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A G R E E M E N T

BETWEEN

TOWNSHIP OF BERKELEY

AND

BERKELEY TOWNSHIP SUPERVISORS' ASSOCIATION

January 1, 1996 through December 31, 1998

Law Offices

DORF & DORF, P.C.
2376 St. Georges Avenue
Rahway, New Jersey 07065

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PREAMBLE

This Agreement entered into this day of , 1997
by and between the TOWNSHIP OF BERKELEY, IN THE COUNTY OF OCEAN,
NEW JERSEY, a municipal corporation of the State of New Jersey
(hereinafter called the "Township") and BERKELEY TOWNSHIP
SUPERVISORS' ASSOCIATION (hereinafter called the "Association"),
represents the complete and final understanding on all
bargainable issues between the Township and the Association.

ARTICLE I

RECOGNITION

A. The Township hereby recognizes the Association as the
sole and exclusive representative of all employees of the
bargaining unit in the job titles listed in Appendix A. In the
event there is a dispute as to whether a particularly titled
employee is covered by this Agreement, the certification by the
Public Employment Relations Commission with respect to the
recognition of this unit shall be the controlling document.

B. This Agreement shall govern all terms and conditions of
employment and shall be binding upon all parties herein.

C. Whenever the male gender is utilized in this Agreement
it should also refer to the female gender and singular shall
refer to plural as well unless otherwise indicated.

ARTICLE II

COLLECTIVE BARGAINING PROCEDURE

A. Collective bargaining meetings shall be held at times and places mutually convenient at the request of either party in accordance with the terms of this Agreement and law.

B. Except as this Agreement shall otherwise hereafter provide, all terms and conditions of employment applicable on the effective date of this Agreement, January 1, 1996 for employees covered by this Agreement as established by written rules, regulations and/or policies of the Township in force on January 1, 1996 shall continue to be applicable during the term of this Agreement. Nothing herein shall prohibit the Township from modifying those rules, regulations and policies which do not directly diminish the pecuniary benefits afforded to the employee under this Agreement or by the written rules, regulations and policies.

ARTICLE III

ASSOCIATION RIGHTS AND PRIVILEGES

A. Whenever any representative of the Association is mutually scheduled by the parties to participate during working hours in negotiations, grievance proceedings, conferences or meetings, he/she shall suffer no loss of regular straight time pay.

B. Representatives of the Association shall be permitted to transact official Association business on Township property with appropriate administrative approval and provided that this meeting shall not interfere with or interrupt normal work operations.

C. The Association and its representatives shall have the right to use the Township buildings at all reasonable hours for meetings. The Township Administrator shall be notified at least three (3) working days in advance of the time and place of all such meetings and his/her approval shall be required.

D. The Association shall have the right to have its qualified personnel use Township facilities and equipment, including typewriters, mimeographing machines, other duplicating equipment, calculating machines and similar types of equipment at reasonable times when such equipment is not otherwise in use for Township purposes. The Association shall pay for the cost of all materials and supplies incident to such use and shall be responsible for any of the equipment. The rate to be charged to the employees shall be the same charged to the general public.

ARTICLE IV

DISCRIMINATION AND COERCION

There shall be no discrimination, interference or coercion by the Township, the Association or any of its agents, against the Township because of membership or activity in the Association. Neither the Township nor the Association shall discriminate against any employee because of race, creed, color, sex, national origin or political affiliation.

ARTICLE V

MANAGEMENT RIGHTS CLAUSE

A. The Township retains and may exercise all rights, powers, duties, authority and responsibilities conferred upon and vested in it by the laws, Constitution of the United States and the State of New Jersey except as specifically abridged, limited or modified by the express terms of this Agreement, and then only to the extent such modification is lawful.

B. All rights, powers, authority, prerogatives of management, and the responsibility and authority to enforce reasonable rules and regulations governing the conduct and activities of the employees are hereby retained by the Township.

ARTICLE VI

NO STRIKE CLAUSE

A. The parties agree that the employees covered by this Agreement shall not engage in any strike, work stoppage, picketing or other prohibited activity under the law of the State of New Jersey.

B. In the event such activity takes place, the Township may elect to choose any one or more of the following remedies:

1. Discharge
2. Suspension
3. Reprimand
4. Fines
5. Such Other Relief as Permitted by Law

ARTICLE VII

SICK LEAVE

A. Sick leave may be utilized by full-time employees when they are unable to perform their work by reason of personal illness, accident, or exposure to dangerous contagious disease while in the line of duty and where medical authorization of the Township Physician has been secured.

B. All permanent, full-time employees covered by this Agreement shall be granted sick leave with pay. During an employee's first year of service, he/she will be granted one day for each month of complete service of full-time employment. From the beginning of employee's second year of service, he/she will be granted fifteen (15) days each year thereafter.

C. Absence Notification

1. If an employee is absent for reasons that entitle him to sick leave, he/she shall notify his/her supervisor no later than one hour prior to his/her usual reporting time.

2. Failure to notify his/her supervisor may be cause for denial of the use of sick leave for that absence and constitute cause for disciplinary action.

3. Absence without notice for five (5) days or more consecutive days shall constitute a resignation.

D. Medical Evidence

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

a. An employee who has been absent on sick leave for periods totaling fifteen (15) 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 Township Administrator may require proof of illness of an employee on leave whenever such requirement appears reasonable.

2. In case of leave of absence due to exposure to dangerous contagious disease, a certificate from the Department of Health may be required by the Township.

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

4. Abuse of sick leave shall be cause for disciplinary action.

ARTICLE VIII

WORKDAY AND WORKWEEK

A. The normal workday time frame for employees in this bargaining unit shall be 6:00 a.m. to 5:00 p.m. which may vary according to management needs.

B. Supervisors working thirty-five (35) hours per week, excluding a daily thirty (30) minute lunch period and those working forty (40) hours per week, excluding a daily thirty (30) minute lunch period shall be required to work only in the time frame described in the preceding paragraph, unless such workday is modified by the Township.

C. Time and one-half (1-1/2) pay shall be paid to those employees covered by this Agreement for all callouts for emergency reasons which are defined and limited to snow emergency, hurricanes, tornadoes and other weather-related emergencies.

D. The Township shall pay overtime at the rate of time and one-half (1-1/2) for all work performed beyond forty (40) hours in any one (1) calendar week. However, time spent at meetings and/or training sessions outside the normal work schedule shall be compensated for with compensatory time at straight time rate.

E. The taking of overtime by employees of this unit shall be in accordance with the Township Administrator's policy and procedure concerning same except as otherwise expressly provided in this Agreement.

F. The present practice of overtime payment to the Court Administrator shall not be modified by the terms of this Agreement.

ARTICLE IX

LONGEVITY

A. Each employee under this Agreement shall be paid in addition to his/her annual wage a longevity increment based upon his/her years of continuous full-time employment in the Township of Berkeley in accordance with the following:

1. Upon completion of five (5) years of continuous service, \$600.00.
2. Upon completion of ten (10) years of continuous service, \$1,200.00.
3. Upon completion of fifteen (15) years of continuous service, \$1,800.00.
4. Upon completion of twenty (20) years of continuous service, an additional \$2,500.00.
5. Upon completion of twenty-five (25) years of continuous service, \$3,000.00.

B. Such increments shall be added to the base salary and be paid accordingly. The maximum amount of longevity pay considered by this Article shall not exceed \$3,000.00 in the aggregate.

C. When an employee first becomes eligible for a new longevity increment, the employee shall receive said first payment as a one time, lump sum payment, to be paid in the paycheck closest to November 1st of the same year.

D. Each employee covered by this Article shall receive his/her longevity increment based on the date of anniversary of his/her initial date of full-time employment and such increment shall be paid from and after such date. Any claims by the Association or its employees for longevity increments due and payable prior to January 1, 1982 be and are hereby waived which claims shall not be asserted either under this grievance procedure, New Jersey Department of Personnel Rules and Regulations, a claim before PERC or any other jurisdiction, forum or court.

ARTICLE X

INSURANCE

A. The Township shall continue to maintain its existing Worker Compensation Insurance for all employees covered by this Agreement.

B. The Township shall continue to provide such medical insurance benefits currently being provided to the employees. In accordance with the current practice, the premiums shall be paid by the Township.

C. The Township will provide to all employees of the Association a prescription drug plan which will be a co-pay of \$2.00 for generic drugs and \$5.00 for name brands. Effective January 1, 1997 the co-payment for name brands shall increase to \$10.00. The premium for the plan selected by the Township will be paid for by the Township.

D. The Township shall continue to provide to the employees and their families covered by this Agreement a dental insurance program as has been in effect. The Township shall pay the premium on such plan.

E. In the event of disability, retirement or just cause separation, the Township shall allow the individual employee affected to remain on the health insurance program presently in effect at the time of the signing of this Agreement at no cost to the Township and if permitted by the carrier.

F. Employees covered by this Agreement upon retirement from the Township who have been in the New Jersey State Pension Plan for twenty-five (25) years shall remain in the Township medical plan at no expense to the employee with coverage afforded at the group rate.

G. The Township reserves the right to change insurance plans or carriers or to self-insure so long as substantially equivalent benefits are provided and at least forty-five (45) days notification is provided to the Association. In the event the Association does not agree that the new plan(s) provided(s) substantially equivalent benefits, the Association may submit the matter to expedite arbitration prior to the expiration of the forty-five (45) days notification by the Township, for determination by an arbitrator prior to implementation of the new plan(s).

ARTICLE XI

CLOTHING ALLOWANCE

A. The Township shall provide a clothing allowance in the amount(s) noted to employees listed in Appendix B on or about April 1 of each year. Said allowance shall be in lieu of provision of uniforms and uniform maintenance allowance which had been the past practice.

B. All supervisors working in hazardous areas shall be provided with safety glasses, prescription if needed.

ARTICLE XII

VACATIONS

A. Each employee of the Association who has had the length of continuous full-time employment specified in the table following shall be entitled to the working time shown as a vacation with pay at his/her regular rate of pay.

<u>Length of Employment</u>	<u>Vacation Time</u>
During the First Year	1 Day per Month
Beginning the Second Year through the Fourth	12 Days per Year
Beginning the Fifth Year through the Ninth	18 Days per Year
Beginning the Tenth Year	20 Days per Year
Beginning the Eleventh Year	1 Additional Day for every 2 Years up to a Maximum of 25 Days

B. Eligibility for vacation shall be computed as of the last day of the month in which the individual employee of the Association was hired. Employees may carry over to the next year such vacation time as permitted by New Jersey Department of Personnel Rules and Regulations.

C. One year's entitlement of vacation may be carried over to the succeeding year, at the value of the salary rate in effect when said entitlement was earned; provided, however, said carry over has the approval of the Township Administrator.

ARTICLE XIII

HOLIDAYS, PERSONAL LEAVE, BEREAVEMENT LEAVE AND MATERNITY LEAVE

A. The following shall be recognized as holidays:

1. New Year's Day
2. Martin Luther King's Birthday
3. Presidential Birthday
4. Good Friday
5. Memorial Day
6. July 4th
7. Labor Day
8. Election Day
9. Columbus Day
10. Veterans Day
11. Thanksgiving Day
12. Friday after Thanksgiving
13. Christmas Day
14. Personal Holiday

Effective January 1, 1997, there will be one (1) additional holiday, either the day before Christmas or the day before New Years, to be selected and announced in advance by the Township.

B. Personal Leave

Each employee shall be entitled to three (3) personal leave days per year for business which normally cannot be handled during their scheduled work shift which days shall be prorated depending on the amount of time the employee has worked during the year. Personal leave shall not be cumulative. New employees will be entitled to personal leave as follows:

After 4 months	1 day
After 8 months	1 day
After 11 months	1 day

C. Bereavement Leave

1. Each employee may be granted six (6) days leave with pay upon death of a member of his immediate family. The first three (3) of said six (6) days shall be granted. The

remaining three (3) days of the six (6) may be granted at the discretion of the Township Administration. Said days shall not be charged against sick leave or vacation time. The aforementioned days shall be consecutive work days, one (1) of which shall be the day of death or the day of the funeral. Immediate family shall include spouse, mother, father, sister, brother, children, mother-in-law, father-in-law and grandparents of both the employee and spouse.

2. Employees shall be granted one (1) day off with pay in event of the death of an aunt, uncle or cousin of either employee or spouse.

D. Maternity Leave

1. The Township shall grant maternity leave without pay to any employee upon request subject to the following stipulations and limitations, and/or applicable statutes, rules and regulations governing this leave.

a. Maternity leave shall commence and terminate on the date requested by the employee.

b. Any employee granted maternity leave without pay according to the provisions of this Section may, at her discretion, elect to use all or any part of her accumulated sick leave during the period of such absence and receive full pay and benefits for the same.

c. Any employee granted maternity leave shall, at her request, be restored to the exact same category, vacated at the commencement of said leave.

d. No employee shall be required to leave work because of pregnancy at any specific time prior to be expected childbirth nor be prevented from returning to work after childbirth solely on the grounds that there has not been a time lapse of specific duration between childbirth and the desired date of return, unless in the opinion of management she is physically unable to perform her duties.

e. The Township shall not remove any employee from her duties during pregnancy unless the employee cannot produce a certificate from her physician that she is medically able to continue with her duties.

f. The Township shall not discriminate against any person in violation of N.J.S.A. 10:5-1, et seq., the Law Against Discrimination, nor in violation of the Constitutions of the State of New Jersey and of the United States.

2. Any employee who does not elect to take a maternity leave may continue to perform her duties as long as physically able to do so and will be entitled to return to her duties when her physician certifies that she is physically able to do so. The period of such absence will be deemed the same as for any other physical disability and she will be entitled to her annual and accumulated sick leave with pay during the period of absence. The employee must return to work within six (6) weeks after childbirth; the employee must provide at least two (2) weeks' notice of same.

ARTICLE XIV

VOLUNTARY TERMINATION BENEFITS

A. Upon death or old age retirement, the Township agrees to purchase back all accumulated, unused sick days. Payment for said sick days shall be in the form of one payment at the time of retirement. All accrued vacation, holiday or sick leave owed to any employee at the time of his death while in the employment of the Township shall be paid to his beneficiary or estate.

B. If any individual covered by this Agreement decides to voluntarily leave his or her employment, the Township agrees to purchase back unused and accumulated sick days based upon the following schedule.

1. The Township will purchase back unused sick days in accordance with the following usage by an individual:

<u>USAGE</u>	<u>TOWNSHIP PURCHASE</u>
10% or less	All unused sick days
Between 10.1% and 20%	75% of unused sick days
Between 20.1% and 30%	50% of unused sick days
Between 30.1% and 40%	25% of unused sick days
Between 40.1% and 50%	10% of unused sick days
Over 50.1%	Township will not purchase any unused sick days

2. The sick days to be calculated for purposes of this Agreement shall be the sick days accumulated by the employee from the date of his first hire with the Township.

C. This Article does not apply to any individual who leaves the employ of Berkeley Township because of disciplinary proceedings filed against him or other legal action of a similar nature. Discipline shall be defined as published in R.S. Title 11 (Civil Service).

D. Valuation of days purchased back by the Township pursuant to this Article:

1. Each accumulated unused sick day prior to January 1, 1986 shall be valued at the daily rate of the employees 1985 salary.

2. Each accumulated unused sick day from January 1, 1986 shall be valued at the employees salary at the time each such sick day was earned.

3. Employees shall utilize sick days from the reserve of accumulated unused sick days in the order of the most recently accumulated unused sick days.

4. The maximum total payment shall not exceed \$15,000.00. However, employees at the date of signing of this Agreement who have an accumulation in excess of \$15,000.00 may be paid in excess of that figure which shall not thereafter increase.

ARTICLE XV

GRIEVANCE PROCEDURE

A. A grievance shall be a complaint arising out of the interpretation or application of this Agreement.

B. No grievance may be instituted by any employee or the Association more than fifteen (15) calendar days after the alleged incident occurring.

C. An aggrieved person is the person or persons or the Association making a claim.

D. Party in interest is the person or persons making the claim and any person, including the Association or Township, who might be required to take action or against whom action might be taken in order to resolve the claim.

E. Grievance Steps:

1. The President of the Association or his duly authorized and designated representative shall present orally the grievance or grievances to the immediate supervisor. An oral answer shall be submitted by the supervisor within five (5) working days.

2. If the oral grievance is not resolved at Step One or if no answer has been received by grievant within the time set forth in Step One, the grievance shall be submitted in writing within ten (10) working days to the Township Administrator. The Township Administrator or his designee shall respond to the grievance within twenty-one (21) working days.

3. If the grievance has not been settled by the parties at the preceding Step of the grievance procedure, the Association may demand arbitration of the grievance within thirty (30) days as set forth hereafter.

F. Arbitration: If a grievance is not settled through Steps 1 and 2, the grievance may be submitted to an arbitrator mutually selected by the parties under the guidelines of the Public Employment Relations Commission.

1. All submissions to arbitration must be made within thirty (30) days of the written decision of the Township Administrator.

2. Arbitration Proceedings:

a. The arbitrator shall conduct a hearing and render his decision in writing with findings of fact and conclusions.

b. The arbitrator shall not have the power to add to, subtract from or modify the provisions of this Agreement.

c. The arbitrator shall confine his decision solely to the interpretation and application of the Agreement and shall confine his decision to the one (1) precise issue submitted for arbitration unless the parties agree otherwise.

d. Rules, regulations, policies or orders of Berkeley Township shall be subject to interpretation or revision by an arbitrator except if specifically provided by the parties.

e. The decision of the arbitrator shall be final and binding on the parties subject to the rights of the parties with respect to case law and statutes.

f. The fees and expenses of the arbitrator and recording of the procedure shall be divided equally by the parties.

g. Any other costs of the arbitration, including the presentation of witnesses, shall be borne by the party incurring same.

ARTICLE XVI

DUES CHECK-OFF AND AGENCY SHOP

A. The Township shall deduct the monthly Association dues from each employee who has furnished to the Township a written authorization for such deduction in a form acceptable to the Township. Funds so deducted shall be paid over to the Association on a monthly basis within thirty (30) days of the end of the month, together with a statement showing from whom the dues were collected and amounts thereof.

B. An agency shop provision pursuant to New Jersey statute shall be provided permitting up to eighty-five (85%) percent dues assessment. The Association shall comply with all aspects of Chapter 477 of the Public Laws of 1979 with respect to a demand and return system. The Association shall hold harmless the Township from any and all claims arising out of this Article.

C. In the event the New Jersey Agency Shop Statute is declared illegal by any State or Federal Court having jurisdiction over same, the Township's responsibility to comply with the terms of this Article shall cease.

ARTICLE XVII

SALARIES

A. Employees of the bargaining unit shall receive salaries based upon the grade/step plan and salary schedules attached hereto as follows:

1996:

Across the board grade increases as follows:

1. Grade 1 - \$500.00
2. Grade 2 - \$600.00
3. Grade 3 - \$700.00
4. Grade 4 - \$800.00

1997

Across the board grade increases as follows:

1. Grade 1 - \$550.00
2. Grade 2 - \$650.00
3. Grade 3 - \$750.00
4. Grade 4 - \$850.00

1998

Across the board grade increases as follows:

1. Grade 1 - \$500.00
2. Grade 2 - \$600.00
3. Grade 3 - \$700.00
4. Grade 4 - \$800.00

B. On anniversary dates, individuals below maximum step shall be eligible for step increase for satisfactory performance.

C. Salary Schedules A (1996), B (1997) and C (1998) have been revised from the immediately previous Schedule with the dropping of the first three (3) steps as they appeared on the 1995 Schedule and the addition of three (3) additional steps. Individuals do not move to the same numbered step that they were on in 1995, but move one (1) step from the salary that they were at in 1995.

ARTICLE XVIII

MISCELLANEOUS PROVISIONS

A. No employee shall be formally disciplined or formally reprimanded, reduced in rank or compensation without just cause. Any such action asserted by the Township or any agent or representative thereof shall be subject to the grievance procedure herein set forth. This provision shall not limit the Township to reduce in force or take such action with respect to employees covered by this Agreement as permitted by law.

B. Employees covered by this Agreement who have secured college degrees will be paid in accordance with the schedule noted below.

1. Associates Degree - \$600
2. Bachelors Degree - \$850
3. An employee with an Associates Degree who thereafter secures a Bachelors Degree will receive an additional \$250 for a total of \$850.

The Township will pay for job related courses which are approved in advance.

ARTICLE XIX

SEPARABILITY AND SAVINGS

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law by any tribunal of competent jurisdiction or if compliance with or enforcement of any provision shall be restrained by such tribunal pending a final determination as to its validity, such provision or application shall be inoperative but all other provisions shall not be effected thereby and shall continue in full force and effect.

ARTICLE XX

FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of 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.

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

ARTICLE XXI

DURATION

A. This Agreement shall become effective January 1, 1996 and shall continue in full force and effect through December 31, 1998. All economic changes provided for in this Agreement shall apply only to those individuals in the employ of the Township on the date of signing of this Agreement and to those employees who have retired during the negotiations leading to this Agreement.

B. In the absence of written notice given no less than ninety (90) nor more than one hundred twenty (120) days prior to the expiration date of this Agreement, by either party to the other of intention to terminate this Agreement shall automatically be renewed for a period of another year, and from year to year thereafter until such time as the aforementioned notice is given prior to the annual expiration date.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals to this Agreement through their authorized representatives this 2 day of June 1997.

BERKELEY TOWNSHIP SUPERVISORS'
ASSOCIATION

By: *Timothy J. [Signature]* - Vice-pres.

Attest:

Carl W. [Signature]
President, BTSA

TOWNSHIP OF BERKELEY

Bill Zimmerman MAYOR
By: *Bill Zimmerman*

Attest:

Patricia M. [Signature] LMC

APPENDIX A

JOB TITLES

GRADE I:

Assistant Assessor

GRADE II:

Assistant Municipal Treasurer
Assistant Tax Collector
Deputy Municipal Court Administrator
Program Coordinator Drug & Alcohol Abuse
Senior Assistant Assessor
Supervisor of Records
Technical Assistant - Construction Official

GRADE III:

Assistant Golf Superintendent
Assistant Supervisor Recycling
Assistant Supervisor Sanitation
Code Enforcement Officer
Municipal Court Administrator
Municipal Director of Welfare
Supervisor Building Services
Supervisor Parks

GRADE IV:

Golf Superintendent
Road Superintendent
Superintendent of Recreation
Supervising Communications Operator
Supervising Mechanic
Supervisor Public Works
Supervisor of Sanitation and Recycling
Tax Assessor
Tax Collector

APPENDIX B

CLOTHING ALLOWANCE

Mark Vannella	\$400
Hugh Stewart	\$400
Roger Kelly	\$400
Pat Wall	\$400
Steve Brennan	\$400
Steve Seiler	\$400
Tim Yurcisin	\$400
Ralph Ellis	\$400
Jim Kelly	\$400
Sam Minneci	\$400
Goerge Schick	\$400
Gail McCarthy	\$1000

SALARY SCHEDULE A

1996

	<u>GRADE 1</u>	<u>GRADE 2</u>	<u>GRADE 3</u>	<u>GRADE 4</u>
	\$	\$	\$	\$
	20,700	23,900	27,600	31,800
	21,250	24,550	28,350	32,650
	21,800	25,200	29,100	33,500
	22,350	25,850	29,850	34,350
5	22,900	26,500	30,600	35,200
	23,450	27,150	31,350	36,050
	24,000	27,800	32,100	36,900
	24,550	28,450	32,850	37,750
	25,100	29,100	33,600	38,600
10	25,650	29,750	34,350	39,450
	26,200	30,400	35,100	40,300
	26,750	31,050	35,850	41,150
	27,300	31,700	36,600	42,000
	27,850	32,350	37,350	42,850
15	28,400	33,000	38,100	43,700
	28,950	33,650	38,850	44,550
	29,500	34,300	39,600	45,400
	30,050	34,950	40,350	46,250
	30,600	35,600	41,100	47,100
20	31,150	36,250	41,850	47,950
			42,600	48,800
			43,350	49,650
			44,100	50,500
			44,850	51,350

SALARY SCHEDULE B

1997

	<u>GRADE 1</u>	<u>GRADE 2</u>	<u>GRADE 3</u>	<u>GRADE 4</u>
	\$	\$	\$	\$
	21,250	24,550	28,350	32,650
	21,800	25,200	29,100	33,500
	22,350	25,850	29,850	34,350
	22,900	26,500	30,600	35,200
5	23,450	27,150	31,350	36,050
	24,000	27,800	32,100	36,900
	24,550	28,450	32,850	37,750
	25,100	29,100	33,600	38,600
	25,650	29,750	34,350	39,450
10	26,200	30,400	35,100	40,300
	26,750	31,050	35,850	41,150
	27,300	31,700	36,600	42,000
	27,850	32,350	37,350	42,850
	28,400	33,000	38,100	43,700
15	28,950	33,650	38,850	44,550
	29,500	34,300	39,600	45,400
	30,050	34,950	40,350	46,250
	30,600	35,600	41,100	47,100
	31,150	36,250	41,850	47,950
20	31,700	36,900	42,600	48,800
			43,350	49,650
			44,100	50,500
			44,850	51,350
			45,600	52,200

SALARY SCHEDULE C

1998

	<u>GRADE 1</u>	<u>GRADE 2</u>	<u>GRADE 3</u>	<u>GRADE 4</u>
	\$	\$	\$	\$
	21,750	25,150	29,050	33,450
	22,300	25,800	29,800	34,300
	22,850	26,450	30,550	35,150
	23,400	27,100	31,300	36,000
5	23,950	27,750	32,050	36,850
	24,500	28,400	32,800	37,700
	25,050	29,050	33,550	38,550
	25,600	29,700	34,300	39,400
	26,150	30,350	35,050	40,250
10	26,700	31,000	35,800	41,100
	27,250	31,650	36,550	41,950
	27,800	32,300	37,300	42,800
	28,350	32,950	38,050	43,650
	28,900	33,600	38,800	44,500
15	29,450	34,250	39,550	45,350
	30,000	34,900	40,300	46,200
	30,550	35,550	41,050	47,050
	31,100	36,200	41,800	47,900
	31,650	36,850	42,550	48,750
20	32,200	37,500	43,300	49,600
			44,050	50,450
			44,800	51,300
			45,550	52,150
			46,300	53,000