SUPPLEMENTAL AGREEMENT

BETWEEN

MERCER COUNTY (NEW JERSEY)

BOARD OF SOCIAL SERVICES

AND

LOCAL 2285, AMERICAN FEDERATION

OF

STATE, COUNTY AND MUNICIPAL

EMPLOYEES

AFL-CIO

January 1, 1996 through December 31, 1996

AGREEMENT

This Agreement dated the LLL day of December, 1996 is entered into by and between the Mercer County Board of Social Services, hereinafter referred to as the Board, and Local 2285, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union.

WITNESSETH

WHEREAS, the parties hereto did enter into a certain Agreement dated April 14, 1994, which contract was a three year contract for the period from January 1, 1994 through December 31, 1996.

NOW THEREFORE, in consideration of the mutual promises made by each of the parties to the other and good and valuable consideration in the promises, the parties hereto agree as follows:

That Article 12 shall be modified and the effective date of the modification shall be January 1, 1996.

The Agreement dated April 14, 1994 is hereby modified as specifically set forth below:

ARTICLE 12

SALARIES AND COMPENSATION

- I. For the period from January 1, 1996 through June 30, 1996, employees covered by this Agreement shall be compensated as follows:
 - A. Each position title shall have a salary range as set forth in Appendix I of this Agreement. Effective January 1, 1996 the salary schedule set forth in Appendix I of this Agreement shall be in effect.
 - B. Employees who are not at the maximum of their appropriate salary range shall be entitled to an earned merit increment within their salary range on their anniversary date, provided their services have been satisfactory and they have been in the continuous employment of the Board for at least one year.
 - C. Longevity payments shall not be considered in arriving at the on-step on-guide adjustments. These payments shall be in addition to base salaries.
 - D. 1. All employees covered by this Agreement, promoted or reclassified to another title which carries a higher salary range, shall have their salary adjusted so that it provides an increase in pay of one increment of the present salary range plus the amount, if necessary, to adjust and equalize the employee's salary to the proper step of the new salary range.

- 2. In those situations in which an employee's salary adjustment is not equal to at least two increments in their old range they shall retain their current anniversary date. However, if an employee's salary adjustment equals two or more increments in their old range, they shall be assigned a new anniversary date based on the effective date of such salary increase in the same manner as indicated below for new employees hired. Employees placed on a new quarterly anniversary date must serve in position for one year to be entitled to an earned merit increment on their anniversary date.
- 3. Employees, being paid a special salary adjustment, upon promotion or reclassification to another title which carries a higher salary range, shall have that special salary adjustment discontinued upon promotion or reclassification to a higher paying title.

E. Determining Anniversary Dates:

- 1. Employees hired at the Board from October 2 to January 1 shall have a January 1 anniversary date of the second year following the date of appointment. For those employees hired on January 1 or January 2, the anniversary date of January 1 will be the following year.
- 2. Employees hired from January 3 through April 1 shall have an April 1 anniversary date of the following year.
- 3. Employees hired from April 2 through July 1 shall have a July 1 anniversary date of the following year.
- 4. Employees hired from July 2 through October 1 shall have an October 1 anniversary date of the following year.

- II. For the period from July 1, 1996 through December 31, 1996, employees covered by this Agreement shall be compensated as follows:
 - A. Each position title shall have a salary range as set forth in Appendix II of this Agreement. Effective July 1, 1996 employees shall have their salaries adjusted on-step on-guide in the approprite salary range as set forth in Appendix II of this Agreement. (Salary adjustment reflects a 2.5% salary increase for employees at step 8 and 2% for employees at steps 1 through 7).
 - B. Employees who are not at the maximum of their appropriate salary range shall be entitled to an earned merit increment within their salary range, provided their services have been satisfactory and they have been in the continuous employment of the Board for at least one year.
 - C. Longevity payments shall not be considered in arriving at the on-step on-guide adjustments. These payments shall be in addition to base salaries.
 - D. 1. All employees covered by this Agreement, promoted or reclassified to another title which carries a higher salary range, shall have their salary adjusted so that it provides an increase in pay of one increment of the present salary range plus the amount, if necessary, to adjust and equalize the employee's salary to the proper step of the new salary range.
 - 2. In those situations in which an employee's salary adjustment is not equal to at least two increments in their old range they shall retain their current anniversary date. However, if an employee's salary adjustment equals two or more increments in their old range, they shall be assigned a new anniversary date based on the effective date of such salary increase in the same manner as indicated below for new employees hired. Employees placed on a new quarterly anniversary date must serve in position for one year to be entitled to an earned merit increment on their anniversary date.
 - 3. Employees, being paid a special salary adjustment, upon promotion or reclassification to another title which carries a higher salary range, shall have that special salary adjustment discontinued upon promotion or reclassification to a higher paying title.

- E. Determining Anniversary Dates:
 - 1. Employees hired at the Board from October 2 to January 1 shall have a January 1 anniversary date of the second year following the date of appointment. For those employees hired on January 1 or January 2, the anniversary date of January 1 will be the following year.
 - Employees hired from January 3 through April 1 shall have an April 1 anniversary date of the following year.
 - 3. Employees hired from April 2 through July 1 shall have a July 1 anniversary date of the following year.
 - 4. Employees hired from July 2 through October 1 shall have an October 1 anniversary date of the following year.
- F. For the period January 1, 1996 through December 31, 1996, the Employer agrees to pay a uniform allowance in the sum of \$250.00 per year to Home Service Aides and to Building Maintenance Workers.

IN WITNESS WHEREOF, the parties have entered into this Agreement and caused same to be executed by its respective officers or agents on the day of December, 1996.

MERCER COUNTY BOARD OF SOCIAL SERVICES

Chairman

ATTEST:

Director of Welfater

LOCAL 2285, AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES

BY ___

ATTEST:

1allw Parls

AFFENDIA I AFSCME 2285 EFFECTIVE 01/01/96

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5	Clerk	16401	17114	17828	18540	19256	19969	20682	2139
6	Building Maintenance Worker	17114	17865	18616	19365	20116	20867	21618	2236
6	Microfilm Machine Operator	17114	17865	18616	19365	20116	20867	21618	2238
7	Account Clerk	17865	18652	19439	20227	21015	21806	22592	2331
7	Clerk Typist	17865	18652	19439	20227	21015	21806	22592	233
7	Data Entry Machine Operator	17865	18652	19439	20227	21015	21806	22592	2338
7	Interpreter Bilingual Spanish	17865	18652	19439	20227	21015	21806	22592	2338
7	Receptionist	17865	18652	19439	20227	21015	21806	22592	2338
7	Social Service Aide	17865	18652	19439	20227	21015	21806	22592	2338
8	Clerk Stenographer	18652	19480	20309	21135	21964	22789	23618	2444
8	Clerk Transcriber	18652	19480	20309	21135	21964	22789	23618	2444
8	Home Service Aide	18652	19480	20309	21135	21964	22789	23618	2444
8	Messenger	18652	19480	20309	21135	21964	22789	23618	2444
9	Senior Building Maintenance Worker	19480	20348	21216	22083	22950	23817	24685	2555
9	Senior Clerk	19480	20348	21216	22083	22950	23817	24685	2555
9	Senior Microfilm Machine Operator	19480	20348	21216	22083	22950	23817	24685	2555
9	Terminal Operator	19480	20348	21216	22083	22950	23817	24685	2555
10	Senior Account Clerk	20348	21257	22167	23076	23988	24895	25806	2671
10	Senior Account Clerk (Typing)	20348	21257	22167	23076	23988	24895	25806	2671
10	Senior Clerk Typist	20348	21257	2 2167	23076	23988	24895	25806	2671
10	Senior Home Service Aide	20348	21257	22167	23076	23988	24895	25806	2671
10	Senior Receptionist	2 0348	21257	22167	23076	23988	24895	25806	267
11	Senior Clerk Stenographer	21257	22215	23166	24121	25074	26030	26 986	2793
11	Senior Clerk Transcriber	21257	22215	23166	24121	25074	26030	26986	2793
11	Senior Data Entry Machine Operator	21257	22215	23166	24121	25074	26030	26986	2793
11	Senior Terminal Operator	21257	22215	23166	24121	25074	26030	26986	2793
11	Computer Operator Trainee	21257	22215	23166	24121	25074	26030	26986	2793
12	Computer Operator	22238	23242	24245	25250	26253	27257	28263	2926
13	Principal Clerk	23215	24266	25322	26377	27431	28482	29536	3059
13	Social Service Technician	23215	24266	25322	26377	27431	28482	29536	3059
14	Principal Account Clerk	24266	25373	26479	27587	28694	29799	30907	3201
14	Principal Clerk Transcriber	24266	25373	26479	27587	28694	29799	30907	3201
14	Principal Clerk Typist	24266	25373	26479	27587	28694	29799	30907	3201
14	Principal Data Entry Machine Operator	24266	25373	26479	27587	28694	29799	30907	3201
14	Principal Microfilm Machine Operator	24266	25373	26479	27587	28694	29799	30907	3201
15	Income Maintenance Technician	24205	25355	26508	27657	28805	29955	31107	322
19	Income Maintenance Worker	29169	30566	31964	33364	34763	36161	37560	3895
20	Investigator, County Welfare	30566	32036	33507	34976	36446	37917	39386	4089 4089
20	Social Worker	30566	32036	33507	34976	36446	37917 39757	39386 41301	408: 428
21	Income Maintenance Specialist	3 2036	33579	35125	36668	38211	33/3/	41301	4404

AFSUME 2200 **EFFECTIVE 07/01/96**

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5	Clerk	16729	17456	18185	18911	19641	20368	21096	2 192
6	Building Maintenance Worker	17456	18222	18988	19752	20518	21284	22050	2292
6	Microfilm Machine Operator	17456	18222	18988	19752	20518	21284	22050	2 292
7	Account Clerk	18222	19025	19828	20632	21435	22242	23044	2396
7	Clerk Typist	18222	19025	19828	20632	21435	22242	23044	2396
7	Data Entry Machine Operator	18222	19025	19828	20632	21435	22242	23044	2396
7	Interpreter Bilingual Spanish	18222	19025	19828	20632	21435	22242	23044	2396
7	Receptionist	18222	19025	19828	20632	21435	22242	23044	2396
7	Social Service Aide	18222	19025	19828	20632	21435	22242	23044	2396
8	Clerk Stenographer	19025	19870	20715	21558	22403	23245	24090	2 505
8	Clerk Transcriber	19025	19870	20715	21558	22403	2 3245	24090	2505
8	Home Service Aide	19025	19870	20715	21558	22403	23245	24090	2 505
8	Messenger	19025	19870	20715	21558	22403	2 3245	24090	2505
9	Senior Building Maintenance Worker	19870	20755	21640	22525	23409	24293	25179	2619
9	Senior Clerk	19870	20755	21640	22525	23409	24293	25179	2619
9	Senior Microfilm Machine Operator	19870	20755	21640	2 2525	23409	24293	25179	2619
9	Terminal Operator	19870	20755	21640	22525	23409	24293	25179	2619
10	Senior Account Clerk	20755	2 1682	22610	23538	24468	25393	26322	2738
10	Senior Account Clerk (Typing)	20755	21682	22610	23538	24468	25393	26322	273 8
10	Senior Clerk Typist	20755	21682	22610	23538	24468	25393	26322	2738
10	Senior Home Service Alde	20755	21682	22610	23538	24468	25393	26322	2738
10	Senior Receptionist	20755	21682	22610	23538	24468	25393	26322	2738
11	Senior Clerk Stenographer	21682	22659	23629	24603	25575	26551	27526	2863
11	Senior Clerk Transcriber	21682	22659	23629	24603	25575	26551	27526	2863
11	Senior Data Entry Machine Operator	21682	22659	23629	24603	25575	26551	27526	2863
11	Senior Terminal Operator	21682	22659	23629	24503	25575	26551	2 7526	2863
11	Computer Operator Trainee	21682	22659	23629	24603	25575	26551	27526	2863
12	Computer Operator	22683	23707	24730	25755	26778	27802	28828	2999
13	Principal Clerk	23679	24751	25828	26905	27980	29052	30127	3135
13	Social Service Technician	23679	24751	25828	26905	27980	29052	30127	3135
14	Principal Account Clerk	24751	25880	27009	28139	29268	30395	31525	3281
14	Principal Clerk Transcriber	24751	25880	27009	28139	29268	30395	31525	3281
14	Principal Clerk Typist	24751	25880	27009	28139	29268	30395	31525	3281
14	Principal Data Entry Machine Operator	24751	25880	27009	28139	29268	30395	31525	3281
14	Principal Microfilm Machine Operator	24751	25880	27009	28139	29268	30395	31525	3281
15	Income Maintenance Technician	24689	25862	27038	28210	29381	30554	31729	3306
19	Income Maintenance Worker	2 9752	31177	32603	34031	35458	36884	38311	3993
20	Investigator, County Welfare	31177	32677	34177	35676	37175	38675	40174	4187
20	Social Worker	31177	32677	34177	35676	37175	38675	40174	4187
21	Income Maintenance Specialist	32677	34251	3 5828	37401	3 8975	40552	42127	4391