter the City facilities or premises, it will request such permission from the appropriate City representatives and such permission will not be unreasonably withheld, provided there should be no interference with the normal operations of the business of City Government nor meetings held on City time or property.

B. One Shop Steward and five assistant Shop Stewards may be appointed to represent the Union in grievances with the City. The assistant Shop Steward shall be one each from the following departments: Maintenance, Water, Sewage Disposal, Lifeguard, and Clerical. The Union shall provide in writing the names of said stewards to the City and without written notice of change no other individual shall be recognized by the City.

#### ARTICLE VI

##### HOURS AND OVERTIME

A. The normal working week shall consist of the hours noted below:

1. Clerical Employees - Thirty-Two and one-half (32. 1/2) hours per week, that is six and one-half (6 1/2) hours per day for five (5) days per week.
2. Maintenance Employees - Thirty-five (35) hours per week, that is seven (7) hours per day, five (5) days per week.
3. Lifeguards, medical personal, and beach police - Forty-eight (48) hours per week, that is eight (8.0) hours per day, six (6) days per week.
4. All other employees - Forty (40) hours per week, that is eight (8) hours per day, five (5) days per week.

B. All work performed in excess of the specified hours in any work day or work week shall be paid for at the rate of time and one-half. The work day and work week to be used for computing work performed in excess of the same shall be as specified herein paragraph A of this contract.

C. Compensable time off shall be scheduled by the City so as not to interfere with the work load of the City Government. However, the desires of the employee shall be taken into consideration in such scheduling.

D. The provisions of Paragraph B of this article shall, however, not apply to those employees who have voluntarily chosen to accept seasonal employment by the City for a full second forty (40) hour workweek in addition to their regular year-round employment by the City.

E. In the distribution of overtime work, preference over temporary or seasonal employees shall be given to permanent full time employees, overtime shall be distributed as equitably as possible.

F. The overtime provisions of this Article shall apply only to permanent full-time (twelve month) full-shift employees.

## ARTICLE VII

### HOLIDAYS

A. The following holidays shall be recognized for permanent full time (twelve month) employees:

1. New Year's Day
2. Lincoln's Birthday
3. Washington's Birthday
4. Good Friday

- |                         |                                |
|-------------------------|--------------------------------|
| 5. Memorial Day         | 10. Veteran's Day              |
| 6. Primary Election Day | 11. General Election Day       |
| 7. Independence Day     | 12. Thanksgiving Day           |
| 8. Labor Day            | 13. Day after Thanksgiving Day |
| 9. Columbus Day         | 14. Christmas                  |

B. The holidays scheduled in the foregoing paragraph shall be considered to be celebrated on Friday if the same fall on Saturday, and shall be considered to be celebrated on Monday if the same fall on Sunday.

C. Employees who are scheduled to work on the recognized holidays noted in this Article shall be entitled to receive the regular straight time pay to which such employees would have been entitled had they not worked on said holiday and shall in addition be paid at the rate of one and one-half for the actual hours they worked on said holiday.

D. Employees who are normally scheduled to work a work week other than a normal Monday through Friday work week shall receive the same holiday benefits as do all other employees. If, during the regular scheduled work week of such employees a holiday occurs and it does not occur on a regular work day of such employee, said employee shall be entitled to the last day of his work week as a holiday. If said employee is required to work on the last day of his work week he will receive for working on said holiday holiday pay, that is to say, he will be paid for the holiday as such, and in addition he will be paid time and one-half for the actual hours which he works in such day.

E. Employees shall be granted a holiday whenever same is declared by Proclamation of the President of the United States or the Governor of the State of New Jersey subject to paragraphs C and D of this Article.

## ARTICLE VIII

### VACATIONS

A. Annual vacation leave with pay shall be earned at the rate of one working day of vacation for each month of service during the remainder of the calendar year following the day of appointment; twelve (12) working days vacation thereafter for every year and up to ten (10) years and; fifteen (15) working days vacation after the completion of ten (10) years and up to twenty (20) years of service, and; twenty (20) working days vacation after the

completion of twenty (20) years of service.

B. Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the appointing authority unless the appointing authority determines that it cannot be taken because of pressure of work. Any unused vacation may be carried forward into the next succeeding year only.

C. The vacation provisions of this Article shall apply only to permanent full-time (twelve month) full-shift employees.

## ARTICLE IX

### HOSPITALIZATION AND INSURANCE

A. The City shall continue to provide enrollment in the State Health Benefits Program for all permanent (twelve month) employees who have been on the payroll for two month, at the beginning of the third month of employment.

B. The program provides for Blue Cross and Blue Shield coverage with Rider "J" provisions, and a Prudential Insurance Co. major medical policy up to \$15,000 with \$100 deductable and 80% payment of all charges not covered by the Blue Cross and Blue Shield plans.

C. The City shall continue to pay the full cost of the foregoing program.

D. Lifeguards, beach police, and medics shall be covered by Workmen's Compensation, the cost of which shall be borne by the City, but shall not be covered under the provisions of the Article IX, paragraphs A and B.

## ARTICLE X

### SICK LEAVE

#### A. Service Credit for Sick Leave

1. All permanent employees, full time temporary, or full time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.

2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease. Sick leave may also be used for short periods



because of death in the employee's immediate family or for the attendance of the employee upon the member of the immediate family who is seriously ill.

3. Such sick leave shall not include any extended period where the employee serves as a nurse or housekeeper during this period of illness.

B. Amount of Sick Leave

1. The minimum sick leave with pay shall accrue to any full-time (twelve-month) full-shift, employee on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter. Part-time permanent employees shall be entitled to sick leave as established by regulation.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

3. An employee shall not be reimbursed for accrued sick leave at the time of termination of his employment. Upon termination, the City shall certify to the Department of Civil Service the employee's accumulated sick leave which shall be made a part of the employee's permanent record.

C. Reporting of Absence on Sick Leave.

1. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations where notice must be made prior to the employee's starting time.

(a) Failure to notify his supervisor may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.

(b) Absence without notice for five (5) consecutive days shall constitute a resignation.

D. Verification of Sick Leave

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.

(a) An employee who has been absent on sick leave for periods totaling ten (10) days in one calendar year consisting of periods of less than five (5) days shall submit acceptable medical evidence for any

additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences of one day or less in which case only one certificate shall be necessary for a period of six (6) months.

(b) 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.

2. In case of leave of absence due to exposure to contagious disease a certificate from the Department of Health shall be required.

3. In case of death in the immediate family, reasonable proof shall be required.

4. The City may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined at the expense of the City by a physician designated by the City. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

## ARTICLE XI

### SALARIES AND COMPENSATION

A. Commencing January 1, 1974, a new wage plan, Appendix C, shall go into effect.

B. Cost of Living Escalator. In 1975 and 1976 all employees will receive a salary increase to the extent that the cost of living index for any contract year is greater than 6 points over the Cost of Living Index on the prior January 1st. Such cost of living increment shall be determined for 1975 by subtracting the amount in the "ALL ITEMS" column in the Consumer Price Index for the month of January 1974 from the corresponding average Index number for the year 1974; and for 1976 by subtracting said amount for January 1975 from the corresponding average Index for the Year 1975. The number six (6) shall then be subtracted from the resulting number and the employee shall receive as an increment the resulting figure as a percentage of their salary. The Consumer Price Index referred to herein is the Revised Consumer Price Index - U.S. (19--/19-- equals 100- New Series beginning with January, 19--) reflecting the change in prices of goods and services purchased by city wage earners and clerical worker families (to maintain their level of living) published by the Bureau of Labor Statistics, United States Department of Labor. If the Bureau of Labor Statistics changes the

form or the basis of calculating the Consumer Price Index, the parties agree to request the Bureau to make available for the life of this Agreement a monthly Consumer Price Index in its present form and calculated on the same basis as the Index for January, 1974.

C. Assigned Deputies shall receive, in addition to their regular salary, \$750.00 per year which amount shall be utilized in the computation of longevity.

## ARTICLE XII

### LONGEVITY

A. Effective January 1, 1974, the following longevity plan shall be instituted upon the employee's length of continuous and uninterrupted service with the City:

1. Five (5) years of service - 2% longevity pay based upon employee's base salary.
2. Ten (10) years of service - 4%
3. Thirteen (13) years of service - 6%
4. Sixteen (16) years of service - 8%
5. Nineteen (19) years of service or more - 10%

B. Deputy pay shall be included in the computation of longevity.

C. Longevity pay shall be computed as of January 1 and July 1 of each year.

## ARTICLE XIII

### SHIFT DIFFERENTIAL

Commencing January 1, 1974, the following shift differentials shall be paid:

1. Second Shift - Twelve (.12) cents per hour over the first shift rate.
2. Third Shift - Eighteen (.18) cents per hour over the first shift rate.

ARTICLE XIV

TEMPORARY OR SEASONAL EMPLOYMENT

A. Temporary or Seasonal employees compensated at an hourly wage rate shall be paid at the discretion of the Commissioners not more than the rates as follows:

Comfort Station Attendants	\$2.00
Paper Pickers (designated as Laborers)	\$2.00
Clerical Employees	\$2.25
Laborers (other than paper pickers)	\$2.50

B. Lifeguards shall be compensated in accordance with the provisions and schedules as set forth in Appendix D.

ARTICLE XV

BULLETIN BOARD

One bulletin board shall be made available by the City at each of the following locations: Water Department, Maintenance, Sewerage Disposal, Off-Shore Water, Lincoln Avenue Lifeguard Station, and City Hall. These bulletin boards may be utilized by the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The department head or his representative may have removed from the bulletin any material which does not conform with the intent and provisions of this Article.

ARTICLE XVI

WORK RULES

The City may adopt and post or otherwise disseminate such rules and regulations as it may desire, provided that the same are not contrary to this Agreement and further provided that the Union shall have the right to grieve with reference to the same within five (5) days after the same are posted or disseminated and/or a copy sent to the Union.

ARTICLE XVII

NO-STRIKE PLEDGE

A. The Union covenants and agrees that during the term of this Agreement neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e. the concerted failure to report for duty, or willful absence of an employee from the full, faithful, and proper performance of the employee's duties of employment) work stoppage, slowdown, walkout, or other job action against the City. The Union agrees that such action would constitute a material breach of this Agreement.

B. In the event of a strike, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by any Union member shall entitle the City to invoke any of the following alternatives:

1. Withdrawal of dues deduction privileges.
2. Such activity shall be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the Civil Service Law.

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

D. Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Union or its members.

ARTICLE XVIII

NON-DISCRIMINATION

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

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

against, interfere with, restrain, or coerce any employees covered under this Agreement who are not members of the Union and shall not solicit membership in the Union or the payment of dues during working time.

## ARTICLE XIX

### DEDUCTIONS FROM SALARY

A. The City agrees to deduct from the salaries of its employees subject to this Agreement dues for the Union. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N. J. S. A. (R. S.) 52:14-15. 9(e) as amended. Said monies together with records of any corrections shall be transmitted to the Union office by the fifteenth (15th) of each month following the monthly pay period in which deductions were made.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish to the City written notice prior to the effective date of such change and shall furnish to the City new authorizations from its members showing the authorized deduction for each employee.

C. The Union will provide the necessary "check-off authorization" form and deliver the signed forms to the City Comptroller. The Union shall indemnify, defend, and save the City harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the City in reliance upon salary deduction authorization cards submitted by the Union to the City.

## ARTICLE XX

### SEPARABILITY AND SAVINGS

A. All salary or wage increases or other economic changes will be put into effect only to the extent that same may legally be put into effect. In the event any or all of the salary increases for the term of this Agreement or beyond cannot legally be made effective, such increases shall be omitted or proportionately adjusted according to law.

B. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of the law or by a Court or other tribunal of competent jurisdiction, such provision

shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXI

FULLY BARGAINED PROVISIONS

This Agreement represents and incorporates the complete and final understanding and settlement by the parties on all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE XXII

TERM AND RENEWAL

This Agreement shall be in full force and effect as of January 1, 1974 and shall remain in effect to and including December 31, 1976, without any reopening date. This Agreement shall continue in full force and effect from year to year thereafter, unless one part or the other gives notice, in writing at least ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals at Wildwood, New Jersey on this 4<sup>th</sup> day of April, 1974.

LOCAL NO. 1983  
CIVIL AND PUBLIC EMPLOYEES  
OF WILDWOOD, N. J.  
INTERNATIONAL BROTHERHOOD  
OF PAINTERS AND ALLIED  
TRADES  
AFL-CIO

CITY OF WILDWOOD  
CAPE MAY COUNTY, NEW JERSEY

BY [Signature] Mayor  
ATTEST: [Signature]  
CITY CLERK

BY [Signature]  
ATTEST: [Signature]



APPENDIX A

CITY OF WILDWOOD JOB CLASSIFICATIONS

Cashier	Senior Comfort Station Attendant
Clerk-Typist	Equipment Operator
Bookkeeping Maching Operator	Senior Maintenance Repairman-Mason
Assessing Clerk	Mechanical Repairman
Head Cashier	Senior Pumping Station Operator
Head Clerk	Maintenance Repairman-Electrician
Assistant City Clerk	Maintenance Repairman-Mason
Assistant Water Repairman Foreman	Senior Building Maintenance Worker
Laborer	Assigned Deputy Coooector of Taxes
Pumping Station Operator	Assigned Deputy City Treasurer
Groundskeeper	Assigned Deputy Collector of Water Rents
Building Maintenance Worker	Assigned Deputy Assessor
Building Service Worker	Lifeguards
Assistant Water Repairman	Beach Medics
Maintenance Repairman-General	Beach Police
Water Meter Reader	Assigned Deputy City Clerk
Water Meter Repairman	Traffic Maintenance Supervisor
Comfort Station Attendant	Boardwalk Activities Supervisor
Equipment Operator	Senior Comfort Station Attendant
Mechanical Repairman	Senior Maintenance Repairman-Mason
Senior Sewage Plant Operator	Water Repairman
Assistant Chief Pumping Station Operator	Chief Pumping Station Operator
	Building Maintenance Worker Foreman



## EXHIBIT B

## CITY OF WILDWOOD JOB CLASSIFICATIONS

1974-1976

Range #1

Account Clerk ( Typing )  
 Clerk Typist  
 Court Crier ( P. T. )  
 Museum Attendant  
 Comfort Station Attend.  
 Receptionist

Range #2

Building Serv. Worker  
 Clerk Bookkeeper  
 Clerk Stenographer  
 Food Service Worker  
 Institutional Worker  
 Microfilm Operator  
 Receptionist Typist  
 Watchman  
 Ass't Laborer  
 Senior Comfort Sta. Attend.  
 Accounting Clerk

Range #3

Cashier  
 Cook-C. Jail  
 Bookkeeping Machine Op. (typing)  
 Bridge Operator  
 Cook  
 Docket Clerk  
 Keypunch Operator  
 Laundry Worker  
 Mechanic, Election Board  
 Seamstress  
 Telephone Operator  
 General Clerical

Range #4

Sr. Food Service Worker  
 Engineering Aide  
 Laborer  
 Plan Aide  
 Process Server  
 Sr. Account Clerk Typing  
 Sr. Bldg. Maint. Worker  
 Sr. Clerk

Range #4 continued

Sr. Clerk Typist  
 Sr. Receptionist ( typing )  
 Ass't Water Repairman  
 Docket Clerk ( typing )  
 Index Clerk  
 Laundry Worker Forelady  
 Sr. Bookkeeping Machine Operator  
 Sr. Mail Clerk  
 Sr. Microfilm Operator ( typing )  
 Traffic Maintenance Man  
 Addressograph Machine Operator (election bd. )  
 Groundskeeper  
 Water Service Inspector  
 Boardwalk Activities Supervisor  
 Building Maint. Worker

Range #5

Ass't Co. Supt. of W & M  
 Ass't Exec. Dir. Office of Aging  
 Bridge Repairman  
 Deputy Co. Coordinator Disaster Control  
 Interviewer, Veterans Service Steno  
 Interviewer, Veterans Service Typing  
 Maintenance Repairman  
 Mechanical Repairman  
 Planning Draftsman  
 Sr. Clerk Steno.  
 Sewage Plant Operator  
 Supv. Telephone Operator  
 Truck Driver  
 Pumping Station Operator

Exhibit B Continued

Range #5 cont.

Maintenance Repairman-Mason  
Water Meter Reader  
Water Meter Repairman  
Water Repairman  
Mechanic  
Equipment Operator

Range #6

Equipment Operator, Sweeper  
Legal Stenographer  
Museum Curator & Law Librarian  
Practical Nurse  
Principal Account Clerk  
Principal Bookkeeping Machine Op.  
Principal Clerk  
Principal Clerk Steno  
Sr. Index Clerk  
Storekeeper

Range #7

County Correction Matron  
County Correction Matron & Cook  
County Jail  
Maintenance Repairer-Electrician  
Sewer Equipment Operator  
Ass't Water Repair Foreman  
Head Clerk

Head Cook  
Investigator, Prob. Dept.  
Principal Account Clerk (typing)  
Principal Clerk Typist  
Public Health Investigator  
Sr. Bridge Repairman  
Sr. Engineering Aide  
Sr. Identification Clerk  
Sr. Maintenance Repairman  
Sheriff's Officer  
Electrician  
Sr. Pumping Station Operator

Range #8

Ass't Bridge Repairman Foreman  
Carpenter  
Court Clerk  
Painter  
Road Foreman  
Stationary Engineer  
Registrar, Election Board  
Ass't City Clerk

Range #9

Admin. Clerk Co. Bd. of Taxation  
Admin. Secretary Civil Defense  
Admin. Secretary Probation Office  
Admin. Secretary Prosecutor's Office  
Bridge Repairman Foreman  
Exec. Dir. Office of Aging  
General Road Foreman  
Head Clerk  
Sr. Court Clerk  
Traffic Maintenance Foreman  
Sewer Plant Foreman  
Parks Foreman  
Streets & Sewers Foreman  
Building Maintenance Foreman  
Public Works Foreman  
Water Repair Foreman

## APPENDIX C

## CITY OF WILDWOOD SALARY SCALE

<u>No.</u>	<u>Maximum Entrance &amp; Maximum First Year Salary</u>	<u>1 yr.</u>	<u>2 yr.</u>	<u>3 yr.</u>	<u>4 yrs. or more</u>
1	\$4330	\$4729	\$5128	\$5527	\$5926
2	\$4546	\$4961	\$5376	\$5791	\$6909
3	\$4773	\$5792	\$6273	\$6754	\$7235
4	\$5011	\$6079	\$6580	\$7082	\$7586
5	\$5262	\$6378	\$6900	\$7422	\$7943
6	\$5525	\$6500	\$7100	\$7600	\$8100
7	\$5801	\$7023	\$7591	\$8158	\$8726
8	\$6091	\$7171	\$7762	\$8355	\$9149
9	\$6396	\$7735	\$8353	\$8971	\$9588

Any Employee hired after January 1, 1974 shall be compensated at a rate which rate shall not exceed the amount designated on the Salary Scale as the minimum for the respective salary Range.

1974

Commencing January 1, 1974, a new wage plan shall be implemented based upon years of continuous service and 1973 salary. Each employee by title has been placed in the appropriate Range and step in accordance with the appropriate Civil Service title and the employees number of years of continuous service with the City. Each employee will receive a salary increase amounting to one-third (1/3) of the difference between the 1973 salary and the appropriate salary appearing on the 1976 salary range.

1975

Commencing January 1, 1975 each employee shall receive a salary increase equal to that received in 1974, together with the cost of living increase if any, as provided in contract Article XII, B

1976

Commencing January 1, 1976 each employee shall receive a salary increase equal to that received in 1974. All employees who have not reached the maximum salary shall also receive one increment within the appropriate salary range, together with the cost of living increment, if any, as provided in contract Article XI, B.

## APPENDIX D

## SALARIES

CLASSIFICATION	YEARS OF SERVICE	SALARY PER DIEM		
		1974	1975	1976
Lifeguards, Medics and Beach Police	5	\$21	\$21*	\$21*
	4	\$20	\$21	\$22
	3	\$19	\$20	\$21
	2	\$18	\$19	\$20
	1	Starting Salary not to exceed \$18		

## PERSONNEL EQUIPMENT

A. Each lifeguard shall be issued various articles of regulation clothing, the cost of which shall be deducted in equal installments from the employee's first two paychecks. Said deductions shall be reimbursed to each guard at the satisfactory conclusion of the employment term and the return of said equipment in good condition, normal wear and tear excepted.

B. The Shop Steward or his designee, and the Captain or his designee, shall make the determination at the time said equipment is returned, if an assessment, if any is to be levied on account of the unusual depreciation of said equipment.

\* In recognition that the parties desire to maintain salary parity of unit employees with those salaries of fifth year lifeguards in North Wildwood and Wildwood Crest for the duration of this agreement, it is agreed and understood that salaries for employees at level five (5) shall increase a minimum of an average of One (\$1.00) Dollar for 1975 and 1976; however, during this period the salary of a said level five (5) employee shall be maintained at not less than the dollar differential which existed in 1973 between the City of Wildwood and the average salary earned by comparable fifth year employee in the Borough of Wildwood Crest and the City of North Wildwood in 1973. It being the intent of the parties hereto that in 1976 the dollar differential between the salary received by a fifth (5) level Wildwood lifeguard and the average salary earned by a comparable employee in the Borough of Wildwood Crest and the City of North Wildwood shall not be less than the dollar differential which existed in 1973.

Certified to \_\_\_\_\_

RESOLVED that the Mayor and City Clerk be and hereby are authorized to execute a contract with the AF of L-CIO International Brotherhood of Painters and Allied Trades, Local 1973. Said contract relates to the employment terms and conditions of those employees certified by the Public Employment Relations Commission under Docket Nos. RO-277 and RO-511 for the period January 1, 1974, through December 31, 1976.