

Contract no. 1626

LIBRARY
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RUTGERS UNIVERSITY

1992-1993

CITY OF SALEM
SALEM, NEW JERSEY

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

THE COMMON COUNCIL OF THE CITY OF SALEM

AND

CITY OF SALEM BLUE COLLAR WORKERS ASSOCIATION

TWO YEAR CONTRACT

1992-1993

JANUARY 1, 1992 THROUGH DECEMBER 31, 1993

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**AGREEMENT BETWEEN
THE COMMON COUNCIL OF THE CITY OF SALEM
AND
CITY OF SALEM BLUE COLLAR WORKERS ASSOCIATION**

THIS AGREEMENT entered into the _____ day of _____, 1992, by the Common Council of the City of Salem, hereinafter referred to as the "**EMPLOYER**", and the City of Salem Blue Collar Workers Association, hereinafter referred to as the "**REPRESENTATIVE**", has as its purpose the promotion of harmonious relations between the Employer and Representative; and 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. The use of the word "he" throughout the Contract applies to both male and female employees and is being used as a matter of convenience.

ARTICLE I

RECOGNITION

The Employer recognizes the City of Salem Blue Collar Workers Association (Representative) as the sole bargaining agent for the purpose of establishing salaries, wages, hours and the other conditions of employment for all employees who are members of the Blue Collar Workers Association of the City of Salem.

ARTICLE II

TERM OF AGREEMENT

This Agreement shall be in effect upon execution by the parties hereto and is intended to be a two (2) year agreement, from January 1, 1992 to December 31, 1993. The parties shall commence negotiations for a new agreement no later than October 15, 1993, and shall make a good faith effort to schedule and attend reasonably frequent meetings for the purpose of reaching a successor collective bargaining agreement.

ARTICLE III

EQUAL TREATMENT

The parties hereto agree to refrain from discrimination or favoritism for reasons of sex, nationality, race, religion, marital status, mental or physical disabilities, political affiliation, political or representative membership or representative activities, and political status.

ARTICLE IV

WORK RULES AND WORKING CONDITIONS

Reasonable work rules shall be established and shall be equitably applied and enforced. The Employer agrees to obey Federal and State laws pertaining to the maintenance of safe working conditions. Those items which are subject to negotiations will be referred to the collective bargaining process.

ARTICLE V

SALARY

A. INCREASE

All unit members shall receive a two and one half (2 1/2%) pay increase over the 1991 base salary, retroactive and effective of January 1, 1992. Effective July 1, 1992, each unit member shall receive a three (3%) percent increase on their salary in effect on June 30, 1992.

On January 1, 1993 each unit member shall receive a two and one half (2 1/2%) percent increase on their salary in effect on December 31, 1992. Effective July 1, 1993 each unit member shall receive a three (3%) percent increase on their salary in effect on June 30, 1993.

The salary scale, effective January 1, 1992 is attached as Schedule 1.

The salary scale, effective July 1, 1992 is attached as Schedule 2.

The salary scale, effective January 1, 1993 is attached as Schedule 3.

The salary scale, effective July 1, 1993 is attached as Schedule 4.

B. OVERTIME

All members of the bargaining unit shall be paid at a rate of one and one-half their usual hourly rate for hours worked in excess of eight hours per day or forty hours per week. Overtime schedules are to be posted in order to give each employee an equal opportunity to request overtime.

C. LONGEVITY

A longevity payment over and above the member's base salary according to the following schedule:

- commencing four (4) years employment through nine (9) years equals three and one half (3 1/2%) percent of base pay per year;

- commencing ten (10) years employment through fourteen (14) years equals four (4%) percent of base pay per year;

- commencing fifteen (15) years through nineteen (19) years equals four and one half (4 1/2%) percent of base pay per year;
- commencing twenty (20) years through twenty-four (24) years equals five and one half (5 1/2%) percent of base pay per year.
- commencing twenty-five (25) or more years employment equals six (6%) percent of base pay per year.

The above designated payments are to be issued in a lump sum on the first scheduled payday in November.

D. OFF-DUTY PAYMENTS

Members of the unit shall receive their base hourly rate as compensation when called or recalled to duty from an off-duty status, and shall receive a minimum of three hours compensation for each time called.

Hold-overs and scheduled overtime shall not be construed as a call in.

Members affected by call in will be compensated for the time actually worked at the overtime rate. Any balance remaining of the three hour minimum shall be paid at straight time.

E. EMPLOYEES ON PROGRESSION RATE SCHEDULE

All employees shall be on the progression rate schedule for the position held.

ARTICLE VI

SHIFT DIFFERENTIAL

An amount shall be added to the hourly rate of unit members' salary accord to the following schedule effective for the life of this contract:

SHIFT NO. 1	(11:00 PM TO 7:00 AM)	\$0.50 per hour
SHIFT NO. 2	(7:00 AM TO 3:00 PM)	\$0.00 per hour
SHIFT NO. 3	(3:00 PM TO 11:00 PM)	\$0.45 per hour

ARTICLE VII

HOLIDAYS

A. The following holidays shall be recognized with straight time pay if a member is not scheduled for work, and double time in the member is scheduled for work:

- | | |
|------------------------|----------------------|
| LINCOLN'S BIRTHDAY | LABOR DAY |
| WASHINGTON'S BIRTHDAY | COLUMBUS DAY |
| GOOD FRIDAY | VETERAN'S DAY |
| MEMORIAL DAY | GENERAL ELECTION DAY |
| MARTIN LUTHER KING DAY | |

B. The following four (4) recognized paid holidays shall be designated as major holidays and members shall be compensated at two and one half times their regular base pay for hours actually worked:

NEW YEARS' DAY
INDEPENDENCE DAY

THANKSGIVING DAY
CHRISTMAS DAY

Never is this to be interpreted as triple time and one half under any circumstances.

ARTICLE VIII

SICK LEAVE AND INJURY LEAVE

A. SERVICE LEAVE AND INJURY LEAVE

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

(2) Sick leave may be utilized by employees when they are unable to perform their work because of injury, illness, or disability from any cause.

(3) If any employee is incapacitated and unable to work because of injury, he shall be entitled to injury leave with full pay during the period which he is unable to perform his duties, as certified by the member's own physician subject to verification by a physician chosen by the City. Such payments shall be reduced by the amount of any workman's compensation award under Chapter 15 of Title 34 of the revised Statutes made for temporary disability because of the same injury or illness requiring such leave.

B. AMOUNT OF LEAVE

(1) The minimum sick leave with pay shall accrue to any full-time employee on the basis of one (1) 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.

(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.

C. REPORTING ABSENCE ON SICK LEAVE

(1) If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified as soon as possible prior to the employee's starting time.

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

D. VERIFICATION OF SICK LEAVE

(1) An employee who shall be absent on sick leave for five (5) consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. The City may require proof of illness of an employee on sick leave. Abuse of sick leave shall be cause for disciplinary action.

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

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

E. UNUSED SICK LEAVE

Upon retirement, a unit member shall receive his current daily salary times one-half the number of unused sick days he has accumulated, not to exceed Seven Thousand (\$7,000) Dollars.

ARTICLE XIV

VACATION

Annual vacation leave with pay shall be earned at the following rates:

- one to five years service//thirteen working days;
- six to ten years service//sixteen working days;
- eleven to fifteen years service//nineteen working days;
- sixteen to twenty years service//twenty-two working days;
- twenty-one or more years service//twenty-six working days.

ARTICLE X

BEREAVEMENT LEAVE

In case of death in the immediate family, a member shall be granted leave with pay at his regular rate of pay for four (4) scheduled working days starting on the date of death or on the day following the death, exclusive of any scheduled day off. Upon return to work, the unit member shall submit a slip from the Funeral Director to the unit member's supervisor.

Immediate family shall be defined as the member's husband, wife, child, step-child, foster-child, mother, father, step-mother, step-father, mother-in-law, father-in-law, brother, sister, step-brother, step-sister, grandmother or grandfather. All of the above relationships are construed as being based on current marital status existing when the death occurs.

ARTICLE XI

PERSONAL LEAVE

Each employee shall be entitled to be absent from employment two (2) days per year with pay to conduct his personal business provided that two (2) days prior notice is given, unless said notice is waived by his supervisor for good cause shown or where not detrimental to the work of the department or where a bona fide emergency is demonstrated to be the basis for the request.

ARTICLE XII

HEALTH AND WELFARE INSURANCE AND PHYSICAL EXAMINATION

A. The City shall pay the premium for full coverage for health insurance for bargaining unit members and their families. At the time of signing the City is a participant in the New Jersey State Health Benefits Plan and it is understood that the policies and regulations (present and future) of said plan cannot be altered by the City.

B. The City shall provide the dental plan as negotiated with the Representative. Said dental plan is administered by Bene-Care and is more fully described in documents in the City's possession. Changeover to this new coverage will be accomplished as expeditiously as possible, but must be completed prior to July 1, 1992. In the interim, the City shall continue the present Blue Cross/Blue Shield Dental Plan currently in effect.

C. Health Coverage for retire employees will be provided according to the policies and regulations (present and future) of the New Jersey Health Benefits Plan.

D. The employee may at his option have an annual physical examination, performed by a medical doctor and provided at the City's expense. X-rays shall be included and where the expense of the X-ray is not covered by the employees medical insurance, the City will pay this expense.

E. The City shall reimburse not more than once every two years, the cost of an eye exam and purchase of eye glasses, not to exceed \$100.00 total to be paid upon submission of a voucher.

F. A unit member shall be reimbursed up to One Hundred Seventy-Five (\$175) Dollars annually for prescriptions for their immediate family, Immediate family for this article is determined to be unit member, spouse and dependent children. This is to be submitted upon a voucher with receipts of purchase.

G. The City will enroll in the New Jersey State Disability Insurance Program during January 1992. It is understood that the City will remain enrolled for the life of the contract.

ARTICLE XIII

SAFETY AND WORK EQUIPMENT

The City of Salem shall supply to each member of the unit the following safety equipment and work clothing;

By April 1st of each year:

- Safety glasses, where appropriate to the job, including the cost of eye examination and prescription safety glasses for those employees who wear prescription glasses.

- One pair of safety shoes to be bought at J.C. Penney Co., Inc., Salem, N.J.

- Safety equipment ruined during the performance of job duties will be replaced as needed by the member's department.

- One issue of work clothes consisting of either five (5) light-weight summer shirts and pants, or five (5) light summer shirts and work jean pants, either option at the discretion of the employee. In addition, work clothes shall include one issue of rain gear and boots.

By October 1st of each year:

- One pair of either insulated coveralls, or Car-Hart bib overalls, or pants with Car-Hart jacket or clothing suitable for the job, such as hooded sweatshirt, etc., not exceeding the cost of insulated coveralls or Car-Hart clothing. Each employee has the option to choose the type of work clothing suitable to him or her;

- One issue of work clothes consisting of five (5) winter shirts and pants;

- One pair insulated boots, to be replaced as needed, the replacement item to be turned in to the appropriate superintendent. These boots are to be purchased through J.C. Penney Co., Inc., Salem, New Jersey with a limit of \$150.00 per pair.

Dispatchers at the Police Department shall be limited to two summer shirts and two winter shirts annually. Trousers and other uniform items shall be replaced as necessary. One pair of shoes shall be paid for annually by the City with a limit of \$78.00 upon presentation of a voucher.

ARTICLE XIV

EDUCATION AND OTHER BENEFITS

The City of Salem shall provide reimbursement of up to Five Hundred (\$500) Dollars for successfully completed job-related education credits approved in advance by the Department Head.

ARTICLE XV

GRIEVANCE PROCEDURE

When an employee has a grievance, he should discuss his problem with his immediate supervisor. If he does not receive any satisfactory answer thereto, he should pursue the following procedure with the assurance from the administration that no prejudicial action will result:

Step 1. The employee shall present in writing the text of the grievance to his immediate agent for the Blue Collar Workers Association and Department Head;

Step 2. If no mutually satisfactory solution is developed to a written problem within ten (10) working days after Step 1, the employee with his agent may make arrangements to meet with the City Administrator.

Step 3. If no mutually satisfactory solution is developed to a written problem within ten (10) working days after Step 2, the employee with his agent may make arrangements to meet with the appropriate Common Council committee. Copies of the written grievance shall be provided to all participants.

Step 4. If the grievance has not been settled within ten (10) working days after Step 3, the employee with the agent (B.C.W.A.) will then arrange a hearing with the Civil Service commission. This step can only be taken on those grievances which are appealable to the Civil Service Commission under the provisions of New Jersey Statutes Title XI and the Civil Service Rules.

ARTICLE XVI

NOTICE OF CHANGE OF SCHEDULE

At least seven days (168 hours) posted notice of change of work schedule will be given except in cases of emergency. Where such notice is not posted, employee will be given eight (8) hours of pay in addition to that otherwise entitled, except where notice is not possible because of emergency.

ARTICLE XVII

PERSONNEL FILES

The personnel file of individual employees shall be confidential and the file contents will not be revealed to other employees without his consent, except for the supervisor or an employee or those whose duties require such knowledge. Each employee shall have the right to inspect his file, upon request and at a reasonable hour, accompanied if he wishes, by an officer of the City Blue Collar Workers Association.

ARTICLE XVIII

LEAVE OF ABSENCE

The Common Council may grant leave of absence without pay to a permanent employee. Leave of absence shall be for a period of six (6) months, which the Common Council may extend for one additional six month period. Request for leave of absence shall be submitted in writing setting forth the reasons for the request, the date of leave requested and expected return.

ARTICLE XIX

DRUG TESTING

It is recognized that the City has a responsibility to the public and to its employees to maintain a substance-abuse free environment. In order to facilitate this responsibility, it is agreed that unit members will submit to substance testing when:

- (a) an on-duty accident or injury occurs;
- (b) when "reasonable suspicion" exists.

It is understood and agreed that these tests must be conducted in accordance with acceptable medical standards and must be conducted in the least intrusive manner appropriate to the situation on a case by case basis. It is also understood and agreed that any such tests must be in accordance with acceptable scientific methods and safeguarded to insure the employees confidentiality and the integrity of the test. This in no way limits the employee having such a test at his own expense to confirm or contest the results of any such test done by the City.

ARTICLE XX

BINDING OBLIGATION, SEVERABILITY AND SAVINGS

The terms and conditions of this agreement shall supersede and replace any inconsistent previously adopted policy, rule or regulation and said terms and conditions of this agreement shall constitute a binding obligation of the parties for the duration of this agreement.

If any provision of this agreement or any application of this agreement to any unit member or employee is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

IN WITNESS THEREOF, the parties hereto have affixed their hands and seals this _____ day of _____, 1992.

ATTEST:

CITY OF SALEM

BARBARA A. WRIGHT, City Clerk

LEON F. JOHNSON, Mayor

WITNESS:

CITY OF SALEM B.C.W.A.

PAUL LEDFORD, President

SCHEDULE 1**1992 SALARY SCALE
JANUARY 1 TO JUNE 30, 1992**

STREET DEPT.	0-6	7-12	13-18	19-24	25-30
Foreman	30,089	30,330	30,572	30,813	31,054
Sr. Mechanic	29,795	30,038	30,281	30,523	30,766
Mechanic	25,678	26,295	26,912	27,528	28,145
Equip. Oper.	23,083	23,470	23,858	24,245	24,633
Motor Broom Dr.	17,535	18,269	19,004	19,738	20,473
Truck Driver	17,535	18,269	19,004	19,738	20,473
Mechanic Help.	18,423	19,358	20,293	21,227	22,162
Laborer	16,982	17,581	18,179	18,779	19,378
Clerk/Typist	11,368	12,143	12,917	13,692	14,466
WATER/SEWER DEPT.					
Ass't W&S Supt.	31,778	32,460	33,141	33,823	34,505
Foreman	30,098	30,330	30,572	30,813	31,054
Sr. W/S Rep.	27,997	28,299	28,603	28,905	29,208
W/S Repairer	24,320	24,726	25,132	25,537	25,943
Ass't W/S Rep.	20,446	20,999	21,553	22,105	22,659
Sr. W/S Plt.Op.	27,997	28,299	28,603	28,905	29,208
W/S Plt. Oper.	24,320	24,726	25,132	25,537	25,943
Ass't W/S Oper.	20,446	20,999	21,553	22,105	22,659
Meter Read&Rep.	20,446	20,999	21,553	22,105	22,659
Laborer	16,982	17,581	18,179	18,779	19,378
Lab. Tech./	21,426	22,126	22,826	23,526	24,226
Princ. Clk/Typ.					
ADMINISTRATION					
Prin. Acct.Clk.	21,426	22,126	22,826	23,526	24,226
Sr. Bk.Macn Op.	21,426	22,126	22,826	23,526	24,226
Prin.Acc't Clk	13,770	14,544	15,318	16,093	16,866
ClkTyp./ClkSten	11,368	12,143	12,917	13,692	14,486
Omnibus Oper.	9,168	9,695	10,224	10,752	11,281
Housing Inspec.	19,500	21,012	20,525	21,037	21,550
Sr. Dispatcher					
Dispatchers	18,597	19,259	19,920	20,582	21,244

Schedule 1A

STREET DEPT CONTINUED	31-36	37-42	43-48
Foreman	31,295	31,537	31,778
Sr. Mechanic	31,009	31,252	31,495
Mechanic	28,763	29,380	29,970
Equip Operator	25,020	25,408	25,795
Motor Broom Operator	21,208	21,943	22,678
Truck Driver	21,208	21,943	22,678
Mechanic Helper	23,096	24,031	24,966
Laborer	19,976	20,575	21,174
Clerk/Typist	15,241	16,015	
 WATER/SEWER DEPARTMENT			
Ass't W/S Supt	35,185	35,867	36,548
Foreman	31,295	31,537	31,778
Sr. W/S Repairer	29,511	29,814	30,117
W/S Repairer	26,349	26,755	27,160
Ass't W/S Repairer	23,212	23,766	24,319
Sr. W/S Plt Operator	29,511	29,814	30,117
W/S Plt Operator	26,349	26,755	27,160
Ass't W/S Plt. Op.	23,212	23,766	24,319
Meter Reader/Repairer	23,212	23,766	24,319
Laborer	19,976	20,575	21,174
Lab. Tech. Water/ Prin. Clk/Typist	24,991	25,626	
 ADMINISTRATION			
Prin. Acct. Clerk	24,991	25,626	
Sr. Bk. Mach. Oper.	24,991	25,626	
Prin. Acc't Clk Typ.	17,640	18,415	
Clk Typ./Clk. Sten.	15,241	16,015	
Omnibus Operator	11,809	12,335	
Housing Inspector	22,062	22,575	
Sr. Dispatcher			24,745
Dispatchers	21,906	22,567	23,230

Schedule 2

**1992 SALARY SCHEDULE
JULY 1 TO DECEMBER 31, 1992**

STREET DEPT.	0-6	7-12	13-18	19-24	25-30
Foreman	30,992	31,240	31,489	31,737	31,986
Sr.Mechanic	30,689	30,939	31,189	31,439	31,689
Mechanic	26,448	27,084	27,719	28,354	28,989
Equip. Op.	23,775	24,174	24,574	24,972	25,372
Motor Broom D.	18,061	18,817	19,574	20,330	21,087
Truck Driver	18,061	18,817	19,574	20,330	21,087
Mechanic Help.	18,976	19,939	20,902	21,864	22,827
Laborer	17,491	18,108	18,724	19,342	19,959
Clk/Typist	11,709	12,507	13,305	14,103	14,900

WATER/SEWER DEPT.					
Ass't W/S Supt.	32,731	33,434	34,135	34,838	35,540
Foreman	30,992	31,240	31,489	31,737	31,986
Sr.W/S Rep.	28,837	29,148	29,461	29,772	30,084
W/S Repairer	25,050	25,468	25,886	26,303	26,721
Ass't W/S Rep.	21,059	21,629	22,200	22,768	23,339
Sr. W/S Plt Op.	28,837	29,148	29,461	29,772	30,084
W/S Plt. Oper.	25,050	25,468	25,886	26,303	26,721
Ass't W/S Plt.	21,059	21,629	22,200	22,768	23,339
Meter Read/Rep	21,059	21,629	22,200	22,768	23,339
Laborer	17,491	18,108	18,724	19,342	19,959
Lab.Tech Water/	22,069	22,790	23,511	24,232	24,953
Prin/Clk Typ.					

ADMINISTRATION					
Prin.Acct.Clk	22,069	22,790	23,511	24,232	24,953
Sr.Bk. Mach Op	22,069	22,790	23,511	24,232	24,953
Prin.Acc'tClk	14,183	14,980	15,778	16,576	17,372
Clk.Typ/Sten.	11,709	12,507	13,305	14,103	14,921
Omnibus Op.	9,433	9,986	10,531	11,075	11,619
Housing Insp.	20,085	20,612	21,141	21,668	22,197
Sr. Dispatcher					
Dispatchers	19,155	19,837	20,518	21,199	21,881

SCHEDULE 2A

STREET DEPT CONTINUED	31-36	37-42	43-48
Foreman	32,234	32,483	32,731
Sr. Mechanic	31,939	32,190	32,440
Mechanic	29,626	30,261	30,897
Equipment Operator	25,771	26,170	26,569
Motor Broom Driver	21,844	22,601	23,358
Truck Driver	21,844	22,601	23,358
Mechanic Helper	23,789	24,752	25,715
Laborer	20,575	21,192	21,809
Clerk/Typist	15,698	16,495	
WATER/SEWER DEPARTMENT			
Ass't W/S Supt.	36,241	36,943	37,644
Foreman	32,234	32,483	32,731
Sr. W/S Repairer	30,396	30,708	31,021
W/S Repairer	27,139	27,558	27,975
Ass't W/S Repairer	23,908	24,479	25,049
Sr. W/S Plant Operator	30,396	30,708	31,021
W/S Plant Operator	27,139	27,558	27,975
Ass't W/S Plant Oper.	23,908	24,479	25,049
Meter Reader/Repairer	23,908	24,479	25,049
Laborer	20,575	21,192	21,809
Lab. Tech. Water Ana./ Prin/Clk. Typist	25,674	26,395	
ADMINISTRATION			
Prin. Acct. Clk.	25,741	26,395	
Sr. Bk. Macn. Oper.	25,741	26,395	
Prin. Acc't Clk Typ.	18,169	18,967	
Clk.Typ/Clk. Sten.	15,698	16,495	
Omnibus Operator	12,163	12,705	
Housing Inspector	22,724	23,252	
Sr. Dispatcher			25,487
Dispatchers	22,563	23,244	23,927

SCHEDULE 3

**1993 SALARY SCHEDULE
JANUARY 1 TO JUNE 30, 1993**

STREET DEPT.	0-6	7-12	13-18	19-24	25-30
Foreman	31,767	32,021	32,276	32,530	32,786
Sr. Mechanic	31,456	31,712	31,969	32,225	32,481
Mechanic	27,109	27,761	28,412	29,063	29,714
Equip. Operator	24,369	24,778	25,188	25,596	26,006
Motor Broom Dr.	18,513	19,287	20,063	20,838	21,614
Truck Driver	18,513	19,287	20,063	20,838	21,614
Mechanic Helper	19,450	20,437	21,425	22,411	23,398
Laborer	17,928	18,561	19,192	19,826	20,458
Clerk/Typist	12,002	12,820	13,638	14,556	15,273
WATER/SEWER DEPARTMENT					
Ass't W/S Supt.	33,549	34,270	34,988	35,709	36,429
Foreman	31,767	32,021	32,276	32,530	32,786
Sr. W/S Repairer	29,558	29,877	30,198	30,516	30,836
W/S Repairer	25,676	26,105	26,533	26,961	27,389
Ass't W/S Repair.	21,585	22,170	22,755	23,337	23,922
Sr. W/S Plt. Oper.	29,558	29,877	30,198	30,516	30,836
W/S Plt. Operator	25,676	26,105	26,533	26,961	27,389
Ass't W/S Plt Oper.	21,585	22,170	22,755	23,337	23,922
Meter Reader/Repair.	21,585	22,170	22,755	23,337	23,922
Laborer	17,928	18,561	19,192	19,826	20,458
Lab. Tech Water/ Prin. Clk/Typ.	22,621	23,360	24,099	24,838	25,577
ADMINISTRATION					
Prin. Acct. Clerk	22,621	23,360	24,099	24,838	25,577
Sr. Bk Macn Oper.	22,621	23,360	24,099	24,838	25,577
Prin. Acct. Clk/Typ	14,538	15,355	16,172	16,990	17,806
Clk Typ/Clk Sten.	12,002	12,820	13,638	14,456	15,294
Omnibus Operator	9,669	10,236	10,794	11,352	11,909
Housing Inspector	20,585	21,127	21,670	22,210	22,752
Sr. Dispatcher					
Dispatchers	19,634	20,333	21,031	21,729	22,428

	SCHEDULE 3A		
STREET DEPT CONTINUED	31-36	37-42	43-48
Foreman	33,040	33,295	33,549
Sr. Mechanic	32,737	32,995	33,251
Mechanic	30,367	31,018	31,669
Equipment Operator	26,415	26,824	27,233
Motor Broom Driver	22,390	23,166	23,942
Truck Driver	22,390	23,166	23,942
Mechanic Helper	24,384	25,371	26,358
Laborer	21,089	21,722	22,354
Clerk/Typist	16,090	16,907	
WATER/SEWER DEPARTMENT			
Ass't W/S Supt.	37,147	37,867	38,585
Foreman	33,040	33,295	33,549
Sr. W/S Repairer	31,156	31,476	31,797
W/S Repairer	27,817	28,247	28,674
Ass't W/S Repairer	24,506	25,091	25,675
Sr. Plant Operator	31,156	31,476	31,797
Plant Operator	27,817	28,247	28,674
Ass't W/S Plt Operator	24,506	25,091	25,675
Meter Reader	24,506	25,091	25,675
Laborer	21,089	21,722	22,354
Lab. Tech Water/ Prin. Clk Typist	26,316	27,055	
ADMINISTRATION			
Prin. Acc't Clerk	26,385	27,055	
Sr. Bk. Macn Oper.	26,385	27,055	
Prin. Acct Clk/Typist	18,623	19,441	
Clk Typ/Clk Sten.	16,090	16,907	
Omnibus Operator	12,467	13,023	
Housing Inspector	23,292	23,833	
Sr. Dispatcher			26,124
Dispatchers	23,127	23,825	24,525

SCHEDULE 4**1993 SALARY SCHEDULE
JULY 1, TO DECEMBER 31, 1993**

STREETS DEPT.	0-6	7-12	13-18	19-24	25-30
Foreman	32,720	32,982	33,244	33,506	33,770
Sr. Mechanic	32,400	32,663	32,928	33,192	33,455
Mechanic	27,922	28,594	29,264	29,935	30,605
Equip. Operator	25,100	25,521	25,944	26,364	26,786
Motor Broom Driver	19,068	19,866	20,665	21,353	22,262
Truck Driver	19,068	19,866	20,665	21,353	22,262
Mechanic Helper	20,034	21,050	22,068	23,083	24,100
Laborer	18,466	19,118	19,768	20,421	21,072
Clerk/Typist	12,362	13,205	14,047	14,993	15,731
WATER/SEWER DEPT.					
Ass't W/S Supt.	34,555	35,298	36,038	36,780	37,522
Foreman	32,720	32,982	33,244	33,506	33,770
Sr.W/S Repairer	30,445	30,773	31,104	31,431	31,761
W/S Repairer	26,446	26,888	27,329	27,770	28,211
Ass't W/S Repair.	22,233	22,836	23,438	24,037	24,640
Sr. W/S Plt Oper.	30,444	30,773	31,104	31,431	31,761
W/S Plt Operator	26,446	26,888	27,329	27,770	28,211
Ass't W/S Plt Op.	22,233	22,835	23,438	24,037	24,640
Meter Reader	22,233	22,835	23,438	24,037	24,640
Laborer	18,466	19,118	19,768	20,421	21,072
Lab. Tech Water/ Prin. Clk/Typ.	23,300	24,061	24,822	25,583	26,344
ADMINISTRATION					
Prin. Account Clerk	23,300	24,061	24,822	25,583	26,344
Sr. Bk Macn Oper.	23,300	24,061	24,822	25,583	26,344
Prin. Acct. Ck/Typ.	14,974	15,816	16,657	17,500	18,340
Clk Typ/Clk Sten.	12,362	13,205	14,047	14,890	15,753
Omnibus Operator	9,959	10,543	11,118	11,693	12,266
Housing Inspector	21,205	21,761	22,320	22,876	23,435
Sr. Dispatcher					
Dispatchers	20,223	20,943	21,662	22,381	23,101

	SCHEDULE 4A		
	31-36	37-42	43-48
STREETS DEPT CONTINUED			
Foreman	34,031	34,294	34,555
Sr. Mechanic	33,719	33,985	34,249
Mechanic	31,278	31,949	32,619
Equip. Operator	27,207	27,629	28,050
Motor Broom Driver	23,062	23,861	24,660
Truck Driver	23,062	23,861	24,660
Mechanic Helper	25,116	26,132	27,149
Laborer	21,722	22,374	23,025
Clerk/Typist	16,573	17,414	
WATER SEWER DEPARTMENT			
Ass't W/S Superint.	38,261	39,003	39,743
Foreman	34,031	34,294	34,555
Sr. W/S Repairer	32,091	32,420	32,751
W/S Repairer	28,652	29,094	29,534
Ass't W/S Repairer	25,241	25,844	26,445
Sr. W/S Plt Operator	32,091	32,420	32,751
W/S Plt Operator	28,652	29,094	29,534
Asst W/S Plt Operator	25,241	25,844	26,445
Meter Reader	25,241	25,844	26,445
Laborer	21,722	22,374	23,025
Lab. Tech Water Ana/ Prin. Clk/Typ.	27,105	27,867	
ADMINISTRATION			
Prin. Acct Clerk	27,105	27,867	
Sr. Bk. Macn Operator	27,105	27,867	
Prin Acct Clk/Typ.	19,182	20,024	
Clk Typ/Clk Sten.	16,573	17,414	
Omnibus Operator	12,841	13,414	
Housing Inspector	23,991	24,548	
Sr. Dispatcher			26,908
Dispatchers	23,861	24,540	25,261