

CITY OF SALEM

SALEM, NEW JERSEY

COLLECTIVE NEGOTIATIONS AGREEMENT

BY AND BETWEEN

THE COMMON COUNCIL OF THE CITY OF SALEM

and

CITY OF SALEM BLUE COLLAR WORKERS ASSOCIATION

January 1, 2015 through December 31, 2019

TABLE OF CONTENTS

	PAGE
PREAMBLE	1
ARTICLE I RECOGNITION	1
ARTICLE II TERM OF AGREEMENT	1
ARTICLE III EQUAL TREATMENT	2
ARTICLE IV WORK RULES AND WORKING CONDITIONS	2
ARTICLE V SALARY	2
ARTICLE VI SHIFT DIFFERENTIAL	3
ARTICLE VII HOLIDAYS	4
ARTICLE VIII SICK LEAVE AND INJURY LEAVE	4
ARTICLE IX VACATION	7
ARTICLE X BEREAVEMENT LEAVE	7
ARTICLE XI PERSONAL LEAVE	7
ARTICLE XII HEALTH & WELFARE INSURANCE AND PHYSICAL EXAMINATION	8
ARTICLE XIII SAFETY AND WORK EQUIPMENT	9
ARTICLE XIV EDUCATION AND OTHER BENEFITS	10
ARTICLE XV GRIEVANCE PROCEDURE	11
ARTICLE XVI NOTICE OF CHANGE OF SCHEDULE	12
ARTICLE XVII PERSONNEL FILES	12
ARTICLE XVIII LEAVE OF ABSENCE	12

ARTICLE XIX DRUG TESTING 13

ARTICLE XX MAINTENANCE OF WORK OPERATIONS 13

ARTICLE XXI FULLY BARGAINED AGREEMENT 14

ARTICLE XXII BINDING, OBLIGATION, SEVERABILITY AND SAVINGS 15

2015 SALARY SCHEDULE 17

2016 SALARY SCHEDULE 18

2017 SALARY SCHEDULE 19

2018 SALARY SCHEDULE 20

2019 SALARY SCHEDULE 21

PREAMBLE

THIS AGREEMENT, entered into this _____ day of _____, 2016, 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 the 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 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 five (5) year agreement, from January 1, 2015 to December 31, 2019. The parties shall commence negotiations for a new agreement no later than October 15, 2019, and shall make a good faith effort to schedule and attend reasonably frequent meetings for the purpose of reaching a successor collective negotiations agreement.

ARTICLE III
EQUAL TREATMENT

The parties hereto agree to refrain from discrimination or favoritism for reasons of sex, nationality, race, age, sexual preference, 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

1. Effective January 1, 2015, a 0% increase for each member, all job titles and steps over the salary in effect on December 31, 2014.
2. Effective January 1, 2016, a 1.25% increase for each member, all job titles and steps over the salary in effect on December 31, 2015.
3. Effective January 1, 2017, a 1.25% increase for each member, all job titles and steps over the salary in effect on December 31, 2016.
4. Effective January 1, 2018, a 1.50% increase for each member, all job titles and steps over the salary in effect on December 31, 2017.
5. Effective January 1, 2019, a 1.50% increase for each member, all job titles and steps over the salary in effect on December 31, 2018.

Annual salary guides for years 2015 through 2019, reflective of the above increases are attached to this contract.

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. Compensatory time may be taken in lieu of overtime upon consent of the Employer and employee's supervisor to be used within the calendar year.

C. **LONGEVITY** – As of January 1, 2013, longevity payments were rolled into the base salary for all members of the bargaining unit for all purposes, including pension and overtime, and paid out as part of the base salary in accordance with the City's regular payroll practices.

D. **OFF-DUTY PAYMENTS** -- Members of the unit shall receive time and one-half 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 at time and one-half for each time called.

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

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 according to the following schedule effective for the life of this contract:

SHIFT NO. 1 (11:00 p.m. to 7:00 a.m.)	\$0.90 per hour
SHIFT NO. 2 (7:00 a.m. to 3:00 p.m.)	\$0.00 per hour
SHIFT NO. 3 (3:00 p.m. to 11:00 p.m.)	\$0.85 per hour

The shift differential shall not be paid to employees regularly assigned to work day shift who work overtime.

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 if the member is scheduled for work:

WASHINGTON'S BIRTHDAY	LABOR DAY
GOOD FRIDAY	COLUMBUS DAY
MEMORIAL DAY	VETERAN'S DAY
MARTIN LUTHER KING DAY	GENERAL ELECTION DAY
DAY AFTER THANKSGIVING	
CHRISTMAS EVE (as long as it falls on a week day)	

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

NEW YEAR'S DAY (Jan. 1 st)	THANKSGIVING DAY
INDEPENDENCE DAY (July 4 th)	CHRISTMAS DAY (Dec. 25 th)

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

ARTICLE VIII
SICK LEAVE AND INJURY LEAVE

A. **SERVICE CREDIT FOR 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.

(3) In charging an employee with sick leave, the smallest unit to be considered is one-half work day.

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.

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.

(4) If an employee is absent from work for reasons that entitle him to sick leave, the Department Head or his designated representative shall be notified as early as possible, but no later than one (1) hour prior to the start of the scheduled work shift, utilizing an answering machine specifying the time called. An employee who is absent for five (5) consecutive days or more and who does not notify the Department Head or some other reasonable representative of the Employer on any of the first five (5) days may be subject to dismissal barring extenuating circumstances.

(5) Habitual absenteeism or tardiness may be cause for progressive discipline.

(6) Any employee who calls in sick and engaged in outside employment during his working hours shall be subject to disciplinary action.

B. **UNUSED SICKLEAVE** – 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 Fifteen Thousand (\$15,000) dollars. Employees hired after December 29, 2011 shall receive a cap of Ten Thousand (\$10,000) dollars.

ARTICLE IX
VACATION

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

- one (1) to five (5) years service/thirteen (13) working days
- six (6) to ten (10) years service/sixteen (16) working days
- eleven (11) to fifteen (15) years service/nineteen (19) working days
- sixteen (16) to twenty (20) years service/twenty-two (22) working days
- twenty-one (21) or more years service/twenty-six (26) 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, legal guardian, step-mother, step-father, mother-in-law, father-in-law, brother, sister, step-brother, step-sister, brother-in-law, sister-in-law, grandmother or grandfather, civil union, domestic partner or relative who permanently resides in the house. 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 three (3) days per year with pay to conduct his personal business provided that three (3) 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 subject to premium sharing contributions under P.L. 2011, Chapter 78 as set forth in Section H below. 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 Blue Cross and Blue Shield of New Jersey and is more fully described in documents in the City's possession.

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

D. The employee may at his or her option have an annual physical examination, provided at the City's expense, unless the employee is eligible to receive the physical examination through the City's health insurance program, at no cost to the employee, after payment by the employee of any co-payment.

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 three hundred (\$300) dollars total to be paid upon submission of a voucher for unit members and their eligible dependents.

F. The City shall provide the State Health Prescription Drug Plan.

G. The City will remain enrolled in the New Jersey State Disability Insurance Program for the life of the contract.

H. Effective January 1, 2014, all active unit employees who have not withdrawn from the City's health insurance program, shall contribute towards the cost of health insurance in accordance with the provisions of P.L. 2011, Chapter 78. These payments shall be made on a pre-tax basis pursuant to an I.R.S. §125 Salary Reduction Premium-Only Plan, in accordance with the City's regular payroll practices. This contribution shall not be made by any active employee who has opted-out of medical and prescription insurance coverage, or by any retiree.

I. Effective January 1, 2015, pursuant to P.L. 2011, Chapter 78, the City shall provide a flexible spending account (FSA) to permit employees to voluntarily set aside, on a pre-tax basis, a portion of their earnings to pay for qualified medical, prescription, vision and dental expenses not otherwise covered by their health care plan, pursuant to Section 125 of the Internal Revenue Code, 26 U.S.C. §125.

J. Employees with coverage from spouse or another health plan may opt out of health, prescription, and dental coverage and receive \$5,000 if opt-out of all three plans and/or a percentage of opt-out of one or two plans. Payment shall be prorated for months employees actually opt-out.

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:

(a) Safety glasses, where appropriate to the job, including the cost of eye examination, unless otherwise provided by the City, at no cost to the employee, under the City's

health plan, after payment by the employee of any co-payment, and prescription safety glasses for those employees who wear prescription glasses.

(b) One pair of safety shoes.

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

(d) 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:

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

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

(c) One pair insulated boots, to be replaced every other year, the replacement item to be turned in to the appropriate superintendent. These boots are to be purchased with a limit of \$150 per pair.

ARTICLE XIV EDUCATION AND OTHER BENEFITS

A. The City of Salem shall provide reimbursement of up to fifteen hundred (\$1,500) dollars for tuition and class materials for successfully completed job-related education credits approved in advance by the Department Head.

B. CDL licenses (starting with B and up), water treatment, water distribution, waste water treatment and collection I through IV will be paid for by the City.

ARTICLE XV
GRIEVANCE PROCEDURE

A grievance is defined as any violation of this Agreement only.

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 within twenty-four (24) days of the day of the grievance occurrence;

Step 2: If no mutually satisfactory solution is developed to a written problem within seven (7) calendar days after Step 1, the employee with his agent may make arrangements to meet with the City Administrator. If the City Administrator position is vacant, the employee will go to the next step.

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 twenty (20) working days after Step 3, the employee with the agent (B.C.W.A.) will then arrange a hearing with the Merit System Board. This step can only be taken on those grievances which are appealable to the Merit System

Board under the provisions of the New Jersey Statutes Title XI and the Department of Personnel rules.

ARTICLE XVI
NOTICE OF CHANGE OF SCHEDULE

At least seven (7) 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 of 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 up to six (6) months, which the Common Council may extend for up to one (1) additional six (6) 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 employee's 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
MAINTENANCE OF WORK OPERATIONS

The Union covenants and agrees that during the term of the Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e. the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work, or absence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slow-down, walk-out or other illegal job action against the Employer. The Union agrees that such action would constitute a material breach of this Agreement.

In the event of a strike, slow-down, walk-out or job action, it is covenanted and agreed that participation in any or all such activity by any Union member shall entitle the Employer to invoke any of the following alternatives:

- A. Withdrawal of Union recognition.
- B. Withdrawal of dues deduction privileges (if previously granted).
- C. Such activity shall be deemed grounds for termination of employment of such employee or employees.

ARTICLE XXI
FULLY BARGAINED AGREEMENT

The Employer and the Representative agree that this Agreement is the complete Agreement between them and that no other understandings or agreements shall be binding on the Employer or the Representative during the term of this Agreement unless agreed to in writing between the Employer and the Representative subsequent to the date of the execution of this Agreement.

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargaining issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

It is the intent of the parties that the provision of this Agreement, except where noted in this Agreement, shall supersede all prior agreements and understandings, written, expressed or implied, between the parties; shall govern their entire relationship; and shall be the sole source of all rights

or claims which may be asserted. The parties for the life of this Agreement hereby waive any right to request to negotiate or bargain with respect to any matters contained in this Agreement. It is mutually understood that this clause is a clear waiver as to any right or claim not expressed in this Agreement.

This Agreement is separate and distinct from and independent of all other agreements entered into between the Representative and other Employer organizations, irrespective of any similarity between this Agreement and any such other agreements. No act or thing done by the parties to such other agreements or notices given under the provisions thereof, shall change or modify this Agreement or in any manner affect the contractual relationship of the parties hereto.

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

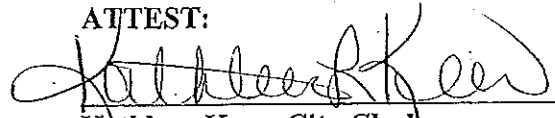
ARTICLE XXII
BINDING OBLIGATION, SEVERABILITY AND SAVINGS

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.

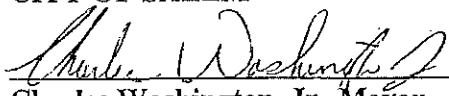
If any provision of this Agreement or any application of this Agreement to any unit member or employee is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue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

IT WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 18
day of February, 2016.

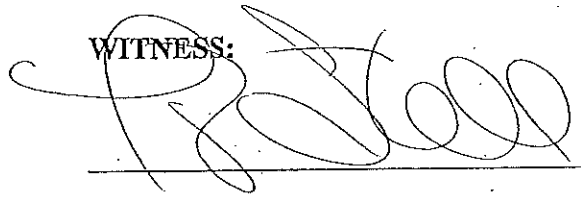
ATTEST:


Kathleen Keen, City Clerk

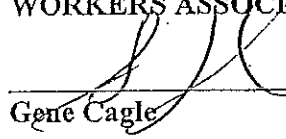
CITY OF SALEM


Charles Washington, Jr., Mayor

WITNESS:



CITY OF SALEM BLUE COLLAR
WORKERS ASSOCIATION


Gene Cagle, President

2015 SALARY GUIDE

	0-6 Mos. 2015	7-12 Mos. 2015	13-18 Mos. 2015	19-24 Mos. 2015	25-30 Mos. 2015	31-36 Mos. 2015	37-42 Mos. 2015	43-48 Mos. 2015
Street Department								
Foreman	\$61,114	\$61,606	\$62,094	\$62,585	\$63,076	\$63,564	\$64,057	\$64,541
Sr. Mechanic	\$60,518	\$61,009	\$61,506	\$61,995	\$62,488	\$62,984	\$63,479	\$63,972
Mechanic	\$52,155	\$53,409	\$54,659	\$55,914	\$57,166	\$58,421	\$59,676	\$60,925
Equipment Operator	\$46,883	\$47,668	\$48,458	\$49,245	\$50,030	\$50,819	\$51,605	\$52,393
Motor Boom Driver	\$35,616	\$37,107	\$38,598	\$39,883	\$41,582	\$43,076	\$44,568	\$46,061
Truck Driver	\$35,616	\$37,107	\$38,598	\$39,883	\$41,582	\$43,076	\$44,568	\$46,061
Mechanic Helper	\$37,422	\$39,320	\$41,221	\$43,028	\$45,015	\$46,913	\$48,810	\$50,712
Laborer	\$34,491	\$35,708	\$36,923	\$38,145	\$39,357	\$40,571	\$41,792	\$43,007
Clerk/Typist	\$23,092	\$24,665	\$26,238	\$28,003	\$29,384	\$30,954	\$32,528	
Sr. Clerk Typist	\$25,529	\$27,056	\$28,583	\$30,297	\$31,638	\$34,082	\$34,689	
Water/Sewer Dept.								
Ass't W/S Supt.	\$64,541	\$65,931	\$67,314	\$68,698	\$70,083	\$71,465	\$72,850	\$74,233
Foreman	\$61,114	\$61,606	\$62,094	\$62,585	\$63,076	\$63,564	\$64,057	\$64,541
Sr. W/S Repairer	\$56,866	\$57,477	\$58,096	\$58,692	\$59,289	\$59,904	\$60,485	\$61,066
W/S Repairer	\$49,398	\$50,222	\$51,045	\$51,868	\$52,694	\$53,518	\$54,344	\$55,166
Ass't W/S Plant Repairer	\$41,528	\$42,654	\$43,779	\$44,898	\$46,024	\$47,141	\$48,273	\$49,395
Sr. W/S Plant Operator	\$56,866	\$57,477	\$58,096	\$58,692	\$59,289	\$59,904	\$60,485	\$61,066
W/S Plant Operator	\$49,398	\$50,222	\$51,045	\$51,868	\$52,694	\$53,518	\$54,344	\$55,166
Ass't W/S Plant Operator	\$41,528	\$42,654	\$43,779	\$44,898	\$46,024	\$47,141	\$48,273	\$49,395
Meter Reader/Repairer	\$41,528	\$42,654	\$43,779	\$44,898	\$46,024	\$47,141	\$48,273	\$49,395
Laborer	\$34,491	\$35,708	\$36,923	\$38,145	\$39,357	\$40,571	\$41,792	\$43,007
Lab. Tech. Water Ana/Pcyp	\$56,772	\$58,193	\$59,618	\$61,037	\$62,459	\$65,181	\$66,603	
Machinst	\$60,518	\$61,009	\$61,506	\$61,995	\$62,488	\$62,984	\$63,479	\$63,972
Sewer Equipment Operator	\$46,883	\$47,668	\$48,458	\$49,245	\$50,030	\$50,819	\$51,605	\$52,393
Administration								
Sr. Bk. Mach. Operator	\$43,521	\$44,943	\$46,366	\$47,783	\$49,207	\$50,629	\$52,052	
Prin. Account Clerk Typist	\$38,518	\$40,868	\$43,217	\$45,568	\$47,918	\$50,290	\$52,052	
Clerk Typist/Clerk Sten.	\$23,092	\$24,665	\$26,238	\$28,003	\$29,384	\$30,954	\$32,528	
Omnibus Operator	\$18,604	\$19,691	\$20,766	\$21,839	\$22,910	\$23,984	\$25,056	
Sr. Housing Inspector	\$47,610	\$48,576	\$49,585	\$50,379	\$51,246	\$52,111	\$52,975	
Housing Inspector	\$39,734	\$40,645	\$41,692	\$42,730	\$43,774	\$44,811	\$45,852	
Sr. Dispatcher								\$50,261
Dispatchers	\$37,775	\$39,117	\$40,462	\$41,802	\$43,151	\$44,568	\$45,835	\$47,183
Account Clerk Typist	\$25,528	\$27,059	\$28,578	\$30,296	\$31,786	\$34,080	\$34,689	
Sr. Account Clerk Typist	\$27,968	\$29,541	\$31,113	\$32,685	\$34,356	\$35,829	\$37,400	
Prin. Clerk Typist	\$27,968	\$29,541	\$31,113	\$32,685	\$34,256	\$35,829	\$37,400	
Prin. Payroll Clerk	\$43,521	\$44,943	\$46,366	\$47,783	\$49,207	\$50,629	\$52,052	
Sr. Payroll Clerk	\$38,518	\$40,868	\$43,217	\$45,568	\$47,918	\$50,290	\$52,052	
Payroll Clerk	\$27,968	\$29,541	\$31,113	\$32,683	\$34,256	\$35,829	\$37,400	

2016 SALARY GUIDE

	0-6 Mos. 2016	7-12 Mos. 2016	13-18 Mos. 2016	19-24Mos. 2016	25-30 Mos. 2016	31-26 Mos. 2016	37-42 Mos. 2016	43-48 Mos. 2016
Street Department								
Foreman	\$61,878	\$62,376	\$62,870	\$63,367	\$63,864	\$64,359	\$64,858	\$65,348
Sr. Mechanic	\$61,274	\$61,772	\$62,275	\$62,770	\$63,269	\$63,771	\$64,272	\$64,772
Mechanic	\$52,807	\$54,077	\$55,342	\$56,613	\$57,881	\$59,151	\$60,422	\$61,687
Equipment Operator	\$47,469	\$48,264	\$49,064	\$49,861	\$50,655	\$51,454	\$52,250	\$53,048
Motor Boom Drlver	\$36,061	\$37,571	\$39,080	\$40,382	\$42,102	\$43,614	\$45,125	\$46,637
Truck Driver	\$36,061	\$37,571	\$39,080	\$40,382	\$42,102	\$43,614	\$45,125	\$46,637
Mechanic Helper	\$37,890	\$39,812	\$41,736	\$43,566	\$45,578	\$47,499	\$49,420	\$51,346
Laborer	\$34,922	\$36,154	\$37,385	\$38,622	\$39,849	\$41,078	\$42,314	\$43,545
Clerk/Typist	\$23,381	\$24,973	\$26,566	\$28,353	\$29,751	\$31,341	\$32,935	
Sr. Clerk Typist	\$25,848	\$27,394	\$28,940	\$30,676	\$32,033	\$34,508	\$35,123	
Water/Sewer Dept.								
Ass't W/S Supt.	\$65,348	\$66,755	\$68,155	\$69,557	\$70,959	\$72,358	\$73,761	\$75,161
Foreman	\$61,878	\$62,376	\$62,870	\$63,367	\$63,864	\$64,359	\$64,858	\$65,348
Sr. W/S Repairer	\$57,577	\$58,195	\$58,822	\$59,426	\$60,030	\$60,653	\$61,241	\$61,829
W/S Repairer	\$50,015	\$50,850	\$51,683	\$52,516	\$53,353	\$54,187	\$55,023	\$55,856
Ass't W/S Plant Repairer	\$42,047	\$43,187	\$44,326	\$45,459	\$46,599	\$47,730	\$48,876	\$50,012
Sr. W/S Plant Operator	\$57,577	\$58,195	\$58,822	\$59,426	\$60,030	\$60,653	\$61,241	\$61,829
W/S Plant Operator	\$50,015	\$50,850	\$51,683	\$52,516	\$53,353	\$54,187	\$55,023	\$55,856
Ass't W/S Plant Operator	\$42,047	\$43,187	\$44,326	\$45,459	\$46,599	\$47,730	\$48,876	\$50,012
Meter Reader/Repairer	\$42,047	\$43,187	\$44,326	\$45,459	\$46,599	\$47,730	\$48,876	\$50,012
Laborer	\$34,922	\$36,154	\$37,385	\$38,622	\$39,849	\$41,078	\$42,314	\$43,545
Lab. Tech. Water Ana/Pcyp	\$57,482	\$58,920	\$60,363	\$61,800	\$63,240	\$65,996	\$67,436	
MachInst	\$61,274	\$61,772	\$62,275	\$62,770	\$63,269	\$63,771	\$64,272	\$64,772
Sewer Equipment Operator	\$47,469	\$48,264	\$49,064	\$49,861	\$50,655	\$51,454	\$52,250	\$53,048
Administration								
Sr. Bk. Mach. Operator	\$44,065	\$45,505	\$46,946	\$48,380	\$49,822	\$51,262	\$52,703	
PrIn. Account Clerk Typist	\$38,999	\$41,379	\$43,757	\$46,138	\$48,517	\$50,919	\$52,703	
Clerk Typist/Clerk Sten.	\$23,381	\$24,973	\$26,566	\$28,353	\$29,751	\$31,341	\$32,935	
Omnibus Operator	\$18,837	\$19,937	\$21,026	\$22,112	\$23,196	\$24,284	\$25,369	
Sr. Housing Inspector	\$48,205	\$49,183	\$50,205	\$51,009	\$51,887	\$52,762	\$53,637	
Housing Inspector	\$40,231	\$41,153	\$42,213	\$43,264	\$44,321	\$45,371	\$46,425	
Sr. Dispatcher								\$50,889
Dispatchers	\$38,247	\$39,606	\$40,968	\$42,325	\$43,690	\$45,125	\$46,408	\$47,773
Account Clerk Typist	\$25,847	\$27,397	\$28,935	\$30,675	\$32,183	\$34,506	\$35,123	
Sr. Account Clerk Typist	\$28,318	\$29,910	\$31,502	\$33,094	\$34,785	\$36,277	\$37,868	
PrIn. Clerk Typist	\$28,318	\$29,910	\$31,502	\$33,094	\$34,684	\$36,277	\$37,868	
PrIn. Payroll Clerk	\$44,065	\$45,505	\$46,946	\$48,380	\$49,822	\$51,262	\$52,703	
Sr. Payroll Clerk	\$38,999	\$41,379	\$43,757	\$46,138	\$48,517	\$50,919	\$52,703	
Payroll Clerk	\$28,318	\$29,910	\$31,502	\$33,092	\$34,684	\$36,277	\$37,868	

2017 SALARY GUIDE

	0-6Mos. 2017	7-12Mos. 2017	13-18 Mos. 2017	19-24 Mos. 2017	25-30 Mos. 2017	31-36 Mos. 2017	37-42 Mos. 2017	43-48 Mos. 2017
Street Department								
Foreman	\$62,651	\$63,156	\$63,656	\$64,159	\$64,663	\$65,163	\$65,668	\$66,165
Sr. Mechanic	\$62,040	\$62,544	\$63,053	\$63,555	\$64,060	\$64,568	\$65,076	\$65,581
Mechanic	\$53,467	\$54,753	\$56,034	\$57,321	\$58,604	\$59,891	\$61,177	\$62,458
Equipment Operator	\$48,062	\$48,867	\$49,677	\$50,484	\$51,289	\$52,097	\$52,903	\$53,711
Motor Boom Driver	\$36,512	\$38,040	\$39,569	\$40,886	\$42,628	\$44,160	\$45,689	\$47,220
Truck Driver	\$36,512	\$38,040	\$39,569	\$40,886	\$42,628	\$44,160	\$45,689	\$47,220
Mechanic Helper	\$38,363	\$40,309	\$42,258	\$44,110	\$46,147	\$48,093	\$50,038	\$51,988
Laborer	\$35,359	\$36,606	\$37,852	\$39,105	\$40,347	\$41,592	\$42,843	\$44,089
Clerk/Typist	\$23,673	\$25,285	\$26,898	\$28,707	\$30,123	\$31,733	\$33,346	
Sr. Clerk Typist	\$26,171	\$27,737	\$29,302	\$31,059	\$32,434	\$34,939	\$35,562	
Water/Sewer Dept.								
Ass't W/S Supt.	\$66,165	\$67,590	\$69,007	\$70,426	\$71,846	\$73,263	\$74,683	\$76,100
Foreman	\$62,651	\$63,156	\$63,656	\$64,159	\$64,663	\$65,163	\$65,668	\$66,165
Sr. W/S Repairer	\$58,297	\$58,923	\$59,557	\$60,168	\$60,780	\$61,411	\$62,007	\$62,602
W/S Repairer	\$50,641	\$51,485	\$52,329	\$53,173	\$54,020	\$54,864	\$55,711	\$56,554
Ass't W/S Plan Repairer	\$42,573	\$43,727	\$44,880	\$46,027	\$47,182	\$48,327	\$49,487	\$50,638
Sr. W/S Plant Operator	\$58,297	\$58,923	\$59,557	\$60,168	\$60,780	\$61,411	\$62,007	\$62,602
W/S Plant Operator	\$50,641	\$51,485	\$52,329	\$53,173	\$54,020	\$54,864	\$55,711	\$56,554
Ass't W/S Plant Operator	\$42,573	\$43,727	\$44,880	\$46,027	\$47,182	\$48,327	\$49,487	\$50,638
Meter Reader/Repairer	\$42,573	\$43,727	\$44,880	\$46,027	\$47,182	\$48,327	\$49,487	\$50,638
Laborer	\$35,359	\$36,606	\$37,852	\$39,105	\$40,347	\$41,592	\$42,843	\$44,089
Lab. Tech. Water Ana/Pcyp	\$58,200	\$59,657	\$61,118	\$62,572	\$64,030	\$66,821	\$68,278	
Machinst	\$62,040	\$62,544	\$63,053	\$63,555	\$64,060	\$64,568	\$65,076	\$65,581
Sewer Equipment Operator	\$48,062	\$48,867	\$49,677	\$50,484	\$51,289	\$52,097	\$52,903	\$53,711
Administration								
Sr. Bk. Mach. Operator	\$44,616	\$46,074	\$47,532	\$48,985	\$50,445	\$51,903	\$53,361	
Prin. Account Clerk Typist	\$39,487	\$41,896	\$44,304	\$46,714	\$49,123	\$51,555	\$53,361	
Clerk Typist/Clerk Sten.	\$23,673	\$25,285	\$26,898	\$28,707	\$30,123	\$31,733	\$33,346	
Omnibus Operator	\$19,072	\$20,186	\$21,288	\$22,388	\$23,486	\$24,587	\$25,686	
Sr. Housing Inspector	\$48,808	\$49,798	\$50,832	\$51,646	\$52,535	\$53,422	\$54,308	
Housing Inspector	\$40,734	\$41,667	\$42,741	\$43,805	\$44,875	\$45,938	\$47,005	
Sr. Dispatcher								\$51,525
Dispatchers	\$38,725	\$40,101	\$41,480	\$42,854	\$44,237	\$45,689	\$46,988	\$48,409
Account Clerk Typist	\$26,170	\$27,740	\$29,297	\$31,058	\$32,586	\$34,937	\$35,562	
Sr. Account Clerk Typist	\$28,672	\$30,284	\$31,896	\$33,507	\$35,220	\$36,730	\$38,341	
Prin. Clerk Typist	\$28,672	\$30,284	\$31,896	\$33,507	\$35,118	\$36,730	\$38,341	
Prin. Payroll Clerk	\$44,616	\$46,074	\$47,532	\$48,985	\$50,445	\$51,903	\$53,361	
Sr. Payroll Clerk	\$39,487	\$41,896	\$44,304	\$46,714	\$49,123	\$51,555	\$53,361	
Payroll Clerk	\$28,672	\$30,284	\$31,896	\$33,505	\$35,118	\$36,730	\$38,341	

2018 SALARY GUIDE

	0-6 Mos. 2018	7-12 Mos. 2018	13-18 Mos. 2018	19-24 Mos. 2018	25-30 Mos. 2018	31-36 Mos. 2018	37-42 Mos. 2018	43-48 Mos. 2018
Street Department								
Foreman	\$63,591	\$64,103	\$64,611	\$65,122	\$65,633	\$66,140	\$66,653	\$67,157
Sr. Mechanic	\$62,971	\$63,482	\$63,999	\$64,508	\$65,021	\$65,537	\$66,052	\$66,565
Mechanic	\$54,269	\$55,574	\$56,875	\$58,180	\$59,483	\$60,789	\$62,095	\$63,395
Equipment Operator	\$48,783	\$49,600	\$50,422	\$51,241	\$52,058	\$52,879	\$53,697	\$54,517
Motor Boom Driver	\$37,060	\$38,611	\$40,163	\$41,500	\$43,267	\$44,822	\$46,375	\$47,928
Truck Driver	\$37,060	\$38,611	\$40,163	\$41,500	\$43,267	\$44,822	\$46,375	\$47,928
Mechanic Helper	\$38,939	\$40,914	\$42,892	\$44,772	\$46,840	\$48,815	\$50,788	\$52,768
Laborer	\$35,889	\$37,155	\$38,420	\$39,691	\$40,952	\$42,215	\$43,486	\$44,750
Clerk/Typist	\$24,028	\$25,665	\$27,302	\$29,138	\$30,575	\$32,209	\$33,846	
Sr. Clerk Typist	\$26,564	\$28,153	\$29,742	\$31,525	\$32,920	\$35,463	\$36,095	
Water/Sewer Dept.								
Ass't W/S Supt.	\$67,157	\$68,603	\$70,042	\$71,483	\$72,924	\$74,362	\$75,803	\$77,242
Foreman	\$63,591	\$64,103	\$64,611	\$65,122	\$65,633	\$66,140	\$66,653	\$67,157
Sr. W/S Repairer	\$59,171	\$59,807	\$60,451	\$61,071	\$61,692	\$62,332	\$62,937	\$63,541
W/S Repairer	\$51,400	\$52,258	\$53,114	\$53,970	\$54,830	\$55,687	\$56,547	\$57,402
Ass't W/S Plan Repairer	\$43,211	\$44,383	\$45,554	\$46,718	\$47,890	\$49,052	\$50,230	\$51,397
Sr. W/S Plant Operator	\$59,171	\$59,807	\$60,451	\$61,071	\$61,692	\$62,332	\$62,937	\$63,541
W/S Plant Operator	\$51,400	\$52,258	\$53,114	\$53,970	\$54,830	\$55,687	\$56,547	\$57,402
Ass't W/S Plant Operator	\$43,211	\$44,383	\$45,554	\$46,718	\$47,890	\$49,052	\$50,230	\$51,397
Meter Reader/Repairer	\$43,211	\$44,383	\$45,554	\$46,718	\$47,890	\$49,052	\$50,230	\$51,397
Laborer	\$35,889	\$37,155	\$38,420	\$39,691	\$40,952	\$42,215	\$43,486	\$44,750
Lab. Tech. Water Ana/Pcyp	\$59,073	\$60,552	\$62,035	\$63,511	\$64,991	\$67,823	\$69,303	
MachInst	\$62,971	\$63,482	\$63,999	\$64,508	\$65,021	\$65,537	\$66,052	\$66,565
Sewer Equipment Operator	\$48,783	\$49,600	\$50,422	\$51,241	\$52,058	\$52,879	\$53,697	\$54,517
Administration								
Sr. Bk. Mach. Operator	\$45,285	\$46,765	\$48,245	\$49,720	\$51,202	\$52,681	\$54,162	
Prin. Account Clerk Typist	\$40,079	\$42,525	\$44,969	\$47,415	\$49,860	\$52,328	\$54,162	
Clerk Typist/Clerk Sten.	\$24,028	\$25,665	\$27,302	\$29,138	\$30,575	\$32,209	\$33,846	
Omnibus Operator	\$19,358	\$20,489	\$21,608	\$22,724	\$23,839	\$24,956	\$26,072	
Sr. Housing Inspector	\$49,540	\$50,545	\$51,595	\$52,421	\$53,323	\$54,223	\$55,122	
Housing Inspector	\$41,345	\$42,292	\$43,382	\$44,462	\$45,548	\$46,627	\$47,711	
Sr. Dispatcher								\$52,298
Dispatchers	\$39,306	\$40,703	\$42,102	\$43,496	\$44,900	\$46,375	\$47,693	\$49,135
Account Clerk Typist	\$26,563	\$28,156	\$29,736	\$31,524	\$33,074	\$35,461	\$36,095	
Sr. Account Clerk Typist	\$29,102	\$30,738	\$32,374	\$34,010	\$35,749	\$37,281	\$38,916	
Prin. Clerk Typist	\$29,102	\$30,738	\$32,374	\$34,010	\$35,645	\$37,281	\$38,916	
Prin. Payroll Clerk	\$45,285	\$46,765	\$48,245	\$49,720	\$51,202	\$52,681	\$54,162	
Sr. Payroll Clerk	\$40,079	\$42,525	\$44,969	\$47,415	\$49,860	\$52,328	\$54,162	
Payroll Clerk	\$29,102	\$30,738	\$32,374	\$34,008	\$35,645	\$37,281	\$38,916	

2019 SALARY GUIDE

	0-6 Mos. 2019	7-12 Mos. 2019	13-18 Mos. 2019	19-24 Mos. 2019	25-30 Mos. 2019	31-36Mos. 2019	37-42Mos. 2019	43-48 Mos. 2019
Street Department								
Foreman	\$64,545	\$65,065	\$65,580	\$66,099	\$66,617	\$67,133	\$67,653	\$68,164
Sr. Mechanic	\$63,916	\$64,434	\$64,959	\$65,475	\$65,996	\$66,520	\$67,043	\$67,563
Mechanic	\$55,083	\$56,407	\$57,728	\$59,053	\$60,375	\$61,701	\$63,026	\$64,345
Equipment Operator	\$49,515	\$50,344	\$51,179	\$52,010	\$52,839	\$53,672	\$54,502	\$55,334
Motor Boom Driver	\$37,616	\$39,190	\$40,765	\$42,122	\$43,916	\$45,494	\$47,070	\$48,647
Truck Driver	\$37,616	\$39,190	\$40,765	\$42,122	\$43,916	\$45,494	\$47,070	\$48,647
Mechanic Helper	\$39,523	\$41,527	\$43,535	\$45,444	\$47,542	\$49,547	\$51,550	\$53,559
Laborer	\$36,427	\$37,713	\$38,996	\$40,287	\$41,567	\$42,849	\$44,138	\$45,421
Clerk/Typist	\$24,388	\$26,050	\$27,711	\$29,575	\$31,034	\$32,692	\$34,354	
Sr. Clerk Typist	\$26,962	\$28,575	\$30,188	\$31,998	\$33,414	\$35,995	\$36,636	
Water/Sewer Dept.								
Ass't W/S Supt.	\$68,164	\$69,632	\$71,093	\$72,555	\$74,018	\$75,477	\$76,940	\$78,401
Foreman	\$64,545	\$65,065	\$65,580	\$66,099	\$66,617	\$67,133	\$67,653	\$68,164
Sr. W/S Repairer	\$60,059	\$60,704	\$61,358	\$61,987	\$62,618	\$63,267	\$63,881	\$64,494
W/S Repairer	\$52,171	\$53,042	\$53,911	\$54,780	\$55,652	\$56,523	\$57,395	\$58,263
Ass't W/S Plan Repairer	\$43,859	\$45,049	\$46,237	\$47,419	\$48,608	\$49,788	\$50,983	\$52,168
Sr. W/S Plant Operator	\$60,059	\$60,704	\$61,358	\$61,987	\$62,618	\$63,267	\$63,881	\$64,494
W/S Plant Operator	\$52,171	\$53,042	\$53,911	\$54,780	\$55,652	\$56,523	\$57,395	\$58,263
Ass't W/S Plant Operator	\$43,859	\$45,049	\$46,237	\$47,419	\$48,608	\$49,788	\$50,983	\$52,168
Meter Reader/Repairer	\$43,859	\$45,049	\$46,237	\$47,419	\$48,608	\$49,788	\$50,983	\$52,168
Laborer	\$36,427	\$37,713	\$38,996	\$40,287	\$41,567	\$42,849	\$44,138	\$45,421
Lab. Tech. Water Ana/Pcyp	\$59,959	\$61,460	\$62,965	\$64,464	\$65,966	\$68,840	\$70,342	
Machinst	\$63,916	\$64,434	\$64,959	\$65,475	\$65,996	\$66,520	\$67,043	\$67,563
Sewer Equipment Operator	\$49,515	\$50,344	\$51,179	\$52,010	\$52,839	\$53,672	\$54,502	\$55,334
Administration								
Sr. Bk. Mach. Operator	\$45,964	\$47,466	\$48,969	\$50,466	\$51,970	\$53,471	\$54,974	
Prln. Account Clerk Typist	\$40,680	\$43,162	\$45,643	\$48,126	\$50,608	\$53,113	\$54,974	
Clerk Typist/Clerk Sten.	\$24,388	\$26,050	\$27,711	\$29,575	\$31,034	\$32,692	\$34,354	
Omnibus Operator	\$19,648	\$20,796	\$21,932	\$23,065	\$24,196	\$25,331	\$26,463	
Sr. Housing Inspector	\$50,283	\$51,303	\$52,369	\$53,207	\$54,123	\$55,037	\$55,949	
Housing Inspector	\$41,965	\$42,927	\$44,033	\$45,129	\$46,232	\$47,327	\$48,426	
Sr. Dispatcher								\$53,083
Dispatchers	\$39,896	\$41,313	\$42,734	\$44,149	\$45,574	\$47,070	\$48,408	\$49,872
Account Clerk Typist	\$26,961	\$28,578	\$30,182	\$31,997	\$33,571	\$35,993	\$36,636	
Sr. Account Clerk Typist	\$29,538	\$31,199	\$32,860	\$34,520	\$36,285	\$37,840	\$39,500	
Prln. Clerk Typist	\$29,538	\$31,199	\$32,860	\$34,520	\$36,179	\$37,840	\$39,500	
Prln. Payroll Clerk	\$45,964	\$47,466	\$48,969	\$50,466	\$51,970	\$53,471	\$54,974	
Sr. Payroll Clerk	\$40,680	\$43,162	\$45,643	\$48,126	\$50,608	\$53,113	\$54,974	
Payroll Clerk	\$29,538	\$31,199	\$32,860	\$34,518	\$36,179	\$37,840	\$39,500	