

## EMPLOYMENT AGREEMENT

Township of Lawrence and New Jersey American Federation of State, County  
and Municipal Employees, Council 73, AFL-CIO, Local 2476

THIS AGREEMENT made this 13 day of November 2020 by and between the *Township of Lawrence*, a municipal corporation of the State of New Jersey, having its principal offices at 2207 Lawrence Road, Lawrence Township, New Jersey 08648 ("Township") and *New Jersey American Federation of State, County and Municipal Employees, Council 73, AFL-CIO, Local 2476*, having its principal offices at Nottingham Village Square, 2653A Whitehorse-Hamilton Square Road, Hamilton, NJ 08690 ("Union").

### WITNESS

WHEREAS, the Township and the Union entered into an Employment Agreement dated April 21, 2017, to establish "the complete and final understanding on all bargaining issues between the Township and the Union" for three years commencing on January 1, 2017, through December 31, 2019; and

WHEREAS, the Township and the Union did initiate negotiations for a new employment contract at a time just before the worldwide health crisis involving the spread of a novel coronavirus more commonly known as Covid-19 ("Pandemic"); and

WHEREAS, the Parties understand and agree that the negotiations could not meaningfully continue while the negative impact of the Pandemic persists with no identifiable end date; and

WHEREAS, the Parties now wish to extend the prior Employment Agreement, with modifications, for an additional two-year period ending December 31, 2021.

NOW, THEREFORE, in consideration of the mutual covenants and agreements herein contained, the legal sufficiency is hereby acknowledged; the Parties agree as follows:

1. Term of Agreement: The prior negotiated employment agreement (attached hereto and made a part hereof as Exhibit A) is extended from December 31, 2019, to December 31, 2021.

2. Base salaries: Salaries for all covered employees and all Step Schedules under the existing employment agreement shall be increased as follows: 2020 – 2.0% and 2021 – 2.0%. The revised Salary Schedules are attached as Exhibit B.

3. Holidays: Section 10.1 is amended to include *Juneteenth (June 19)* as an observed holiday by the Township of Lawrence.

4. Paid Leaves of Absence. Section 7.1 shall be changed as follows:

*"...or in the case of spouse or child, in which case said leave shall not exceed fifteen (15) consecutive working days per incident."*

5. Health and Retirement Benefits: Section 6.5 shall be changed as follows:

*"The Township will pay for a life insurance policy in the amount of seven thousand five hundred (\$7,500) dollars for natural death and will increase to twelve thousand five hundred (\$12,500) dollars in the event of accidental death. The Township reserves the right to choose the insurance carrier for this program."*

6. Extended Sick Leave: Section 7.14 shall be modified as follows:

*"(a) All permanent employees or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service; (b) Sick leave may be utilized by employees in accordance with NJSA 4A:6-1.3g; and (c) The Family and Medical Leave Act of 1993 and/or The New Jersey Family Leave Act provisions will govern as applicable."*

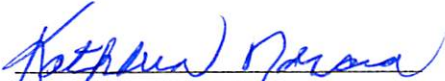
7. Modification: This Agreement contains the Parties' entire understanding concerning the subject matter hereof. It may not be changed or modified orally, but only by duly authorized written instruments signed by the Parties.

8. Validity and Enforceability: Each party waives all rights to challenge the validity or enforceability of this Agreement.

IN WITNESS WHEREOF, the Parties have duly executed this Agreement as of the day and year first written.

ATTEST:

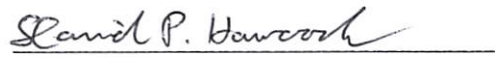
Township of Lawrence

  
Kathleen Norcia  
Municipal Clerk

  
Kevin P. Nerwinski, Esq.  
Municipal Manager/QPA

AFSCME, Council #73  
AFL-CIO, Local 2476



  
David Hancock, President

**APPENDIX 2 SALARY SCHEDULE  
HIRED ON OR BEFORE DECEMBER 31, 2013**

**BLUE COLLAR GRADE, TITLE AND WAGE LISTING**

GRADE AND JOB TITLE	STEP	2020	2021
		1.02	1.02
<b>GRADE 1</b> Building Service Worker	1	36,623	37,356
	2	37,691	38,444
	3	38,758	39,533
	4	39,767	40,563
	5	40,777	41,592
	6	41,788	42,624
	7	42,799	43,655
	8	43,810	44,686
	9	44,820	45,717
	10	45,831	46,748
	11	46,841	47,778
	12	48,862	49,839
<b>GRADE 2</b> Laborer 1	1	38,069	38,830
	2	39,350	40,137
	3	40,630	41,443
	4	41,910	42,749
	5	43,190	44,054
	6	44,470	45,360
	7	45,750	46,665
	8	47,030	47,971
	9	48,310	49,276
	10	49,591	50,583
	11	50,872	51,889
	12	53,435	54,504
<b>GRADE 3</b> Road Repairer 1 Maintenance Worker 2, Grounds Tree Maintenance Worker 1	1	42,359	43,206
	2	43,876	44,753
	3	45,393	46,300
	4	46,911	47,849
	5	48,430	49,398
	6	49,948	50,947
	7	51,465	52,495
	8	52,983	54,043
	9	54,501	55,591
	10	56,019	57,139
	11	57,537	58,687
	12	60,582	61,794

**APPENDIX 2 SALARY SCHEDULE  
HIRED ON OR BEFORE DECEMBER 31, 2013**

<b>GRADE 4</b>	<b>1</b>	<b>38,069</b>	<b>38,830</b>
Maintenance Worker 1, Grounds	<b>2</b>	<b>39,346</b>	<b>40,133</b>
	<b>3</b>	<b>40,624</b>	<b>41,436</b>
	<b>4</b>	<b>41,901</b>	<b>42,739</b>
	<b>5</b>	<b>43,179</b>	<b>44,042</b>
	<b>6</b>	<b>44,457</b>	<b>45,346</b>
	<b>7</b>	<b>45,735</b>	<b>46,650</b>
	<b>8</b>	<b>47,014</b>	<b>47,955</b>
	<b>9</b>	<b>48,293</b>	<b>49,259</b>
	<b>10</b>	<b>49,570</b>	<b>50,562</b>
	<b>11</b>	<b>50,847</b>	<b>51,864</b>
	<b>12</b>	<b>56,554</b>	<b>57,685</b>
<b>GRADE 5</b>	<b>1</b>	<b>44,654</b>	<b>45,547</b>
Maintenance Repairer	<b>2</b>	<b>46,193</b>	<b>47,117</b>
	<b>3</b>	<b>47,731</b>	<b>48,686</b>
	<b>4</b>	<b>49,270</b>	<b>50,255</b>
	<b>5</b>	<b>50,808</b>	<b>51,825</b>
	<b>6</b>	<b>52,346</b>	<b>53,393</b>
	<b>7</b>	<b>53,884</b>	<b>54,962</b>
	<b>8</b>	<b>55,422</b>	<b>56,530</b>
	<b>9</b>	<b>56,960</b>	<b>58,099</b>
	<b>10</b>	<b>58,499</b>	<b>59,669</b>
	<b>11</b>	<b>60,038</b>	<b>61,239</b>
	<b>12</b>	<b>63,113</b>	<b>64,375</b>
<b>GRADE 6</b>	<b>1</b>	<b>42,359</b>	<b>43,206</b>
Road Repairer 2	<b>2</b>	<b>43,792</b>	<b>44,668</b>
Tree maintenance Worker 2	<b>3</b>	<b>45,226</b>	<b>46,131</b>
Mason	<b>4</b>	<b>46,861</b>	<b>47,798</b>
	<b>5</b>	<b>48,495</b>	<b>49,465</b>
	<b>6</b>	<b>50,124</b>	<b>51,126</b>
	<b>7</b>	<b>51,753</b>	<b>52,788</b>
	<b>8</b>	<b>53,382</b>	<b>54,450</b>
	<b>9</b>	<b>55,012</b>	<b>56,112</b>
	<b>10</b>	<b>56,642</b>	<b>57,775</b>
	<b>11</b>	<b>58,272</b>	<b>59,437</b>
	<b>12</b>	<b>61,909</b>	<b>63,147</b>

**APPENDIX 2 SALARY SCHEDULE  
HIRED ON OR BEFORE DECEMBER 31, 2013**

<b>GRADE 7</b>	<b>1</b>	42,359	43,206
Senior Recreation Maintenance Worker	<b>2</b>	43,651	44,524
Senior Park Maintenance Worker	<b>3</b>	44,944	45,842
	<b>4</b>	46,237	47,162
	<b>5</b>	47,530	48,481
	<b>6</b>	48,823	49,800
	<b>7</b>	50,117	51,119
	<b>8</b>	51,409	52,437
	<b>9</b>	52,701	53,755
	<b>10</b>	53,995	55,075
	<b>11</b>	55,288	56,394
	<b>12</b>	57,876	59,034
<b>GRADE 8</b>	<b>1</b>	44,654	45,547
Traffic Maintenance Worker	<b>2</b>	46,352	47,279
Motor Broom Driver	<b>3</b>	48,051	49,012
Assistant Supervisor Parks/Assistant Supervisor Bu	<b>4</b>	49,751	50,746
Assistant Supervising Maintenance Repairer	<b>5</b>	51,451	52,480
Assitant Supervisor Traffic Maintenance	<b>6</b>	53,149	54,212
Light Equipment Operator	<b>7</b>	54,847	55,944
	<b>8</b>	56,545	57,676
	<b>9</b>	58,244	59,408
	<b>10</b>	59,943	61,142
	<b>11</b>	61,642	62,875
	<b>12</b>	65,046	66,347
<b>GRADE 9</b>	<b>1</b>	44,654	45,547
Heavy Equipment Operator	<b>2</b>	46,868	47,805
Senior Maintenance Repairer	<b>3</b>	49,082	50,064
Senior Maintenance Repairer/Electrician	<b>4</b>	51,296	52,322
	<b>5</b>	53,510	54,580
	<b>6</b>	55,723	56,837
	<b>7</b>	57,936	59,095
	<b>8</b>	60,151	61,355
	<b>9</b>	62,367	63,614
	<b>10</b>	64,580	65,872
	<b>11</b>	66,793	68,129
	<b>12</b>	71,229	72,654

**APPENDIX 2 SALARY SCHEDULE  
HIRED ON OR BEFORE DECEMBER 31, 2013**

<b>GRADE 10</b>	<b>1</b>	<b>42,359</b>	<b>43,206</b>
Mechanic Hepler	<b>2</b>	<b>43,364</b>	<b>44,231</b>
	<b>3</b>	<b>44,370</b>	<b>45,257</b>
	<b>4</b>	<b>45,573</b>	<b>46,485</b>
	<b>5</b>	<b>46,777</b>	<b>47,712</b>
	<b>6</b>	<b>48,121</b>	<b>49,083</b>
	<b>7</b>	<b>49,464</b>	<b>50,454</b>
	<b>8</b>	<b>50,812</b>	<b>51,828</b>
	<b>9</b>	<b>52,159</b>	<b>53,202</b>
	<b>10</b>	<b>53,505</b>	<b>54,575</b>
	<b>11</b>	<b>54,850</b>	<b>55,947</b>
	<b>12</b>	<b>57,541</b>	<b>58,692</b>
<b>GRADE 11</b>	<b>1</b>	<b>43,064</b>	<b>43,925</b>
Senior Building Service Worker	<b>2</b>	<b>43,717</b>	<b>44,591</b>
	<b>3</b>	<b>44,370</b>	<b>45,257</b>
	<b>4</b>	<b>45,476</b>	<b>46,385</b>
	<b>5</b>	<b>46,582</b>	<b>47,514</b>
	<b>6</b>	<b>47,689</b>	<b>48,643</b>
	<b>7</b>	<b>48,796</b>	<b>49,772</b>
	<b>8</b>	<b>49,903</b>	<b>50,901</b>
	<b>9</b>	<b>51,010</b>	<b>52,030</b>
	<b>10</b>	<b>52,117</b>	<b>53,159</b>
	<b>11</b>	<b>53,224</b>	<b>54,288</b>
	<b>12</b>	<b>55,438</b>	<b>56,547</b>
<b>GRADE 12</b>	<b>1</b>	<b>45,802</b>	<b>46,718</b>
Mechanic	<b>2</b>	<b>47,920</b>	<b>48,878</b>
	<b>3</b>	<b>50,038</b>	<b>51,039</b>
	<b>4</b>	<b>52,157</b>	<b>53,201</b>
	<b>5</b>	<b>54,277</b>	<b>55,362</b>
	<b>6</b>	<b>56,394</b>	<b>57,522</b>
	<b>7</b>	<b>58,511</b>	<b>59,682</b>
	<b>8</b>	<b>60,631</b>	<b>61,844</b>
	<b>9</b>	<b>62,751</b>	<b>64,006</b>
	<b>10</b>	<b>64,870</b>	<b>66,168</b>
	<b>11</b>	<b>66,989</b>	<b>68,329</b>
	<b>12</b>	<b>71,229</b>	<b>72,654</b>

**APPENDIX 2 SALARY SCHEDULE  
HIRED ON OR BEFORE DECEMBER 31, 2013**

<b>GRADE 13</b>	<b>1</b>	<b>49,243</b>	<b>50,228</b>
Mechanic Diesel/Hydraulics	<b>2</b>	<b>51,298</b>	<b>52,324</b>
	<b>3</b>	<b>53,353</b>	<b>54,420</b>
	<b>4</b>	<b>55,408</b>	<b>56,517</b>
	<b>5</b>	<b>57,464</b>	<b>58,613</b>
	<b>6</b>	<b>59,519</b>	<b>60,709</b>
	<b>7</b>	<b>61,574</b>	<b>62,805</b>
	<b>8</b>	<b>63,628</b>	<b>64,900</b>
	<b>9</b>	<b>65,682</b>	<b>66,996</b>
	<b>10</b>	<b>67,738</b>	<b>69,093</b>
	<b>11</b>	<b>69,794</b>	<b>71,190</b>
	<b>12</b>	<b>73,908</b>	<b>75,386</b>

<b>GRADE 14</b>	<b>1</b>	<b>52,683</b>	<b>53,737</b>
Senior Mechanic	<b>2</b>	<b>54,675</b>	<b>55,768</b>
Road Repairer 3	<b>3</b>	<b>56,667</b>	<b>57,800</b>
Asst Supervisor Traffic Maintenance	<b>4</b>	<b>58,659</b>	<b>59,832</b>
	<b>5</b>	<b>60,650</b>	<b>61,863</b>
	<b>6</b>	<b>62,642</b>	<b>63,895</b>
	<b>7</b>	<b>64,634</b>	<b>65,927</b>
	<b>8</b>	<b>66,624</b>	<b>67,957</b>
	<b>9</b>	<b>68,615</b>	<b>69,987</b>
	<b>10</b>	<b>70,606</b>	<b>72,019</b>
	<b>11</b>	<b>72,598</b>	<b>74,050</b>
	<b>12</b>	<b>76,585</b>	<b>78,117</b>

<b>GRADE 15</b>	<b>1</b>	<b>52,683</b>	<b>53,737</b>
Senior Mechanic Diesel	<b>2</b>	<b>54,912</b>	<b>56,010</b>
	<b>3</b>	<b>57,141</b>	<b>58,284</b>
	<b>4</b>	<b>59,370</b>	<b>60,557</b>
	<b>5</b>	<b>61,599</b>	<b>62,831</b>
	<b>6</b>	<b>63,828</b>	<b>65,105</b>
	<b>7</b>	<b>66,058</b>	<b>67,379</b>
	<b>8</b>	<b>68,287</b>	<b>69,653</b>
	<b>9</b>	<b>70,516</b>	<b>71,926</b>
	<b>10</b>	<b>72,745</b>	<b>74,200</b>
	<b>11</b>	<b>74,974</b>	<b>76,473</b>
	<b>12</b>	<b>79,428</b>	<b>81,017</b>



**APPENDIX 2-A SALARY SCHEDULE  
HIRED ON OR AFTER JANUARY 1, 2014**

<b>BLUE COLLAR GRADE, TITLE AND WAGE LISTING</b>		1.02	1.02
<b>GRADE AND JOB TITLE</b>	<b>STEP</b>	<b><u>2020</u></b>	<b><u>2021</u></b>
<b>GRADE 1</b> Building Service Worker	<b>1</b>	33,253	33,918
	<b>2</b>	34,221	34,906
	<b>3</b>	35,190	35,894
	<b>4</b>	36,107	36,829
	<b>5</b>	37,024	37,764
	<b>6</b>	37,942	38,701
	<b>7</b>	38,860	39,637
	<b>8</b>	39,778	40,573
	<b>9</b>	40,695	41,509
	<b>10</b>	41,613	42,445
	<b>11</b>	42,530	43,381
	<b>12</b>	48,862	49,839
<b>GRADE 2</b> Laborer 1	<b>1</b>	34,565	35,256
	<b>2</b>	35,728	36,442
	<b>3</b>	36,891	37,629
	<b>4</b>	38,053	38,814
	<b>5</b>	39,215	39,999
	<b>6</b>	40,377	41,185
	<b>7</b>	41,539	42,370
	<b>8</b>	42,701	43,556
	<b>9</b>	43,864	44,741
	<b>10</b>	45,027	45,927
	<b>11</b>	46,189	47,113
	<b>12</b>	53,435	54,504
<b>GRADE 3</b> Road Repairer 1 Maintenance Worker 2, Grounds Tree Maintenance Worker 1	<b>1</b>	38,460	39,229
	<b>2</b>	39,837	40,634
	<b>3</b>	41,215	42,039
	<b>4</b>	42,594	43,445
	<b>5</b>	43,972	44,852
	<b>6</b>	45,350	46,257
	<b>7</b>	46,729	47,663
	<b>8</b>	48,107	49,069
	<b>9</b>	49,485	50,474
	<b>10</b>	50,863	51,880
	<b>11</b>	52,241	53,286
	<b>12</b>	60,582	61,794

**APPENDIX 2-A SALARY SCHEDULE  
HIRED ON OR AFTER JANUARY 1, 2014**

<b>GRADE 4</b>	<b>1</b>	<b>34,565</b>	<b>35,256</b>
Maintenance Worker 1, Grounds	<b>2</b>	<b>35,725</b>	<b>36,439</b>
	<b>3</b>	<b>36,885</b>	<b>37,622</b>
	<b>4</b>	<b>38,045</b>	<b>38,806</b>
	<b>5</b>	<b>39,205</b>	<b>39,989</b>
	<b>6</b>	<b>40,365</b>	<b>41,172</b>
	<b>7</b>	<b>41,526</b>	<b>42,356</b>
	<b>8</b>	<b>42,687</b>	<b>43,541</b>
	<b>9</b>	<b>43,849</b>	<b>44,726</b>
	<b>10</b>	<b>45,008</b>	<b>45,908</b>
	<b>11</b>	<b>46,167</b>	<b>47,090</b>
	<b>12</b>	<b>56,554</b>	<b>57,685</b>

<b>GRADE 5</b>	<b>1</b>	<b>40,544</b>	<b>41,355</b>
Maintenance Repairer	<b>2</b>	<b>41,941</b>	<b>42,780</b>
	<b>3</b>	<b>43,338</b>	<b>44,205</b>
	<b>4</b>	<b>44,735</b>	<b>45,630</b>
	<b>5</b>	<b>46,132</b>	<b>47,055</b>
	<b>6</b>	<b>47,528</b>	<b>48,479</b>
	<b>7</b>	<b>48,924</b>	<b>49,903</b>
	<b>8</b>	<b>50,321</b>	<b>51,327</b>
	<b>9</b>	<b>51,717</b>	<b>52,751</b>
	<b>10</b>	<b>53,115</b>	<b>54,177</b>
	<b>11</b>	<b>54,512</b>	<b>55,603</b>
	<b>12</b>	<b>63,113</b>	<b>64,375</b>

<b>GRADE 6</b>	<b>1</b>	<b>38,460</b>	<b>39,229</b>
Road Repairer 2	<b>2</b>	<b>39,762</b>	<b>40,557</b>
Tree maintenance Worker 2	<b>3</b>	<b>41,064</b>	<b>41,885</b>
Mason	<b>4</b>	<b>42,547</b>	<b>43,398</b>
	<b>5</b>	<b>44,031</b>	<b>44,912</b>
	<b>6</b>	<b>45,511</b>	<b>46,421</b>
	<b>7</b>	<b>46,990</b>	<b>47,930</b>
	<b>8</b>	<b>48,469</b>	<b>49,439</b>
	<b>9</b>	<b>49,948</b>	<b>50,947</b>
	<b>10</b>	<b>51,428</b>	<b>52,457</b>
	<b>11</b>	<b>52,909</b>	<b>53,967</b>
	<b>12</b>	<b>61,909</b>	<b>63,147</b>

**APPENDIX 2-A SALARY SCHEDULE  
HIRED ON OR AFTER JANUARY 1, 2014**

<b>GRADE 7</b>	<b>1</b>	<b>38,460</b>	<b>39,229</b>
Senior Recreation Maintenance Worker	<b>2</b>	<b>39,633</b>	<b>40,426</b>
Senior Park Maintenance Worker	<b>3</b>	<b>40,807</b>	<b>41,623</b>
	<b>4</b>	<b>41,981</b>	<b>42,821</b>
	<b>5</b>	<b>43,155</b>	<b>44,018</b>
	<b>6</b>	<b>44,330</b>	<b>45,216</b>
	<b>7</b>	<b>45,504</b>	<b>46,414</b>
	<b>8</b>	<b>46,677</b>	<b>47,611</b>
	<b>9</b>	<b>47,851</b>	<b>48,808</b>
	<b>10</b>	<b>49,025</b>	<b>50,005</b>
	<b>11</b>	<b>50,199</b>	<b>51,203</b>
	<b>12</b>	<b>57,876</b>	<b>59,034</b>

<b>GRADE 8</b>	<b>1</b>	<b>40,544</b>	<b>41,355</b>
Traffic Maintenance Worker	<b>2</b>	<b>42,086</b>	<b>42,928</b>
Motor Broom Driver	<b>3</b>	<b>43,628</b>	<b>44,501</b>
Assistant Supervisor Parks/Assistant Supervisor Bu	<b>4</b>	<b>45,172</b>	<b>46,075</b>
Assistant Supervising Maintenance Repairer	<b>5</b>	<b>46,715</b>	<b>47,649</b>
Assistant Supervisor Traffic Maintenance	<b>6</b>	<b>48,257</b>	<b>49,222</b>
Light Equipment Operator	<b>7</b>	<b>49,799</b>	<b>50,795</b>
	<b>8</b>	<b>51,341</b>	<b>52,368</b>
	<b>9</b>	<b>52,883</b>	<b>53,940</b>
	<b>10</b>	<b>54,426</b>	<b>55,514</b>
	<b>11</b>	<b>55,968</b>	<b>57,088</b>
	<b>12</b>	<b>65,046</b>	<b>66,347</b>

<b>GRADE 9</b>	<b>1</b>	<b>40,544</b>	<b>41,355</b>
Heavy Equipment Operator	<b>2</b>	<b>42,554</b>	<b>43,405</b>
Senior Maintenance Repairer	<b>3</b>	<b>44,564</b>	<b>45,456</b>
Senior Maintenance Repairer/Electrician	<b>4</b>	<b>46,575</b>	<b>47,506</b>
	<b>5</b>	<b>48,585</b>	<b>49,556</b>
	<b>6</b>	<b>50,594</b>	<b>51,606</b>
	<b>7</b>	<b>52,603</b>	<b>53,656</b>
	<b>8</b>	<b>54,615</b>	<b>55,707</b>
	<b>9</b>	<b>56,627</b>	<b>57,759</b>
	<b>10</b>	<b>58,636</b>	<b>59,809</b>
	<b>11</b>	<b>60,646</b>	<b>61,858</b>
	<b>12</b>	<b>71,229</b>	<b>72,654</b>

**APPENDIX 2-A SALARY SCHEDULE  
HIRED ON OR AFTER JANUARY 1, 2014**

<b>GRADE 10</b> Mechanic Hepler	<b>1</b>	<b>38,460</b>	<b>39,229</b>
	<b>2</b>	<b>39,373</b>	<b>40,160</b>
	<b>3</b>	<b>40,286</b>	<b>41,092</b>
	<b>4</b>	<b>41,379</b>	<b>42,206</b>
	<b>5</b>	<b>42,471</b>	<b>43,321</b>
	<b>6</b>	<b>43,691</b>	<b>44,565</b>
	<b>7</b>	<b>44,912</b>	<b>45,810</b>
	<b>8</b>	<b>46,135</b>	<b>47,058</b>
	<b>9</b>	<b>47,358</b>	<b>48,306</b>
	<b>10</b>	<b>48,580</b>	<b>49,552</b>
	<b>11</b>	<b>49,802</b>	<b>50,798</b>
	<b>12</b>	<b>57,541</b>	<b>58,692</b>
<b>GRADE 11</b> Senior Building Service Worker	<b>1</b>	<b>39,100</b>	<b>39,882</b>
	<b>2</b>	<b>39,693</b>	<b>40,487</b>
	<b>3</b>	<b>40,286</b>	<b>41,092</b>
	<b>4</b>	<b>41,290</b>	<b>42,116</b>
	<b>5</b>	<b>42,294</b>	<b>43,140</b>
	<b>6</b>	<b>43,300</b>	<b>44,166</b>
	<b>7</b>	<b>44,305</b>	<b>45,191</b>
	<b>8</b>	<b>45,310</b>	<b>46,216</b>
	<b>9</b>	<b>46,315</b>	<b>47,241</b>
	<b>10</b>	<b>47,320</b>	<b>48,266</b>
	<b>11</b>	<b>48,325</b>	<b>49,291</b>
	<b>12</b>	<b>55,438</b>	<b>56,547</b>
<b>GRADE 12</b> Mechanic	<b>1</b>	<b>41,586</b>	<b>42,418</b>
	<b>2</b>	<b>43,509</b>	<b>44,380</b>
	<b>3</b>	<b>45,433</b>	<b>46,341</b>
	<b>4</b>	<b>47,357</b>	<b>48,304</b>
	<b>5</b>	<b>49,281</b>	<b>50,267</b>
	<b>6</b>	<b>51,203</b>	<b>52,228</b>
	<b>7</b>	<b>53,126</b>	<b>54,189</b>
	<b>8</b>	<b>55,051</b>	<b>56,152</b>
	<b>9</b>	<b>56,976</b>	<b>58,115</b>
	<b>10</b>	<b>58,900</b>	<b>60,078</b>
	<b>11</b>	<b>60,824</b>	<b>62,040</b>
	<b>12</b>	<b>71,229</b>	<b>72,654</b>

**APPENDIX 2-A SALARY SCHEDULE  
HIRED ON OR AFTER JANUARY 1, 2014**

<b>GRADE 13</b>	<b>1</b>	<b>44,711</b>	<b>45,605</b>
Mechanic Diesel/Hydraulics	<b>2</b>	<b>46,577</b>	<b>47,508</b>
	<b>3</b>	<b>48,443</b>	<b>49,412</b>
	<b>4</b>	<b>50,309</b>	<b>51,315</b>
	<b>5</b>	<b>52,175</b>	<b>53,218</b>
	<b>6</b>	<b>54,040</b>	<b>55,121</b>
	<b>7</b>	<b>55,906</b>	<b>57,024</b>
	<b>8</b>	<b>57,772</b>	<b>58,927</b>
	<b>9</b>	<b>59,637</b>	<b>60,829</b>
	<b>10</b>	<b>61,503</b>	<b>62,733</b>
	<b>11</b>	<b>63,370</b>	<b>64,637</b>
	<b>12</b>	<b>73,908</b>	<b>75,386</b>

<b>GRADE 14</b>	<b>1</b>	<b>47,834</b>	<b>48,791</b>
Senior Mechanic	<b>2</b>	<b>49,643</b>	<b>50,635</b>
Road Repairer 3	<b>3</b>	<b>51,451</b>	<b>52,480</b>
Asst Supervisor Traffic Maintenance	<b>4</b>	<b>53,260</b>	<b>54,325</b>
	<b>5</b>	<b>55,068</b>	<b>56,170</b>
	<b>6</b>	<b>56,877</b>	<b>58,014</b>
	<b>7</b>	<b>58,685</b>	<b>59,859</b>
	<b>8</b>	<b>60,492</b>	<b>61,702</b>
	<b>9</b>	<b>62,299</b>	<b>63,545</b>
	<b>10</b>	<b>64,108</b>	<b>65,390</b>
	<b>11</b>	<b>65,916</b>	<b>67,235</b>
	<b>12</b>	<b>76,585</b>	<b>78,117</b>

<b>GRADE 15</b>	<b>1</b>	<b>47,834</b>	<b>48,791</b>
Senior Mechanic Diesel	<b>2</b>	<b>49,858</b>	<b>50,855</b>
	<b>3</b>	<b>51,882</b>	<b>52,919</b>
	<b>4</b>	<b>53,905</b>	<b>54,983</b>
	<b>5</b>	<b>55,929</b>	<b>57,048</b>
	<b>6</b>	<b>57,953</b>	<b>59,113</b>
	<b>7</b>	<b>59,978</b>	<b>61,178</b>
	<b>8</b>	<b>62,002</b>	<b>63,242</b>
	<b>9</b>	<b>64,025</b>	<b>65,306</b>
	<b>10</b>	<b>66,049</b>	<b>67,370</b>
	<b>11</b>	<b>68,073</b>	<b>69,434</b>
	<b>12</b>	<b>79,428</b>	<b>81,017</b>