

AGREEMENT

between the

**BOARD OF CHOSEN
FREEHOLDERS OF THE COUNTY
OF PASSAIC**

and

LOCAL NO. 11

affiliated with the

**INTERNATIONAL BROTHERHOOD
OF TEAMSTERS**

April 1, 2010 to March 31, 2015

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THIS AGREEMENT made and entered into on this first day of April, 2010, by and between the **BOARD OF CHOSEN FREEHOLDERS OF THE COUNTY OF PASSAIC**, hereinafter referred to as the "EMPLOYER", and **LOCAL NO. 11**, affiliated with the **INTERNATIONAL BROTHERHOOD OF TEAMSTERS**, with its principal place of business located at 810 Belmont Avenue, North Haledon, New Jersey, a labor organization representing the Road and Public Buildings, Inspectors, Security Guards, Buildings and Grounds, Mosquito Commission, Shade Tree, Sewer Department, Golf Course, Parks Department and Bridge Department blue collar employees, hereinafter referred to as the "UNION".

ARTICLE 1 RECOGNITION

Section 1. The Board of Chosen Freeholders of the County of Passaic hereby recognizes the Union as the exclusive bargaining agent for all blue collar employees now employed or to be employed in the Road and Public Buildings, Buildings and Grounds, Mosquito Commission, Shade Tree, Sewer Department, Golf Course, Parks Department and Bridge Department, exclusive of Supervisory, Office and Clerical employees, in all those matters specifically provided herein pertaining to rates of pay, hours of work, and other conditions of employment.

Section 2. Wherever used herein the term "Employees" shall mean and be construed only as referring to the blue collar employees of the Road and Public Buildings, Inspectors, Watchman, Buildings and Grounds, Mosquito Commission, Shade Tree, Sewer Department, Golf Course, Parks Department and Bridge Department including the following titles: Assistant Greenkeeper, Assistant Grounds Keeper, Assistant Welder, Bridge Operator, Boiler Operator, Building Maintenance Worker, Building Maintenance Worker LPL, Building Service Worker, Carpenter, Clerk Driver/Stock Clerk, Electrician, Equipment Operator, Garage Attendant, Guard Public Building, Inspector Mosquito Exterminator, Inspector Road Openings, Inspector Trainee, Inspector Work Operators, Laborer, Low Pressure Licenses, Maintenance Repairer, Mechanic, Mechanic Diesel, Motor Broom Operator, Mosquito Exterminator, Senior Boiler Operator, Senior Carpenter, Senior Design Let & Processing, Senior Maintenance Repairer, Senior Mechanic, Senior Mechanic/Diesel, Senior Park Caretaker, Senior Tree Climber, Senior Security Guard, Senior Welder, Security Guard (Buildings Ground), Sign Maker 2, Traffic Maintenance Operators, Tree Climber, Truck Driver, Water Repairer, Welder, exclusive of Supervisors, Office and Clerical employees.

ARTICLE 2 UNION SECURITY

Section 1. The Employer agrees it will give effect to the following form of Union Security:

- (a) All present employees who are members of the Local Union on the effective date of this Agreement can remain members of the Local Union in good standing by payment of the regular monthly dues. All present employees who are not members of the Local Union will pay a Representation Fee as set forth hereafter.
- (b) It is agreed that at time of hire, newly hired employees, who fall within the bargaining unit, will be informed that they have the chance to join the Union thirty (30) days thereafter or pay to the Local Union a Representation Fee.

Section 2. The County will notify the Union of any newly hired employees within fifteen (15) days of their starting date.

ARTICLE 3 CHECK-OFF OF UNION DUES

Section 1(a). The Employer hereby agrees to deduct from the wages of employees by means of a check-off the dues uniformly required by the labor organization pursuant to the provisions of N.J.S. 52:14-15.9E. The Employer, after receipt of written authorization from each individual employee, agrees to deduct from the salaries of said employees their monthly dues and initiation fees. Such deductions shall be made from the 2nd salary paid to each employee during the month and such deduction made the 1st month shall be a double deduction and thereafter the regular deduction shall apply to dues owed for the following month.

Section 1(b). In making the deductions and transmittals as above specified, the Employer shall rely upon the most recent communication from the Union as to the amount of monthly dues and proper amount of initiation fee. The total amount deducted shall be paid to the Union within fifteen (15) calendar days after such deduction is made.

Section 2. Representation Fee

- A. If an employee does not become a member of the Union during any membership year (from April 1 to the following March 31) which is covered in whole or in part by the Agreement, said employee will be required to pay a Representation Fee to the Union for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Union as majority representative.
- B. Prior to the beginning of each membership year, the Union will notify the Employer in writing of the amount of the regular membership dues and initiation fee charged by the Union to its own members for that membership year. The Representation Fee to be paid to non-members will be 85% of that amount.
- C. Once during each membership year covered in whole or in part by this agreement, the Union will submit to the Employer a list of those employees who have not become members of the Union for the then current membership year. The Employer will deduct from the salaries of such employees, in accordance with paragraph 2 below, the full amount of the Representation Fee and promptly will transmit the amount so deducted to the Union.
- D. The Employer will deduct the Representation Fee in equal installments, as nearly as possible, from the pay checks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first pay check paid:
- (a) Within 21 days after receipt of the aforesaid list by the Employer; or
 - (b) 30 days after the employee begins his or her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Employer in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first pay check paid 10 days after the resumption of the employee's employment in a bargaining unit position, whichever is later.
- E. Except as otherwise provided in this Article, the mechanics for the deduction of Representation Fees and the transmission of such fees to the Union will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Union.
- F. The Union will notify the Employer in writing of any changes in the list provided for in paragraph 1 above and/or the amount of the Representation Fee, and such changes will be reflected in any deductions made more than 21 days after the Employer received said notice.
- G. On or about the last day of each month, the Employer will submit to the Union a list of all employees who began their employment in a bargaining unit position during the preceding 30-day period. The list will include names, job titles and dates of employment for all such employees.
- H. Teamster Local 11 shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.5(c) and 5.6, and membership in Teamster Local 11 shall be available to all employees in the unit on an equal basis at all times. In the event Teamster Local 11 fails to maintain such a system, or if membership is not so available, the Employer shall immediately cease making said deductions.
- I. The Union shall save the Employer harmless from any claims raised against it by an employee as a result of fulfilling its obligations under this Article.

ARTICLE 4. MANAGEMENT RIGHTS

Except as modified herein, Management shall have the right to determine all matters concerning the management and administration of the public agency, which rights shall include, but not be limited to the rights to (a) direct the work-force, (b) hire, promote, transfer, assign and retain employees, (c) suspend, demote, discharge or take other disciplinary action against employees for cause, (d) relieve employees from duties because of lack of work or other proper reasons, (e) maintain the efficiency of the operation, (f) determine methods, means and personnel by which such operations are to be conducted and (g) take any action necessary in conditions of emergency, regardless of prior commitments, to carry out the missions of the County.

**ARTICLE 5
WORKWEEK**

Section 1. The normal workweek shall consist of eight (8) consecutive hours per day, five (5) consecutive days per week.

Section 1 (a). The Road Department, Court House and Maintenance employees and Security Guards shall work under the Schedule Spelled out in Section 1.

Section 2. The Custodians in the Public Buildings shall work five (5) days. Monday through Friday, and have two days off. Boilermen/Fireman and Security Guards shall continue to work ten (10) consecutive days and then have four (4) consecutive days off.

Section 2 (a). Golf Course employees shall work a normal workweek of five (5) days. Any work performed over eight (8) hours in any day shall be paid at time and one-half (1 ½) the employee's regular hourly rate. Overtime will be paid as earned.

Section 2 (b). Golf Course employees March 1 through to October 31 – During the months in which no regular scheduled work will be performed on weekends, the County will schedule one (1) employee for any work scheduled on Saturday and Sunday, whenever a supervisor is scheduled to work. Such work shall be rotated between the employees on the seniority list for weekend work. The start time for weekend work will be 7:00 a.m. with a three (3) hour guaranteed work day.

Section 3. Any work performed on the sixth (6th) day shall be paid at one and one half (1-1/2) times the employee's regular rate of pay.

Section 3(a). Any work performed on the seventh (7th) day shall be paid at two (2X) times the employee's regular rate of pay.

Section 4. The County shall have the right to schedule new employees to work from Wednesday through Sunday and any work performed after eight (8) hours in any given day shall be paid at one and one half (1-1/2) times the employee's regular rate of pay. The County has the right to post the above work schedule for County employees, but cannot force employees hired prior to April 1, 2002 to work this schedule. The County shall first select said employees by volunteers, temporary employees and less senior employees hired after April 1, 2001.

Section 4(a). Any work performed on the sixth (6th) day shall be paid at one and one half (1-1/2) times the employee's regular rate of pay.

Section 4(b). Any work performed on the seventh (7th) day shall be paid at two (2X) times the employee's regular rate of pay.

**ARTICLE 6
HOURS OF WORK**

- A. Public Buildings Employees
 - Shift "A"7:00 a.m. to 3:30 p.m.
 - Shift "B"3:30 p.m. to 12:00 a.m.
 - Shift "C"11:30 p.m. to 7:00 a.m.

- B. Road Department.....7:00 a.m. to 3:30 p.m.
Road Department shall be entitled to one half (1/2) hour lunch period.

- C. Golf Course Employees and Golf Course Mechanics
 - April 1st through September 15th.....5:00 a.m. to 1:30 p.m.
 - September 16th through March 31st.....6:00 a.m. to 2:30 p.m.

**ARTICLE 7
RATES OF PAY**

Section 1. Employees in the unit will receive a 2.5% percent increase to the base salary effective and retroactive to April 1, 2010. Increment if due on July 1, 2010.

Section 2. Employees in the unit will receive a 2.5% percent increase to base salary effective and retroactive to April 1, 2011. Increment if due on July 1, 2011.

Section 3. Employees in the unit will receive a 2.5% percent increase to base salary effective and retroactive to April 1, 2012. Increment if due on July 1, 2012.

Section 4. Employees in the unit will receive a 2.5% percent increase to base salary effective and retroactive to April 1, 2013. Increment if due on July 1, 2013.

Section 5. Employees in the unit will receive a 2.5% percent increase to base salary effective and retroactive to April 1, 2014. Increment if due on July 1, 2014.

Add – Step 10 to all Salary Guides.

Section 6. Overtime Rates

- A. Any work performed beyond eight (8) hours in any one work day shall be considered overtime and be compensated at the rate of one and one-half (1-1/2) times the regular hourly rate of pay for all such hours worked.
- B. No employee in the bargaining unit shall be assigned to take compensatory time off in lieu of pay without approval of Teamster Local 11 Business Agent.
- C. All overtime worked shall be paid at one and one half (1-1/2) times the employee's regular rate of pay or whatever is spelled out under Section 6 in lieu of compensatory time.

Section 7. Call-in Pay

- A. Employees called to work prior to the start of their regularly assigned shift shall be paid overtime at the rate of one and one-half (1-1/2) times the regular rate for such hours worked prior to the beginning of the regular work day hours.
- B. Employees called back to work after the conclusion of the normal shift, shall be entitled to a minimum of three and one half (3-1/2) hours call back pay at the overtime rate of one and one-half (1-1/2) times the regular hourly rate. The Employer will make every effort to call back employees within the needed classification(s) on overtime.

Section 8. Equitable Distribution of Overtime

- A. Overtime shall be distributed as equitably as practical among the employees qualified by classification and/or otherwise capable of performing the work required, except that an employee shall not be removed from a job which the employee has been performing on that day, in order to provide such equitable distribution.
- B. Overtime distribution shall be within Departmental lines only.
- C. No employee working under the jurisdiction of this contract shall work more than sixteen (16) hours in any given work day that includes snow removal emergency work.
- D. In event any employee does not accept the overtime, his or her name will be placed at the bottom of such list as if they had accepted such request for overtime. Employees who are not contacted through telephone conversation will not be charged as refusing to accept the overtime.

Section 9. Meal Allowance

When an employee is required to work in excess of ten (10) hours or more, said employee shall be granted a second one-half (1/2) hour lunch period at no loss of pay for such lunch period and shall be granted an additional one-half (1/2) hour lunch period at no loss of pay for each five (5) hours over the above-mentioned ten (10) hours. Meal allowance of \$8.00 plus one-half (1/2) hour paid lunch period is to be paid by the Employer.

Section 10. If an employee is called in on emergency work or snow removal and the said employee works until his regular starting shift the next day, 7:00 a.m., the said employee shall be entitled to go home for one (1) hour and come back to work with no loss of pay.

Section 11. Temporary Employees

A. A temporary employee is one who is hired for a period of up to a maximum of eight (8) months in a twelve (12) month period, and is so informed at the time of hire. A temporary employee will not be required to join the Union and may be terminated at any time and such termination shall not be subject to the Arbitration Provision of this Agreement.

B. Any temporary employee retained beyond six (6) months in a twelve (12) month period shall be required to join the Union and their seniority date shall start from their date of hire.

C. No full time or part time employee shall be laid off or suffer a reduction in hours as a result of the use of temporary employees. No temporary employees may be hired while employees are on layoff unless the laid off employees are first offered the position.

Section 12. Higher Classification Pay

A. In the event an employee is temporarily transferred to a higher rated position and performs the duties of that classification for eight (8) hours or more, the employee shall receive the next higher rate of pay for the higher classification for the entire day. It is understood that no employee shall receive a lower rate of pay to their own when transferred to a higher classification. In any event if an open higher rated position is filled for more than thirty (30) days by a temporary employee the County will then follow Article 20 – Job Vacancies, New Jobs Created of the Collective Bargaining Agreement. (Open positions for the following reasons: F.M.L.A., Workmen’s Compensation, Disability, Leave of Absence, or any temporary vacancies which the employee will return to shall not apply to this Article).

B. An employee temporarily transferred to a lower classification shall suffer no reduction in pay.

C. The provisions in sub-Sections (A) and (B) are effective when such duty changes are made for the convenience of the Employer.

Section 13. In case of any emergency within Passaic County which requires the County to close one (1) or all of its locations, employees who must remain in their position shall receive one and one half (1½) times their hourly rate for all of the hours worked after the emergency was called within those locations.

Section 14. Longevity

A. Longevity pay shall be determined by length of employment as follows each year of the contract and shall be paid on the anniversary date.

- 2% of base pay after 7 years of service.
- 4% of base pay after 10 years of service.
- 6% of base pay after 15 years of service.
- 8% of base pay after 20 years of service.
- 10% of base pay after 25 years of service.

B. Longevity benefits for all new County employees, as of October 1, 1991, will be calculated for County service time only.

**ARTICLE 8
PAY FOR TIME NOT WORKED**

Section 1. Holidays

Employees within the bargaining unit shall be entitled to the following holidays with pay computed on the employee’s regular straight time rate for eight (8) hours:

- | | |
|-------------------------------|---------------------|
| New Year’s Day | Columbus Day |
| Martin Luther King’s Birthday | Election Day |
| Veterans Day | President’s Day |
| Thanksgiving Day | Good Friday |
| Friday after Thanksgiving Day | Memorial Day |
| ½ Day Christmas Eve | Independence Day |
| Christmas Day | Labor Day |
| ½ Day New Year’s Eve | Employee’s Birthday |

Section 2. Eligibility

Any employee hired after June 30, 2007 delete Employee's Birthday.

The employees, to be eligible for holiday pay, must work the last regularly scheduled workday before and the first regularly scheduled workday after the holiday, unless the day is an excused day with pay.

When calling in sick prior to or after a holiday, a sick day is not considered an excused day unless a medical document is submitted upon returning to work.

Section 3. Holidays Worked

All employees who work on any of the holidays, except Election Day and the Day after Thanksgiving, shall be compensated for such work at two (2X) times the employee's rate of pay. In the event of an emergency on a holiday, the employee shall receive three (3X) times the employee's regular rate, which includes the holiday pay, for all hours worked.

If a bargaining unit member is called in to work, or not regularly scheduled to work the day after Thanksgiving and Election Day, he will be paid time and one half (1-1/2) his regular rate plus the eight (8) hour holiday pay.

Section 4. Saturday or Sunday Holiday

If a holiday falls on Saturday, it shall be celebrated on Friday. If a holiday falls on Sunday, it shall be celebrated on Monday.

Section 5. Holiday During Vacation

If a holiday falls within the vacation period of an employee, the employee shall receive pay for same or extend the vacation period by one (1) day. If the employee is required to forego such holiday falling within the vacation period, said employee shall have the right, upon seven (7) calendar days notice to the Employer, to refuse the holiday pay and to take a work day off.

Section 6. Holidays shall be considered as time worked when computing overtime.

**ARTICLE 9
VACATION**

Section 1. All employees within the bargaining unit shall be entitled to vacation with pay in accordance with the schedule of days of entitlement as follows:

With proper notification vacation time shall be reasonably granted with 24 hours notice.

- 1 - 5 years.....12 working days during each year of service
- 6 - 10 years.....15 working days during each year of service
- 11 - 15 years.....18 working days during each year of service
- 16 - 20 years.....20 working days during each year of service
- 21 years and over.....22 working days during each year of service

Section 1 A. Any new employee hired after the ratification of this contract the following vacation schedule shall apply:

- 1 - 5 years.....12 days vacation per year
- 6 - 11 years.....12 days vacation per year
- 12 - 16 years.....15 days vacation per year
- 17 - 20 years.....18 days vacation per year
- 20 + years.....20 days vacation per year

In the event the employee voluntarily leaves the employ of the Employer before the vacation period, the employee shall be compensated for any accrued vacation time that may be due said employee in accordance with the above schedule.

Upon proper notification, vacation pay, when possible, shall be made the pay period in advance of the actual vacation.

Vacation days shall be paid at eight (8) hours at the employee's regular straight time rate. Vacation days shall be considered as hours worked when computing overtime.

Section 2. The vacation schedule shall be posted on the bulletin board by the Employer not later than April 30th of each year. In preparing the vacation schedule, the Employer shall endeavor to grant vacation on the basis of departmental seniority and classification mix of its employees.

Vacations shall be taken during the regular vacation period. Depending upon business needs of the Department(s) under this Agreement, however, employees may request and the Employer may approve vacations at a period during which vacations are not normally granted.

ARTICLE 10 PAID SICK LEAVE

Section 1. Each employee shall earn fifteen (15) paid sick leave days for each full year of employment, accrued at one and one quarter (1-1/4) days per month. Such earned sick leave shall be cumulative from year-to-year. Each employee shall be required to give a one-half (1/2) days notice to receive a half day. First year of employment employees will earn one (1) days per month.

Section 2. Should an employee use all his paid sick leave days and the County allows the employee to use paid sick leave days not yet earned, and the employee's employment with the County is terminated, the County reserves the right to deduct the unearned paid sick leave from any monies the employee may have due him.

Section 3. Any employee will be, at the discretion of the Employer, required to present a doctor's statement as proof of illness after five (5) days absence by reason of illness.

Section 4. Upon retirement from the pension system, employees shall be paid for unused sick leave at the rate of 50% for each day accumulated, to a maximum of \$12,000.00 as per Resolution.

Section 5. All employees who are absent are responsible to call in and indicate the reason for their absence within one (1) hour prior to their starting time. The employee must call in each day, unless a doctor's note is submitted after five (5) days. All employees absent from work for more than five (5) days should complete the medical leave of absence form and should request from their department head a PER100 form. This form should be returned to the department head within five (5) days.

Section 6. Sick days shall be paid at eight (8) hours the employee's regular straight time rate. Sick days shall be considered as time worked when computing overtime.

Section 7. Effective January 1, 2003, those employees in the unit who finish the calendar year with at least five (5) days of their fifteen (15) annual sick days will receive a bonus of \$500.00 (not on base) payable in January of the following year (the "Attendance Bonus"). For the calendar year 2001 and 2002, any Attendance Bonus that employee's in the unit may be entitled to shall be aggregated and equally divided and paid to all members of the unit in the second quarter of 2003.

ARTICLE 11 PERSONAL LEAVE

Section 1. Each employee shall be entitled to three (3) personal leave days with pay for the transaction of personal business. Personal days are accrued one (1) day every four (4) months (January 1, May 1, September 1) personal days shall be granted with one (1) days notice. Application for such leave must be in writing and submitted to the Employer at least one (1) days in advance except in an emergency. Personal leave must be with the approval of the Employer.

Section 2. It is understood that approval for such leaves will not unreasonably be withheld.

Section 3. Personal days shall be paid at eight (8) hours the employee's regular straight time rate. Personal days shall be considered as time worked when computing overtime.

**ARTICLE 12
BEREAVEMENT LEAVE PAY**

Employees covered by this Agreement shall be allowed four (4) consecutive days not including weekends and holidays off with pay at the employee's straight time pay for each situation where a death occurs in the immediate family. The immediate family for the purposes of this Section is defined as a spouse, children, employee's parents, grandparents, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, aunt, uncle, legal guardian, domestic partners, or a member of the immediate family of the employee. Documentation will be required establishing death. Bereavement benefits must be used within one (1) week of the death. In extenuating circumstances, management will review each incident individually.

Bereavement leave shall be paid at eight (8) hours the employee's regular straight time rate. Bereavement leave pay shall be considered as time worked when computing overtime.

**ARTICLE 13
JURY DUTY**

An employee who is called for Jury Duty shall be paid the difference between the daily fee allowed and the eight (8) hours straight time pay for scheduled working time lost. Full wages shall be paid upon surrender of such amounts received as jury duty pay. The employee shall be required to give prior notice to the Employer of said employee's call for jury duty and the Employer agrees to provide free parking for anyone serving on jury duty at no cost to the employee.

Jury duty shall be considered as time worked when computing overtime.

**ARTICLE 14
NON-CASH BENEFITS**

Section 1. Health Benefits

A. Medical Benefits: The County agrees to provide hospitalization and major medical insurance as outlined in the Passaic County Health Benefits Booklet. The County agrees they will not reduce the current benefits. For those employees on an approved leave of absence, they will continue to receive Health Care Benefits as in accordance with the current County policy and Family Leave Act. (30 day grace period, plus 12 weeks family leave).

Employees may elect the Horizon Direct Access Plan, a non-gated plan (no referrals), for which there are no employee contributions. The Horizon Direct Access Plan provides: 100% in network, \$15.00 co-pay for office visits no deductible 80% out of network after \$200.00 deductible.

The County provides other Medical Benefit plans as outlined in the Passaic County Health Benefits Booklet which plans provide as follows:

- Deductibles to \$250/\$500
- Out of pocket costs to \$200/\$400 in network and \$600/\$1,000 out of network
- Co-pay to doctors to \$15 per visit
- RX - \$5.00 Generics/ \$10.00 Brand
- RX - Mail in orders \$10.00 Generics/ \$20.00 Brand

Employee contribution or percentage of salary towards Health Care is as follows:

For Current Employees

- \$10.00 per month for Single Coverage for member, 1 person
- \$20.00 per month for Husband/Wife, parent/child, 2 people
- \$40.00 per month for Family Coverage, husband/wife/children, 3 or more people

- 2% of Base Salary for Single Coverage, for member, 1 person
- 2 ½% of Base Salary for Husband/Wife, parent/child, 2 people
- 3% of Base Salary for Family Coverage, Husband/Wife/Children, 3 or more people

B. Dental Insurance: The County provides and pays for the Dental Insurance for all employees, excluding Family coverage. The County provides family coverage which is to be paid by the employee. Employees of the bargaining unit may obtain optical coverage for themselves, their spouse and/or family through the Teamsters' optical plan, at the employees sole cost and expense. The employer agrees to deduct from the wages of employees in the Teamsters' optical plan the cost of the optical plan and remit same to the Union within fifteen (15) calendar days after the deduction is made.

C. Optical Plan: If the County provides an Optical Plan or any other health benefit to any of their employees, then Teamster Local 11 shall receive those benefits without reopening the contract. The parties may request the County to reopen this Article.

D. Life Insurance: The County will provide a \$4,000.00 Life Insurance policy to all active employees in the bargaining unit.

E. Disability Insurance: The County will contribute fifty (50%) percent of the Disability Plan premium and the employee will contribute fifty (50%) percent.

F. Part-time Employees:

1. All regular part-time employees will become members of the Union on or after the thirty first (31st) day following the beginning of their employment.
2. In accordance with County policies, part-time employees (24 hours or more) will receive single coverage for health insurance, prescription and dental insurance. Benefit days will be pro-rated on a monthly basis. Employees transferred from full-time to part-time shall receive single benefits
3. County agrees to offer part-time employees an opportunity to fill a permanent full-time position before hiring outside the Union.
4. The County agrees to notify the Union of any part-time hires in the Unit.

ARTICLE 15 UNIFORM & SAFETY EQUIPMENT

Section 1. Uniform Allowance – The Employer agrees to provide all employees in the bargaining unit, uniforms and the maintenance thereof, through a qualified uniform rental service. In the event that such service is terminated, either by the County or the Vendor, both parties agree to meet to discuss any change.

Section 1a. During the winter months the Employer will provide vinyl enclosures for all golf carts being used on the golf course at all times. Also, the Employer agrees to provide winter jump suits.

Section 2. Work gloves shall be provided as needed and required and OSHA approved goggles and face shields will be provided as necessary. In addition the Employer will provide safety cages on all new riding mowers and will provide safety cages on existing equipment whenever possible.

Section 3. It shall be the responsibility of the employees to adhere to the dress code and wear the proper items of clothing. Employees who do not wear the dress code or appear on the job without the proper clothing may be sent home with loss of pay and shall be subject to disciplinary action.

Section 4. The Employer shall contribute \$150.00 per employee toward the purchase of work shoes for each year of the contract payable in June. All employees in the bargaining unit shall receive a shoe allowance each year of the contract, with a salvage clause. Employees may purchase multiple pairs of boots up to the \$150.00.

Section 5. Tool Allowance – Upon submission of a receipt, a one-time \$700.00 tool allowance will be reimbursed to each mechanic and welder for each year of this contract.

**ARTICLE 16
MISCELLANEOUS BENEFITS**

Section 1. **Leaves of Absence Without Pay**

- A. Upon making timely written application, permanent employees may request a personal leave of absence without pay for a period not exceeding ninety (90) days without loss of seniority. Such applications shall state the reasons for such request. The Employer shall evaluate the request against business requirements and may deny the request for good and sufficient reason.
- B. Such leave may also be granted to attend an approved school with a course of study designed to increase an employee's usefulness in the job to which the employee is assigned upon return to service. Management shall make the final disposition of such request.

Section 2. **Work Related Illness or Injury**

- A. The Employer shall provide coverage for all employees covered by this Agreement under the Worker's Compensation Law.
- B. Employees suffering an alleged work-related illness or injury, except in case of emergency, must be treated by a physician comprising the panel of medical doctors as designated by the Employer.
- C. The County of Passaic shall administer Worker's Compensation benefits pursuant to N.J.S.A. 34-15 and N.J.S.A. 34-16-14. Employees who are capable of returning to light duty shall be assigned to light duty when such light duty is available. While an employee is on an approved Worker's Compensation leave, the County of Passaic will continue to pay pension contributions, along with hospitalization benefits. Light duty (all members) – If an employee is injured during their working hours and is capable of returning to light duty, the said employee will return to duty as instructed by the approved physical.
- D. In event an employee utilizes any sick time prior to receiving Worker's Compensation, such sick time will be returnable to the first day of illness or injury.

Section 3. **Veterans Rights and Benefits**

- A. The seniority rights of all employees who are drafted pursuant to an appropriate law now in force or to be enacted shall be maintained during such period of military service. Each such employee shall have the right to reinstatement to the former position held or to a position of equal status, at the salary rate previously received by the employee at the time of said employee's induction into military service, together with all salary increases granted by the Employer to said employee's previous position during the period of such military service.
- B. Such reinstatement of veterans shall be in accordance with law in effect at the time of discharge from military service.

Section 4 **Reserve Training**

- A. The Employer agrees to allow the necessary time, exclusive of weekend training, for any employee in the Reserves to perform the duties required when called on annual training without impairment of said employee's seniority rights or loss in pay for scheduled time lost.

**ARTICLE 17
GRIEVANCE PROCEDURE**

Section 1. A grievance shall be any difference of opinion, controversy, or dispute arising between the parties involving the interpretation or application of any provision of this Agreement.

Section 2. A grievance to be considered under this procedure must be initiated in writing within ten (10) calendar days from

the time when the cause for the grievance occurred, and the procedures following shall be resorted to as the sole means of obtaining adjustment of the grievance.

Section 3. Procedure

Failure at any step of this procedure to communicate the decision on a grievance within the specified time limits shall permit the grievant to proceed to the next step. Failure at any step of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be a waiver of further appeal of the decision.

Section 4. Steps

1. The grievance, when it first arises, shall be taken up orally between the employee, the Shop Steward, and the Foreman. The Foreman shall within five (5) working days thereafter give an oral decision on the grievance.
2. If no satisfactory settlement is reached during the first informal conference, then such grievance shall be reduced to writing and the Shop Steward shall serve the same upon the Supervisor. Within three (3) working days thereafter, the grievance shall be discussed between the Supervisor of the respective Department involved and a representative of the Union. A written decision shall be given to the Union within three (3) working days thereafter.
3. If the decision given by the Supervisor of the respective Department involved to the Union does not satisfactorily settle the grievance, the Union shall notify the Director, within three (3) working days, of its desire to meet with the Director, who shall meet with a representative of the Union within five (5) working days after receipt of such notice. A written decision shall be given to the Union within ten (10) working days thereafter.
4. In the event the grievance is not satisfactorily settled by the meeting between the respective Director and the representative of the Union, then both parties agree that within ten (10) calendar days either party may request the Public Employment Relations Commission to aid them in the selection of an Arbitrator, according to the rules and regulations of that Commission, who shall have full power to hear and determine the dispute and the Arbitrator's decision shall be final and binding.

Section 5. The arbitrator shall have no authority to change, modify, alter, substitute, add to or subtract from the provisions of this Agreement. No dispute arising out of any questions pertaining to the renewal of this Agreement shall be subject to the arbitration provisions of this Agreement.

Section 6. The cost of the arbitration, other than the costs incurred individually by the parties in the preparation and presentation of their case to the arbitrator, shall be shared equally by the Employer and the Union.

Section 7. The Union will notify the Employer, in writing, of the names of its employees who are designated by the Union to represent employees under the grievance procedure.

ARTICLE 18 SENIORITY

Section 1. The Employer shall establish and maintain a seniority list by classification of employees, names and dates of employment from date of last hire on a Department basis, with the employee with the longest length of continuous and uninterrupted classification service to be placed at the top of said seniority list. The name of all employees with shorter length of continuous service shall follow the name of such senior employee, in classification order, until the name of the employee with the shortest length of service appears at the foot of the list. The seniority of each employee shall commence from the employee's date of last hiring with the Employer. All job assignments will be assigned by seniority with the skill and ability to perform the work.

Section 2. Other than seasonal and part-time employees, new employees retained beyond the ninety (90) days shall be considered regular employees and their length of service with the Employer shall begin with the original date of their employment and their names placed on the "Seniority List". Such seniority list shall be kept up-to-date with additions and subtractions as required.

Section 3. During the aforementioned probationary period, the Employer may discharge such employee for any reason whatsoever. An employee discharged during his probationary period shall not have recourse to the Grievance Procedure as set forth in this Agreement. The Employer shall have no responsibility for the re-employment of probationary employees if they are dismissed during the probationary period.

**ARTICLE 19
STAND-BY PAY**

Section 1. The County agrees that they will pay twenty-five (\$25.00) dollars per weekday for each employee who is requested to be on stand-by and this shall work by seniority.

Section 2. The County agrees that they will pay thirty-five (\$35.00) dollars for Saturday, Sunday and Holidays for each employee who is requested to be on stand-by and this shall work by seniority.

If an employee on stand-by is called in, he shall receive stand-by pay plus all hours worked.

Section 3. On Christmas Eve, Christmas Day, New Year's Eve and New Year's Day, the employee who works night shift will be on stand-by at home for those scheduled above.

Section 4. Any employee who is requested to be on stand-by must leave a phone number and must be at the number or he is subject to disciplinary action and will not be entitled to stand-by pay.

**ARTICLE 20
JOB VACANCIES, NEW JOBS CREATED**

Section 1. If new jobs are created or if permanent vacancies occur in a higher-rated position, the Employer shall determine the qualifications required for the position and shall determine which, if any, of the applicants meet the qualifications. The most senior of those determined to be qualified shall be deemed the successful bidder. If an employee is dissatisfied with the determination of the Employer, said employee may institute a meeting with the Department Head of the respective Department involved within three (3) calendar days after the notification of the selection is made, however, the decision of the Department Head of the respective Department involved may be made a subject for the Grievance Procedure.

Section 2. The Employer agrees to post a notice of such new jobs or vacancy on the bulletin board for a period of seven (7) working days. Such notice shall contain a description of the job, the rate, and when the job will be available. Departmental employees interested, in order to be eligible, must sign the notice. Preference will be granted on the basis of departmental seniority provided the applicant has the necessary skill and ability to perform the work required.

Section 3. If a bidder is a successful applicant, said employee will be notified by a notice placed on the bulletin board within seven (7) working days after the expiration of the seven (7) working days required under Section 2 above.

Section 4. Any employee so selected to fill such job shall be granted a trial period of up to ninety (90) calendar days. If it shall be determined by the Employer at any time within the first ninety (90) calendar days of the trial period or after five (5) working days in accordance with N.J.A.C. 4A:2-4.1 that the promoted employee is not qualified to discharge the duties of the position to which said employee was promoted, the employee shall resume the former position held or a position equivalent thereto. The employee shall receive the rate for the job as of the day that person begins the trial period. If removed from the position during or at the end of the trial period, the employee shall receive the rate of the position to which said employee is assigned.

Section 5. The Employer shall establish the hourly rate for any new or materially changed job title and shall notify the Union in writing. If the Union files a written protest, the Union and the Employer shall jointly study the new or changed job title and its relationship to the other job titles in the Employer's system on the basis of factors and procedures customarily used in job evaluation programs and shall determine the appropriate hourly wage rate accordingly.

**ARTICLE 21
FORCE REDUCTION**

Section 1. The Employer agrees that it will not engage any new employees unless all of the regular, full-time employees are working the scheduled hours noted in this agreement, in accordance with job classification.

Section 2. In the reduction or restoration of the working force, the rule to be followed shall be by classification and the length of service with the Employer. The employee with the least seniority shall be laid off first and in re-hiring, the reverse principle shall apply; namely, the last employee laid off shall be the first to be re-hired.

Section 3. In the event of a reduction in the number of persons in a job classification or of the abolishment of a job classification, the displaced employee may bump into a classification first which carries the same rate of pay.

Section 4. An employee's seniority shall cease under the following conditions:

1. Resignation or termination of employment for cause.
2. Failure to report for work for five (5) consecutive work days without notifying the employer.
3. Lay-off of more than twelve (12) consecutive months.

ARTICLE 22 DISCHARGE

Section 1. An employee shall not be discharged except for just and sufficient cause, except that newly engaged employees on probation shall be subject to dismissal for any cause whatsoever. The Union shall be notified of the discharge of any employee, except a probationary employee, at the time of such discharge and such notification shall set forth the reason for said discharge.

Section 2. The procedure of taking disciplinary action or measure against any employee covered by this Agreement shall be set forth as follows in accordance with the New Jersey Administrative Code. Disciplinary action or measures shall be in a progressive nature. The first step being an oral warning, (oral warnings must be documented), second step a written warning and third step a major disciplinary hearing. Disciplinary action may be imposed upon an employee for failing to fulfill his responsibilities as an employee. Where the Supervisor seeks the imposition of suspension without pay, or dismissal from service, notice of such disciplinary action shall be made in writing and served upon the employee. Discipline shall be imposed for just cause. The conduct for which discipline is imposed and the penalty proposed shall be specified in the notice. The notice served on the employee shall contain a detailed description of the alleged acts and conduct including reference dates, times and places. The employee shall be provided with one copy of the notice. The Shop Steward/Chief Steward shall be notified in writing within twenty four (24) hours of the name of any employee served with a notice of discipline. Neither the Supervisor nor the Union will interfere with witnesses. All parties will cooperate with the disciplinary hearing procedures. There will be no intimidation of witnesses by either the Employer or the Union. All disciplinary actions shall be documented and forwarded to Shop-Chief Steward. A Shop Steward/Chief Steward must be present during the written and major disciplinary proceedings.

ARTICLE 23 TERMINATIONS

Section 1. Separation from the service of the Employer may result from voluntary resignation of the employee, or by the involuntary termination of said employee's services.

Section 2. Employees who resign will tender their resignations in writing, if possible, at least two (2) weeks prior to the effective date of the resignation, in order to provide sufficient time for appointing and training the successor.

ARTICLE 24 WORKING TEMPERATURE

Section 1. During the months of November, December, January, and February, the Employer under normal circumstances will endeavor to maintain the garage inside temperature at or above 58+2 degrees F. The Employer will at all times maintain a comfortable working temperature above 55 degrees in all public buildings for the employees working all shifts.

Section 2. It is further understood that, if under normal circumstances, the Employer is unable to maintain the stated minimum temperature, and such condition persists for a period of four (4) or more hours in a given work shift, the Employer may re-assign the affected employees to other locations until the condition has been corrected.

ARTICLE 25 GENERAL PROVISIONS

Section 1. It is agreed that the parties hereto will continue their practice to abide by all State and Federal discrimination laws. All previous benefits within the Collective Bargaining Agreement shall remain in effect.

Section 2. No employee shall make or be requested to make any agreement or to enter into any understanding inconsistent or conflicting with the terms of this Agreement.

Section 3. The Employer shall provide reasonable bulletin board space for the posting of official Union notices and install a looking glass case for the postings of official union notices. The Union shall provide a copy of all such notices to the Employer.

Section 4. No clause in this Agreement shall be construed or interpreted as to imply any lowering of present wages or working conditions which are of benefit to all employees.

Section 5. The County shall provide a fifteen (15) minute rest period at 10:00 A.M. and a fifteen (15) minute rest period at 2:00 P.M.

Section 6. Employees who are required by law to have CD license shall be reimbursed for the initial fee required.

**ARTICLE 26
DURATION OF AGREEMENT**

THIS AGREEMENT shall become effective on April 1, 2010 and shall continue in full force and effect until March 31, 2015, shall automatically renew itself from year-to-year thereafter, unless either of the parties is given notice in writing at least ninety (90) days prior to the expiration date to change or modify or terminate this Agreement. In such cases, the parties shall endeavor to negotiate a new Agreement within the ninety (90) days prior to the expiration of this Agreement.

IN WITNESS WHEREOF, the parties hereto have caused these presents to be signed by their duly authorized officers this _____ day of _____ 2010.

**COUNTY OF PASSAIC
BOARD OF CHOSEN FREEHOLDERS**

**LOCAL NO. 11, affiliated with
the INTERNATIONAL BROTHERHOOD
OF TEAMSTERS**

By: [Signature] Date: 8/10/10
Bruce James
Freeholder Director

By: [Signature] Date: 5-13-10
Peter McGourty, President

By: [Signature] Date: 8/10/10
William J. Pascrell, III
County Counsel

By: [Signature] Date: 5/17/10
David LeBoss, Business Agent

By: [Signature] Date: 5/17/10
Michael Curcio, Business Agent

COMMITTEE:

[Signature]
Edward Luipersbeck

[Signature] 5-18-10
Terry McGuire

[Signature] 5/20/10
Robert Scelzo

[Signature]
Edward Hanlon

[Signature]
Drew Schiavo

[Signature]
Ronald Fazio

[Signature]
Gregory Moore

[Signature]
Randolph Stewart

APPENDIX A

If an employee in the bargaining unit is holding a title under Light Duty, the County agrees the said employee will be demoted to the title he is performing.

The salary guide shall be adjusted in accordance with Exhibit A.

APPENDIX B

The County Board of Freeholders and the Union agree that they will establish a Safety Committee – three (3) from the Union side and three (3) from Management side.

APPENDIX C

The County agrees with the Union that any items that are not mentioned in the above contract that employees in the bargaining Union are enjoying now will not be discontinued.

APPENDIX D EDUCATIONAL FUND

The Employer agrees to contribute one cent (\$.01) per hour to Teamster Local 11 Educational Program for all hours an employee receives pay. Such Fund is to be administered in accordance with the Local 11 Benefit Plan Trust Agreement by an equal number of Employer and Employee Trustees. Such contribution will be submitted to the Union on a quarterly basis.

APPENDIX E

The County agrees that if four (4) trucks are called out of the Pompton Lakes Garage or Paterson Garage, two (2) mechanics and one (1) gas man will be called in immediately. If the snow plows have to be put on, all mechanics will be called in.

APPENDIX F

The County of Passaic hereby agrees to pay all employees a night differential of 10% on base salary, working the regular shifts of 3:30 p.m. to 12:00 a.m.; 11:30 p.m. to 7:00 a.m. Effective March 1, 1994, all newly hired employees will receive fifty cents (\$.50) per hour.

APPENDIX G

The parties have agreed that if an employee is required to work fifteen (15) or more consecutive hours within a twenty four (24) hour period, and his regular starting time is set to begin immediately thereafter, the employee, at his option, can take his regular eight (8) hour shift off with pay and without the County deducting any time off provisions contained in this Agreement.

APPENDIX H

It is agreed that should any employee in this bargaining unit receive an increase over and above those specified in this agreement, without agreement of the Local Union President or his Representative, then the Union and the County Administrator will discuss who in the bargaining unit shall be entitled to the same increase in their salary, effective the same date as increase was given.

APPENDIX I D.R.I.V.E.

Section 1. The Employer agrees to deduct from the pay check of all employees covered by this Agreement voluntary contributions to the Democrat Republican Independent Voter Education (D.R.I.V.E.). D.R.I.V.E. shall notify the Employer of the amounts designated by each contributing employee that are to be worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Employer shall remit to D.R.I.V.E. National Headquarters, on a monthly basis, in one check, the total amount deducted along with the name and social security number of each employee on whose behalf a deduction is made, and the amount deducted from the employee's pay check.

Section 2. The Union and D.R.I.V.E agree to indemnify the Employer and to hold the Employer harmless for all monies which are deducted in accordance with D.R.I.V.E. instructions, and, which are disputed by the involved employee. The Union, D.R.I.V.E. instructions, and, the employee further agree that all disputed deductions are to be resolved between the Union, D.R.I.V.E., and the employees themselves without the involvement of the Employer.

APPENDIX I

Section 1. The Union may appoint one of their accredited members to act as Shop Steward. It shall be his/her duty to receive complaints, and dispose of them in the manner provided under the parties' Grievance Procedure. It is the intention of the parties hereto that the Shop Steward will, to the best of his ability, attempt to carry out the terms, provisions and intention of this Agreement, and to that end will cooperate with management to the fullest extent. It is understood and agreed, however, that the Shop Steward shall have no authority of any kind save that given under this Agreement.

Section 2. The Shop Steward shall not be discriminated against, because of his faithful performance of duties as such.

Section 3. The authority of the Shop Steward and alternate so designated by the Union shall be limited to, and shall not exceed, the following duties and activities:

(a) The investigation and presentation of grievances in accordance with the provisions of the collective bargaining agreement.

(b) The transmission of such messages and information which shall originate with, and are authorized by, the Local Union or its officers, provided such messages and information:

1. have been reduced to writing, or
2. if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusals to handle goods or any other interference with the Employer's business.

Section 4. Stewards shall be permitted reasonable time to investigate, present and process grievances on the property of the Employer, without loss of time or pay. Such time spent in handling grievances shall be considered working hours in computing daily and/or weekly overtime.

Section 5. The Chief Steward or his/her designated alternate will be permitted to attend arbitration hearings without loss of pay.

Current Year

	1	2	3	4	5	6	7	8	9
R7	27792	29243	30696	31614	32547	33474	34651	35334	35576
R8	30324	31772	33222	34117	35012	35903	36794	37660	38583
R9	31170	32616	34071	35012	35949	36894	37836	38782	39715
R10	32068	33518	34964	35949	36938	37923	38910	39904	40887
R11	33005	34450	35903	36938	37975	39012	40046	41082	42121
R12	33987	35437	36886	37975	39059	40158	41245	42335	42503
R13	35021	36473	37918	39059	40205	41357	42498	43644	43954
R15	37246	38695	40145	41412	42678	43949	45213	46475	46806
R16	38446	39896	41347	42678	44012	45346	46674	48015	49351
R17	42625	43980	45340	46708	48070	49430	50791	52149	53516
R19	43837	44856	46415	48220	49537	51094	52899	53285	54692
R20	45346	46841	48237	49630	51026	52422	53818	55213	56598
R21	46841	48240	49630	51026	52422	53818	55213	56609	58005

Year 1

	1	2	3	4	5	6	7	8	9	10
R7	28348	29828	31310	32246	33198	34143	35344	36041	36288	36623
R8	30930	32407	33886	34799	35712	36621	37530	38413	39355	39690
R9	31793	33268	34752	35712	36668	37632	38593	39558	40509	40844
R10	32709	34188	35663	36668	37677	38681	39688	40702	41705	42040
R11	33665	35139	36621	37677	38735	39792	40847	41904	42963	43298
R12	34667	36146	37624	38735	39840	40961	42070	43182	43353	43688
R13	35721	37202	38676	39840	41009	42184	43348	44517	44833	45168
R15	37991	39469	40948	42240	43532	44828	46117	47405	47742	48077
R16	39215	40694	42174	43532	44892	46253	47607	48975	50338	50673
R17	43478	44860	46247	47642	49031	50419	51807	53192	54586	54921
R19	44714	45753	47343	49184	50528	52116	53957	54351	55786	56121
R20	46253	47778	49202	50623	52047	53470	54894	56317	57730	58065
R21	47778	49205	50623	52047	53470	54894	56317	57741	59165	59500

Year 2

	1	2	3	4	5	6	7	8	9	10
R7	28915	30424	31936	32891	33862	34826	36051	36761	37013	37633
R8	31549	33056	34564	35495	36426	37353	38280	39181	40142	40761
R9	32429	33934	35447	36426	37401	38385	39365	40349	41319	41939
R10	33364	34872	36377	37401	38430	39455	40482	41516	42539	43159
R11	34338	35842	37353	38430	39509	40588	41664	42742	43823	44442
R12	35360	36869	38376	39509	40637	41780	42911	44045	44220	44840
R13	36436	37947	39450	40637	41829	43028	44215	45407	45730	46349
R15	38751	40258	41767	43085	44402	45725	47040	48353	48697	49317
R16	39999	41508	43017	44402	45790	47178	48560	49955	51345	51964
R17	44347	45757	47172	48595	50012	51427	52843	54256	55678	56298
R19	45608	46668	48290	50168	51538	53158	55036	55438	56902	57521
R20	47178	48733	50186	51635	53087	54540	55992	57444	58885	59504
R21	48733	50189	51635	53087	54540	55992	57444	58896	60348	60968

Year 3

	1	2	3	4	5	6	7	8	9	10
R7	29493	31033	32575	33549	34539	35523	36772	37497	37754	38616
R8	32180	33717	35255	36205	37155	38101	39046	39965	40945	41807
R9	33078	34612	36156	37155	38149	39152	40152	41156	42146	43008
R10	34031	35570	37104	38149	39199	40244	41292	42346	43390	44252
R11	35025	36559	38101	39199	40299	41400	42497	43597	44699	45562
R12	36067	37606	39144	40299	41450	42616	43770	44926	45105	45967
R13	37165	38705	40239	41450	42666	43888	45099	46315	46644	47507
R15	39526	41063	42602	43947	45290	46639	47980	49320	49671	50534
R16	40799	42338	43878	45290	46706	48122	49531	50954	52372	53234
R17	45234	46672	48115	49567	51012	52456	53900	55341	56792	57654
R19	46520	47602	49256	51171	52569	54221	56137	56546	58040	58902
R20	48122	49708	51189	52668	54149	55631	57112	58592	60062	60925
R21	49708	51193	52668	54149	55631	57112	58592	60074	61555	62418

Year 4

	1	2	3	4	5	6	7	8	9	10
R7	30230	31809	33389	34388	35403	36411	37691	38434	38697	39582
R8	32985	34560	36137	37110	38084	39053	40022	40964	41968	42852
R9	33905	35478	37060	38084	39103	40131	41156	42185	43200	44084
R10	34882	36459	38032	39103	40179	41250	42324	43405	44474	45359
R11	35901	37473	39053	40179	41307	42435	43560	44686	45817	46701
R12	36969	38546	40122	41307	42486	43681	44864	46049	46232	47116
R13	38094	39673	41245	42486	43733	44986	46227	47473	47810	48695
R15	40514	42090	43667	45045	46422	47805	49180	50553	50913	51797
R16	41819	43396	44975	46422	47874	49325	50769	52228	53681	54565
R17	46365	47839	49318	50806	52288	53767	55247	56724	58211	59096
R19	47683	48792	50487	52451	53883	55577	57540	57960	59491	60375
R20	49325	50951	52469	53984	55503	57021	58540	60057	61564	62448
R21	50951	52472	53984	55503	57021	58540	60057	61576	63094	63978

Year 5

	1	2	3	4	5	6	7	8	9	10
R7	30986	32604	34224	35247	36288	37321	38633	39395	39665	40571
R8	33809	35424	37040	38038	39036	40029	41023	41988	43017	43924
R9	34752	36365	37987	39036	40081	41134	42185	43239	44280	45186
R10	35754	37370	38982	40081	41183	42282	43382	44490	45586	46493
R11	36798	38409	40029	41183	42340	43496	44649	45804	46962	47868
R12	37893	39510	41125	42340	43548	44773	45985	47201	47388	48294
R13	39046	40665	42276	43548	44826	46110	47382	48660	49006	49912
R15	41527	43142	44759	46172	47583	49000	50409	51816	52185	53092
R16	42865	44481	46099	47583	49070	50558	52038	53533	55023	55929
R17	47524	49035	50551	52076	53595	55111	56628	58143	59667	60573
R19	48875	50011	51750	53762	55230	56966	58979	59409	60978	61884
R20	50558	52225	53781	55334	56891	58447	60003	61559	63103	64009
R21	52225	53784	55334	56891	58447	60003	61559	63115	64672	65578

LEVEL 9		TEAMSTERS LOCAL 11			SALARY GUIDE		4/1/2010			
TITLES						TO		Increase		
						3/31/2014		2.00%		
Assistant Greenskeeper										
Garage Attendant										
Guard Public Buildings										
Laborer/141										
Parking Attendant										
Road Repairer										
Security Guard (Buildings & Grounds)										
Water Repairer										
LEVEL 9	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
2009	\$31,170	\$32,616	\$34,071	\$35,012	\$35,949	\$38,894	\$37,836	\$38,782	\$39,715	
										Current Contract
2010	\$31,793	\$33,268	\$34,752	\$35,712	\$36,668	\$37,632	\$38,593	\$39,558	\$40,509	\$40,844
2011	\$32,429	\$33,934	\$35,447	\$36,426	\$37,401	\$38,385	\$39,365	\$40,349	\$41,319	\$41,939
2012	\$33,078	\$34,612	\$36,156	\$37,155	\$38,149	\$39,152	\$40,152	\$41,156	\$42,146	\$43,009
2013	\$33,739	\$35,305	\$36,880	\$37,898	\$38,912	\$39,935	\$40,955	\$41,979	\$42,989	\$44,084
2014	\$34,414	\$36,011	\$37,617	\$38,656	\$39,691	\$40,734	\$41,774	\$42,818	\$43,848	\$45,186
		2010 2% for all STEP 9 has added \$335.00 on top 2% to create STEP10								
		2011 2% for all STEP 10 has added \$278.00 on top 2%								
		2012 2% for all STEP 10 has added \$231.00 on top 2%								
		2013 straight 2.5%								
		2014 straight 2.5%								

LEVEL 10		TEAMSTERS LOCAL 11			SALARY GUIDE		4/1/2010			
TITLES						TO		Increase		
						3/31/2014		2.00%		
Building Maintenance Worker/045										
Building Service Worker/045										
Traffic Maintenance Worker										
Truck Driver/141										
LEVEL 10	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
2009	\$32,068	\$33,518	\$34,964	\$35,949	\$36,938	\$37,923	\$38,910	\$39,904	\$40,887	Current Contract
2010	\$32,709	\$34,188	\$35,663	\$36,668	\$37,677	\$38,681	\$39,688	\$40,702	\$41,705	\$42,040
2011	\$33,364	\$34,872	\$36,377	\$37,401	\$38,430	\$39,455	\$40,482	\$41,516	\$42,539	\$43,159
2012	\$34,031	\$35,570	\$37,104	\$38,149	\$39,199	\$40,244	\$41,292	\$42,346	\$43,390	\$44,253
2013	\$34,711	\$36,281	\$37,846	\$38,912	\$39,983	\$41,049	\$42,117	\$43,193	\$44,257	\$45,359
2014	\$35,406	\$37,007	\$38,603	\$39,691	\$40,783	\$41,870	\$42,960	\$44,057	\$45,143	\$46,493
		2010 2% for all STEP 9 has added \$335.00 on top 2% to create STEP10								
		2011 2% for all STEP 10 has added \$278.00 on top 2%								
		2012 2% for all STEP 10 has added \$231.00 on top 2%								
		2013 straight 2.5%								
		2014 straight 2.5%								

LEVEL	11	TEAMSTERS LOCAL 11				SALARY GUIDE		4/1/2010			
TITLES	Inspector Mosquito Extrmn Inspector Trainee Mosquito Extrmn Maintenance Repairer Sr. Security Guard Sr. Traffic Maintenance Worker							TO	Increase		
								3/31/2014	2.00%		
LEVEL 11	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
2009	\$33,005	\$34,450	\$35,903	\$36,938	\$37,975	\$39,012	\$40,046	\$41,082	\$42,121		Current Contract
2010	\$33,665	\$35,139	\$36,621	\$37,677	\$38,735	\$39,792	\$40,847	\$41,904	\$42,963	\$43,298	
2011	\$34,338	\$35,842	\$37,353	\$38,430	\$39,509	\$40,588	\$41,664	\$42,742	\$43,823	\$44,442	
2012	\$35,025	\$36,559	\$38,101	\$39,199	\$40,299	\$41,400	\$42,497	\$43,597	\$44,699	\$45,562	
2013	\$35,726	\$37,290	\$38,863	\$39,983	\$41,105	\$42,228	\$43,347	\$44,468	\$45,593	\$46,701	
2014	\$36,440	\$38,036	\$39,640	\$40,783	\$41,927	\$43,072	\$44,214	\$45,358	\$46,505	\$47,869	
	2010 2% for all STEP 9 has added \$335.00 on top 2% to create STEP10 2011 2% for all STEP 10 has added \$278.00 on top 2% 2012 2% for all STEP 10 has added \$231.00 on top 2% 2013 straight 2.5 % 2014 straight 2.5 %										

LEVEL	12	TEAMSTERS LOCAL 11				SALARY GUIDE		4/1/2010			
TITLES	Building Maintenance Worker LPL/045 Sr. Maintenance Repair/045							TO	Increase		
								3/31/2014	2.00%		
LEVEL 12	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
2009	\$33,987	\$35,437	\$36,886	\$37,975	\$39,059	\$40,158	\$41,245	\$42,335	\$42,503		Current Contract
2010	\$34,667	\$36,146	\$37,624	\$38,735	\$39,840	\$40,961	\$42,070	\$43,182	\$43,353	\$43,688	
2011	\$35,360	\$36,869	\$38,376	\$39,509	\$40,637	\$41,780	\$42,911	\$44,045	\$44,220	\$44,840	
2012	\$36,067	\$37,606	\$39,144	\$40,299	\$41,450	\$42,616	\$43,770	\$44,926	\$45,105	\$45,968	
2013	\$36,789	\$38,358	\$39,927	\$41,105	\$42,279	\$43,468	\$44,645	\$45,825	\$46,007	\$47,117	
2014	\$37,524	\$39,125	\$40,725	\$41,927	\$43,124	\$44,338	\$45,538	\$46,741	\$46,927	\$48,295	
	2010 2% for all STEP 9 has added \$335.00 on top 2% to create STEP10 2011 2% for all STEP 10 has added \$278.00 on top 2% 2012 2% for all STEP 10 has added \$231.00 on top 2% 2013 straight 2.5 % 2014 straight 2.5 %										

LEVEL	13	TEAMSTERS LOCAL 11					SALARY GUIDE		4/1/2010		
TITLES								TO	Increase		
								3/31/2014	2.00%		
	Assistant Welder										
	Boiler Operator/045										
	Equipment Operator										
	Mechanic										
	Motor Broom Operator										
	Park Caretaker										
	Sr. Building Service Worker										
	Tree Climber										
LEVEL 13	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
2009	\$35,021	\$36,473	\$37,918	\$39,059	\$40,205	\$41,357	\$42,498	\$43,644	\$43,954	Current Contract	
2010	\$35,721	\$37,202	\$38,676	\$39,840	\$41,009	\$42,184	\$43,348	\$44,517	\$44,833	\$45,168	
2011	\$36,436	\$37,947	\$39,450	\$40,637	\$41,829	\$43,028	\$44,215	\$45,407	\$45,730	\$46,349	
2012	\$37,165	\$38,705	\$40,239	\$41,450	\$42,666	\$43,888	\$45,099	\$46,315	\$46,644	\$47,507	
2013	\$37,908	\$39,480	\$41,044	\$42,279	\$43,519	\$44,766	\$46,001	\$47,242	\$47,577	\$48,695	
2014	\$38,666	\$40,269	\$41,865	\$43,124	\$44,390	\$45,661	\$46,921	\$48,187	\$48,529	\$49,913	
	2010 2% for all STEP 9 has added \$335.00 on top 2% to create STEP10										
	2011 2% for all STEP 10 has added \$278.00 on top 2%										
	2012 2% for all STEP 10 has added \$231.00 on top 2%										
	2013 straight 2.5%										
	2014 straight 2.5%										

LEVEL	15	TEAMSTERS LOCAL 11					SALARY GUIDE		4/1/2010		
TITLES								TO	Increase		
								3/31/2014	2.00%		
	Sr. Boiler Operator										
	Sr. Building Maintenance Worker										
	Sr. Maintenance Repairer I										
	Sr. Mechanic/141										
	Sr. Park Caretaker										
	Sr. Tree Climber										
	Welder										
LEVEL 15	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	
2009	\$37,246	\$38,695	\$40,145	\$41,412	\$42,678	\$43,949	\$45,213	\$46,475	\$46,806	Current Contract	
2010	\$37,991	\$39,469	\$40,948	\$42,240	\$43,532	\$44,828	\$46,117	\$47,405	\$47,742	\$48,077	
2011	\$38,751	\$40,258	\$41,767	\$43,085	\$44,402	\$45,725	\$47,040	\$48,353	\$48,697	\$49,317	
2012	\$39,528	\$41,063	\$42,602	\$43,947	\$45,290	\$46,639	\$47,980	\$49,320	\$49,671	\$50,534	
2013	\$40,316	\$41,885	\$43,454	\$44,826	\$46,198	\$47,572	\$48,940	\$50,306	\$50,664	\$51,797	
2014	\$41,123	\$42,722	\$44,323	\$45,722	\$47,120	\$48,523	\$49,919	\$51,312	\$51,678	\$53,092	
	2010 2% for all STEP 9 has added \$335.00 on top 2% to create STEP10										
	2011 2% for all STEP 10 has added \$278.00 on top 2%										
	2012 2% for all STEP 10 has added \$231.00 on top 2%										
	2013 straight 2.5%										
	2014 straight 2.5%										

