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A G R E E M E N T

between

TOWNSHIP OF MOORESTOWN
BURLINGTON COUNTY, NEW JERSEY

and

COMMUNICATIONS WORKERS OF AMERICA

LOCAL 1034

MOORESTOWN PUBLIC WORKS EMPLOYEES

January 1, 1999

-through-

December 31, 2001

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PREAMBLE

THIS AGREEMENT entered into this 26th day of July, 1999, by and between THE TOWNSHIP OF MOORESTOWN, IN THE COUNTY OF BURLINGTON, a Municipal Corporation of the State of New Jersey, hereinafter called the "Township," and COMMUNICATIONS WORKERS OF AMERICA LOCAL 1034, MOORESTOWN PUBLIC WORKS EMPLOYEES, hereinafter called "Local 1034, the Union or CWA" represents the complete and final understanding on all bargainable issues between the Township and Local #1034.

ARTICLE I
RECOGNITION

- A. The Township recognizes the Communication Workers of America Local 1034 as the exclusive representative for the purpose of collective negotiations of all employees holding the titles set forth in Schedule A, B, C and D but excluding any supervisory employees, management executives, confidential employees, clerical employees, and all other Township employees.
- B. The titles herein shall be defined to include the plural, as well as the singular, shall include males and females and are synonymous with the word employees.

ARTICLE IIA
NEW JERSEY DEPARTMENT OF PERSONNEL RULES

- A. The Township and the Union agree to be bound by the rules and regulations of the New Jersey Department of Personnel.

ARTICLE IIB
ALCOHOL AND DRUG FREE WORKPLACE

- A. The Township and the Union agree to be bound by the rules and regulations of the Drug Free Workplace Act (41 USC section 702 et seq) of 1988 and the U.S. Department of Transportation regulations (49 CFR part 40) requiring the Township to maintain a drug and alcohol free workplace and to conduct alcohol and drug testing in accordance with Moorestown Township Council Resolution No. 95-147 adopted August 30, 1995.

ARTICLE III
MANAGEMENT RIGHTS

- A. The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:
1. The executive management and administrative control of the Township Government and its property and facilities, and the activities of its employees;
 2. To hire all employees and to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees and to make and modify work rules in connection therewith;
 3. To suspend, demote, discharge or take other disciplinary action for good and just cause;
 4. To establish reasonable rules or modifications of existing rules governing working conditions without negotiating same or consulting with Local 1034 or its representatives.

- B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the Township, the adopting of policies, rules, regulations and practices in furtherance thereof , and the use of judgement and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement.

- C. Nothing contained herein shall be construed to deny or restrict the Township in its rights, responsibilities and authority under any federal, state, county or local law or ordinance.

ARTICLE IV
GRIEVANCE PROCEDURE

A. DEFINITION

The term "grievance" as used herein means any controversy in the interpretation or alleged violation of the express terms of this Agreement applicable to an employee, and may be raised by an employee or the Township.

The term "days" shall mean working days.

B. STEPS OF THE GRIEVANCE PROCEDURE

The following constitutes the sole and exclusive method for resolving grievances between parties covered by this Agreement, with the exception of Township initiated grievances, which will proceed in accordance with Section C, and shall be followed in its entirety unless any step is waived by mutual consent.

Time limits in grievance procedure may be modified or extended by mutual consent which shall be in writing.

The Township recognizes an employee's right to representation.

Step One:

The aggrieved shall institute action under the provisions hereof by personally submitting the grievance orally to the

grievant's foreman or immediate supervisor within seven (7) days of the event giving rise to the grievance. The foreman or supervisor shall render a verbal decision within seven (7) days after receipt of the grievance.

Step Two:

If the grievance is not settled in the first step, grievant and union representative shall submit a written statement of the grievance and the facts giving rise thereto to the next higher individual in the administrative chain of command within seven (7) days of the decision rendered in Step One. That supervisor shall render a written decision within seven (7) days after receipt of the grievance.

Step Three:

If the grievance is not settled in Step Two, grievant and union representative shall submit a written statement of the grievance and the facts giving rise thereto, to the Director of Public Works within seven (7) days of receipt of the decision rendered in Step Two. The Director shall render a decision within twenty (20) days after receipt of the grievance.

Step Four:

If the grievance is not settled in Step Three, grievant and Union Representative shall, in a manner consistent with Step Three, submit a written statement of the grievance and the facts giving rise thereto to the Township Manager within seven (7) days of receipt of the decision rendered in Step Three. The Manager shall render a decision within twenty (20) days after receipt of the grievance.

The failure of a grievant to take action within the above specified time periods shall constitute an abandonment of the grievance.

Step Five:

- a. If the aggrieved person is not satisfied with the decision of the Township Manager, such grievant and their Union Representative may within ten (10) days request, in writing, that the matter proceed to arbitration. The arbitrator shall be chosen in accordance with the rules of the Public Employment Relations Commission (PERC).
- b. However, no arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision by the Township Manager. In the event the aggrieved person elects to pursue New Jersey Department of Personnel procedures, the arbitration hearing shall be cancelled, the matter withdrawn from the Public Employment Relations Commission (PERC) and the Union shall pay whatever costs may be incurred in processing the case to PERC.
- c. The Arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall further be bound by the laws of the State of New Jersey and of the United States and of the decisions of the Courts of the State of New Jersey and the United States. The arbitrator shall not add to, modify, detract from or alter in any way the provisions of this Agreement. In rendering his written decision, the arbitrator shall indicate his findings of fact and reasons for making the award. The Arbitrator's decision shall be final and binding on the parties; however, each party retains the right to Judicial Review.
- d. The costs for the services of the arbitrator and the arbitration facilities shall be borne equally by the

Township and the Association. Any other expenses incurred including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

C. TOWNSHIP GRIEVANCES:

Grievances initiated by the Township shall be filed directly with Local 1034 within ten (10) days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) days after the filing of the grievance between the Township Manager, or his designated representative, in an earnest effort to adjust the differences between the parties.

ARTICLE V
NO-STRIKE PLEDGE

- A. Local 1034 covenants and agrees that during the term of this Agreement neither Local 1034, nor any person acting on 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 an employee covered by this contract), work stoppage, slowdown, walk-out, or other job action against the Township. Local 1034 agrees that such action would constitute a material breach of this agreement.
- B. In the event of a strike, slowdown, walk-out or job action, it is covenanted and agreed that participation in any such activity by any Local 1034 member shall entitle the Township to invoke any or all of the following alternatives:
1. Termination of employment of such employee(s).
- C. Nothing contained in this Agreement shall be construed to limit or restrict the Township in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for an injunction or damages or both in the event of such breach by Local 1034 or its members.

ARTICLE VI
HEALTH AND SAFETY COMMITTEE

The Township shall establish a Health and Safety Committee to be comprised of the Director of Public Works, or his designee, two other representatives of the Township, and three representatives of the bargaining unit. The Director of Public Works shall appoint the Township representatives. Local 1034 shall appoint three individuals to be the bargaining unit representatives; however, membership in Local 1034 shall not be a prerequisite to serve on the Health and Safety Committee.

The committee shall meet at least quarterly (provided they are productive) at a mutually agreeable time and place to discuss issues regarding employee safety. The committee may discuss and review accidents, actual or potential hazards, and job procedures to encourage workplace safety. The Health and Safety Committee could submit proposals at any time to the Director of Public Works. Emergency and/or hazardous situations can be submitted verbally and in writing and will receive immediate attention. The committee may make written recommendations to the Township Manager concerning the issues or problems it has discussed.

ARTICLE VII
PROVISIONS OF INFORMATION

Township agrees to post at the Public Works Operation Center, 601 East Third Street, appropriate Township and Civil Service written rules and regulations pertaining to employment and:

1. Statement of non-discrimination;
2. "Public Works Timesheet" (to be posted weekly).

ARTICLE VIII
PERSONNEL FILES

Township agrees to permit employees covered by this Agreement to periodically inspect their personnel file maintained in the Office of the Director of Public Works. Said inspection shall be at a time convenient to the Director, after notice by the employee, and shall occur at the beginning or end of the work day. The Township agrees to comply with the New Jersey Department of Personnel requirements for the maintenance of employees personnel files.

ARTICLE IX
RIGHTS AND PRIVILEGES OF LOCAL

- A. A duly authorized member of the Local shall be permitted a reasonable amount of time to transact, on the premises, with management, joint Local and Management business, as long as it does not interfere with assigned duties; however, this shall not be construed to mean that any employee will be compensated for time devoted to negotiating the terms of this or any other agreement.

- B. Local 1034 may have the use of a meeting space as designated on a per meeting basis for up to four meetings per year in the Public Works Center, when appropriately scheduled through the proper Township authority. No employee shall be compensated for time spent at a meeting of Local 1034.

- C. A total of three (3) days off with pay shall be provided to each of four (4) union stewards or delegates per calendar year to attend stewards training or conduct official union business, provided that the steward and Local 1034 provide at least three (3) days notice to the Department Director. The stewards shall submit written evidence of their attendance.

- D. Local 1034 shall install and maintain a bulletin board at the Public Works Center for posting of appropriate notices and/or communications. The Local and Public Works Director shall agree on a suitable location for the bulletin board.

ARTICLE X
HEALTH BENEFITS

A. TOWNSHIP OF MOORESTOWN EMPLOYEE HEALTH BENEFITS PROGRAM

Township shall contribute, on behalf of each eligible, full-time, permanent or provisional employee, 100% of the premiums for a Health Insurance Program maintained by the Township for providing coverage for each said employee desiring coverage.

The Township shall also contribute a monthly amount equal to 100% of the monthly premiums to the Township of Moorestown Employee Health Benefits Program, for the coverage of dependents of all permanent and provisional full-time employees covered by this Agreement.

Employees covered under the traditional indemnity plan shall have their individual deductible limit established at \$200 per year, and their family deductible limit established at \$400 per year.

Employees covered by U.S. Healthcare-HMO shall pay a \$10.00 per visit co-pay. Employees covered by P.P.O. Plans shall also pay a \$10.00 per visit co-pay.

B. DENTAL BENEFITS:

The Township shall provide a dental insurance plan for employees. The Township reserves the right to select the specified plan and will attempt to provide the best plan available.

The Township will also provide dental benefits to an employee's family member, provided the employee has (3) years of employment service with the Township.

C. PRESCRIPTION BENEFITS

The Township will provide a prescription drug program for employees after two (2) years of employment service and eligible family members after three (3) years of employment service with

ARTICLE X

HEALTH BENEFITS - (continued)

the Township. The plan shall require an \$8.00 co-payment for brand name prescriptions and a \$6.00 co-payment for generic prescriptions. The plan shall have standard exclusions, including oral contraceptive drugs.

D. EYE CARE:

Effective January 1, 1999 employees with two (2) years of employment service with the Township shall be eligible for reimbursement of eyecare expenses including examinations, prescription glasses or contact lens, up to a maximum of \$100.00 annually. On January 1, 2000, the annual maximum shall be increased to \$150.00. The Township Manager may promulgate a form and such rules as may be necessary to administer this program. Any unused benefit shall not accrue from year to year.

E. PHYSICAL EXAMINATIONS:

The Township will provide a physical examination for all permanent and provisional full-time employees covered by this Agreement equal to that provided supervisory employees of the Department of Public Works, according to the following schedule:

1. Employees who are, or will attain, fifty (50) years of age or older during and after calendar year 1986, will be entitled to a physical examination during 1986 and each year thereafter. As a qualified employee attains fifty (50) years of age, the employee will be entitled to an annual physical examination in the year the employee attains age fifty (50) regardless of when he was last eligible.
2. Employees who are between forty (40) and forty-nine (49) years of age during and after calendar year 1987 will be entitled to a physical examination during 1987 and every

ARTICLE X

HEALTH BENEFITS - (continued)

two (2) years thereafter. As a qualified employee attains forty (40) years of age, the employee will be entitled to a physical examination two (2) years after the last time the employee was eligible for an examination.

(i.e.; An employee is thirty-nine years of age in 1986 and was eligible for an examination in 1986. Upon attaining age forty (40) in 1987, the employee will be entitled to another examination two (2) years after the 1986 examination, or in 1988.)

3. Employees who are thirty-nine (39) of age or younger during and after calendar year 1988 will be entitled to a physical examination during 1988 and every three (3) years thereafter.

F. TEMPORARY DISABILITY BENEFITS:

Each Township employee shall be covered by New Jersey State Disability Insurance Program. The Township shall make appropriate payroll deductions and Township contributions in accordance with State legislation establishing and regulating said program.

G. TOWNSHIP OPTION:

The Township may, at its option, change any of the foregoing plans or carriers, so long as substantially the same benefits are provided.

ARTICLE XI

PERSONAL LEAVE DAYS AND BEREAVEMENT LEAVE

A. PERSONAL LEAVE DAYS:

Each full-time permanent or provisional employee having served at least six (6) months full-time service with the Township shall be allowed three (3) personal days for personal business that can be attended to only during employee's regular working hours, provided written request is made two (2) days in advance of such leave to the Public Works Director or his designee. The Director of Public Works may waive the two days advance notice requirement in the case of an employee's personal emergency. Such leave shall be granted subject to the manpower needs of the department and will not be granted contiguous to sick, absence without permission, or disciplinary leave days. A personal leave day shall not carry over into the following calendar year.

The Township will not unreasonably deny an employee's request for use of personal leave time.

B. BEREAVEMENT LEAVE:

1. Each full-time permanent or provisional employee having served at least three (3) months full-time service with the Township shall be allowed up to a maximum of three (3) days leave, with pay, in the event of a death in the employee's immediate family. Immediate family shall be defined as the employee's mother, father, mother-in-law, father-in-law, grandparent, grandparent-in-law, husband, wife, sister, brother or child. An additional fourth day shall be granted, with pay, in the event attendance at the funeral requires travel in excess of two hundred miles in one direction.

ARTICLE XI

PERSONAL LEAVE DAYS AND BEREAVEMENT LEAVE - (Cont'd.)

2. In order for the employee to receive compensation under this section, he must notify the Public Works office, or the employee's immediate supervisor, of the death in the immediate family by 9:00 a.m. on the first day to be taken as bereavement leave. At this notification, he must also inform the Public Works office, or his immediate supervisor, of the number of bereavement days the employee anticipates using.

3. On the day the employee returns to work he must present to the Public Works office, or his immediate supervisor, a copy of the Notice of Death, or Obituary published in a newspaper together with the name of the paper and the city and date of publication. If a Death Notice or Obituary cannot be obtained, a letter from the undertaker who arranged the funeral should be submitted, stating the employee's attendance at a funeral of the member of the immediate family. In addition, the employee must complete a "Bereavement Leave" form, which would state the date of death of the immediate family member, the location and name of the undertaker and the date and place of interment. This form, together with the attached Notice of Death and the undertaker's letter, will be forwarded to the Deputy Manager's office for payroll processing.

4. Until an employee meets the requirements of Section Three of this Article, any leave taken as bereavement leave under Section One of this Article, will be charged to vacation leave.

ARTICLE XII
HOLIDAYS AND VACATION

I. HOLIDAYS

A. The following holidays shall be recognized:

1. New Years Day January 1
2. Martin Luther King's Birthday . . . 3rd Monday January
3. Washington's Birthday 3rd Monday in February
4. Good Friday Varies
5. Memorial Day Last Monday in May
6. Independence Day July 4th
7. Labor Day 1st Monday in September
8. Columbus Day 2nd Monday in October
9. Veterans Day November 11th/Floating
10. Thanksgiving Day 4th Thursday in November
11. Friday after Thanksgiving . . . 4th Friday in November
12. Christmas Day December 25th

B. Independence Day - When Independence Day falls on a Tuesday, the preceding Monday will be a holiday. When Independence Day falls on a Thursday, the following Friday will be a holiday.

C. Veterans Day - Effective January 1, 1996, Veterans Day is a floating holiday which may be taken anytime during the calendar year. The Department of Public Works will be open and working on Veterans Day itself. Reasonable accommodation, subject to manpower needs, shall be provided those employees desiring to take Veterans Day off on Veterans Day. Each employee shall notify the Director of Public Works a minimum of two (2) days prior to the day he or she selects to take as the holiday. Failure to take the holiday within the calendar year shall constitute loss of the day and be non-compensable.

ARTICLE XII

HOLIDAYS AND VACATION - (continued)

- D. Christmas - When Christmas falls on a Tuesday, the preceding Monday will be a holiday. When Christmas falls on a Wednesday, Thursday, Friday, or Saturday, the preceding day will be a one-half (1/2) day holiday.
- E. Holidays which fall on Sunday, will be celebrated on the following Monday.
- F. Holidays which fall on Saturday will be taken as a compensatory day, subject to the approval of the Department Director, in the remainder of the same year as the holiday, with the exception of Christmas, which may be taken at any time prior to December 31st of the following year.
- G. Special Summer Holiday - Employees covered by this agreement shall be entitled to a Summer Holiday which may be taken between Memorial Day and Labor Day at an employee's choice. The Township shall post a notice concerning the Special Summer Holiday benefit on or before April 1 of each year. Each employee shall notify the Director of Public Works a minimum of two (2) days prior to the day he or she selects to take as a holiday. Failure to take the holiday by Labor Day each year shall constitute loss of the holiday and be non-compensable.

II. VACATION

- A. Eligibility - Each provisional, probationary and permanent full-time employee of the municipality shall be entitled to earn vacation, with pay, in accordance with the following schedule:

ARTICLE XII

HOLIDAYS AND VACATION - (continued)

<u>PERIOD OF EMPLOYMENT</u>	<u>EARNED AT THE RATE OF:</u>
During the first year	One day per month
From beginning of 2nd year to end of 8th year	12 days per year
From beginning of 9th year to end of 12th year	15 days per year
From beginning of 13th year to end of 20th year	18 days per year
From beginning of 21st year and thereafter	20 days per year

- B. Accrual of Vacation Leave - Vacation leave shall be earned and accrued from the commencement of employment, including temporary employment, but may not be used until a permanent employee shall have completed his probationary period, or a provisional employee has satisfactorily completed three (3) months of service. A provisional employee, who has completed three (3) months of service, and subsequently without a break in service, is appointed on a permanent probationary basis, may use vacation during his probationary period.

Each permanent, probationary and provisional full-time employee earns vacation while he is in pay status, either for days worked or for absence on vacation or sick leave or absence due to a service-connected disability covered by Worker's Compensation. When, by reason of new appointment, a termination or leave without pay, an employee serves for only part of a month, his accrual of vacation leave shall be pro-rated on the basis of the number of days he was in pay status.

- C. Accumulation - An employee may not accumulate to his credit

ARTICLE XII

HOLIDAYS AND VACATION - (continued)

more than two (2) years accumulated vacation leave. Any accumulation in excess of this amount will be lost. The Department Director may grant payment of wages in lieu of vacation leave when vacation could not be granted due to workload and scheduling.

D. Vacation Authorization - The Director of Public Works shall determine the vacation schedule and departmental policies necessary to maintain departmental operations. Conflicts brought about by the operational needs of the department shall be resolved on a seniority basis.

E. Vacation must be requested in advance, except by mutual agreement of the employees and the Director of Public Works, subject to the following:

Request of two (2) days, or less -- 24 hours advance notice required.

Request of three (3) days to two (2) weeks -- three (3) weeks advance notice required.

Request of three (3) weeks -- four (4) weeks advance notice required.

F. Payment of wages in advance for a vacation period will be provided in accordance with the salary ordinance.

ARTICLE XIII
WAGES AND COMPENSATION

I. COMPENSATION

The employees within the Public Works Department occupying the positions set forth in each schedule annexed hereto, shall be compensated at the respective annual rate for 1999 as set forth in Schedule A annexed hereto; for 2000 as set forth in Schedule B annexed hereto; and for 2001 as set forth in Schedule C annexed hereto. The negotiated wage increase for 1999 shall be 3.8%, for 2000 the wage increase shall be 3.5%, and for 2001 the wage increase shall be 3.5%. Employees within the Public Works Department will receive a retroactive payment, less appropriate deductions, for services rendered from December 18, 1998 to the first pay period reflecting the new salary.

The annual salaries or compensation payable in accordance with Schedules A, B and C of this Agreement, shall be paid in equal weekly installments. Such weekly installments or rates shall be determined by dividing the respective annual salary or compensation by the number of pay days in the year.

The appropriate hourly rate of compensation for each employee shall be determined by dividing the aforesaid annual salary by 52 to obtain a weekly rate. This weekly rate is then divided by the number of hours constituting the basic week's work (work week) of the respective employee.

For all employees, forty (40) hours of work performed within the aforesaid work week shall constitute a basic week's work.

ARTICLE XIII

WAGES AND COMPENSATION - (continued)

All salaries and compensation payable on a weekly or hourly basis for the balance of 1999, 2000, and 2001 shall be paid at the end of the one-week period following the week in which such salaries or compensation shall have been earned.

The pay period, for the purpose of such payment, shall be deemed to be the week beginning Friday morning and ending Thursday night (midnight) of the end of the week preceding the pay day for the weekly pay.

II. WORKING OUT OF CLASS (Upgrade or Acting Duty Pay)

An employee assigned to work in a higher level position shall receive forty-five (45) minutes additional pay for each one-half (1/2) day or ninety (90) minutes additional pay for any one day worked in the higher level position.

"Assigned to work in a higher level position" shall mean the assignment of an employee by a supervisor to substantially perform those duties and responsibilities assigned to the higher level position and to continue performing those duties and responsibilities for the entire one-half (1/2) or full day. This provision shall not apply to the occasional assignment of a particular element, duty or responsibility normally assigned to a higher level position.

ARTICLE XIV

LONGEVITY

Upon completion of the appropriate number of years of continuous, unbroken, full-time service to the Township by an employee holding the office or position set forth below there shall be added to the weekly compensation of said employee an amount determined by dividing the annual payment shown below ("Longevity Pay") by 52. Said longevity pay shall commence at the start of the first weekly pay period of the same calendar month during which said employee completes said appropriate number of years of continuous, unbroken service to the Township.

<u>DURING THE BELOW</u> <u>YEAR OF FULL-</u> <u>TIME SERVICE</u>	<u>1999</u> <u>AMOUNT</u>	<u>2000</u> <u>AMOUNT</u>	<u>2001</u> <u>AMOUNT</u>
7th thru 10th year	\$1,000	\$1,150	\$1,325
11th thru 15th year	\$1,400	1,550	1,725
16th thru 20th year	\$1,800	1,950	2,125
21st year and over	\$2,200	2,350	2,525

ARTICLE XV
EVALUATIONS

Employees shall be evaluated annually. Step increments shall not be withheld due to the failure of a supervisor to complete an evaluation in a timely manner.

- A. Evaluations shall be made at least once each year for all employees on their anniversary date. An employee must have worked for their immediate supervisor for at least three (3) months before an evaluation can be performed.
- B. Each employee shall be notified of his/her performance evaluation and shall have the opportunity to review and sign such evaluation. The supervisor shall confer with the employee regarding the evaluation and provide a copy of same. The employee's signature on said evaluation shall not indicate agreement or disagreement with the contents of the evaluation.
- C. Appeals on adverse performance evaluations shall be resolved through the grievance procedure. If the rating is a primary or contributing factor in future adverse action (that is, demotion, separation and so forth), the employee retains all rights to a formal hearing as provided in NJAC 4A:6-5.
- D. Unless an employee receives official notification of unsatisfactory work performance, he or she shall be deemed to have performed at a satisfactory level. Where the performance of an employee is unsatisfactory, the supervisor will confer with the employee as soon as practicable and set forth deficiencies noted during the respective evaluation period and the improvement goals required to achieve satisfactory performance. Both the supervisor and the employee must sign the notice describing the topic(s) of such conference. An employee

ARTICLE XV
EVALUATIONS - (continued)

shall "check" on the notice whether they agree or disagree with the evaluation. An unsatisfactory evaluation received, within the 60-day period prior to the annual evaluation, shall not result in adverse action with regard to step increments that year, but may impact the following year.

- E. Evaluations used for the purpose of granting or withholding increments shall be based on twelve (12) month period of service. If an increment is withheld and the follow-up evaluation reflects satisfactory performance, then the increment shall be paid effective twelve (12) months from the date withheld increment would have been paid.
- F. During the working test period employees will be evaluated after two (2) months and at the end of the working test period.
- G. Excused sick and disability leave shall not have an adverse impact on evaluations.

ARTICLE XVI

UNIFORMS

A. Uniforms:

Six (6) sets of uniforms shall be provided to employees covered by this Agreement and be at Township expense. The Township reserves the right to designate the uniform supplier. If the Township supplies a uniform for an employee, it must be worn by the employee. Employees hired after April 1, 1989, shall be required to wear the uniform provided.

The existing uniform rental contract expires April 30, 2001. Effective February 1, 2001, employees may elect to be reimbursed for the purchase of blue jeans in lieu of receiving standard uniform pants under the new uniform contract. The maximum reimbursement per year shall be \$90.00 for employees choosing this option. The employee must submit a clearly legible paid receipt for the jeans to the Director in order to obtain the reimbursement. The jeans purchased shall be standard blue jeans and shall be properly cleaned, repaired, and replaced, when necessary, by the employee. At all times, said jeans shall be presentable to the public.

B. Winter Jackets/Coveralls:

On January 1, 2000, the Township shall purchase a new winter jacket or coverall for each employee covered by this Agreement and on the payroll as of that date. The cost to the Township shall not exceed fifty dollars (\$50) per man.

C. Safety Shoes:

Effective January 1, 1995, the Township shall reimburse an employee, covered by this Agreement, who purchases a work shoe that is acceptable to the Director of Public Works or his

ARTICLE XVII
HOURS AND AUTHORIZED BREAKS

A. Work Week:

The standard DPW work week (excluding Kings Highway Water Plant personnel) shall consist of five (5) consecutive days Monday through Friday, inclusive.

B. Starting Times, Quitting Times, Lunch Breaks:

The regular starting time for work shifts shall be as follows:

**ALL DEPARTMENT PERSONNEL, EXCLUDING BUILDING MAINTENANCE,
SANITATION AND WATER TREATMENT PERSONNEL:**

The work day will consist of eight (8) hours, 7:30 am to 4:00 pm, with a half-hour (1/2) for lunch. Lunch shall be between 12:00 noon and 12:30 pm.

1. Building Maintenance Shifts:

Library and Police Headquarters - The work day will consist of eight hours (6:00 am to 2:30 pm) with one-half (1/2) hour for lunch (12:00 noon to 12:30 pm).

Town Hall/Public Works - Day shift will consist of eight hours (6:30) am to 3:00 pm) with one-half (1/2) hour for lunch (12:00 noon to 12:30 pm). Night shift will consist of eight hours (3:00 pm to 11:30 pm) with one-half (1/2) hour for lunch (6:30 pm to 7:00).

2. Sanitation Department:

The work day will consist of eight (8) hours (7:00 am to 3:30 pm), with one-half (1/2) hour for lunch. Lunch shall be between 12:00 noon and 12:30 pm.

ARTICLE XVII

HOURS AND AUTHORIZED BREAKS - (continued)

Since September 5, 1994, Sanitation Division employees have been permitted to go home as soon as all trash has been collected, including related duties, but no sooner than 1:30 p.m. No crew can go home until all crews have completed collection. Overtime pay begins for time worked after 3:30 p.m.

A group grievance concerning the Sanitation Division Pilot Program (work schedule, early release time, etc.) was filed on March 4, 1997. The grievance remained unresolved until the 1999-2001 labor contract was negotiated and approved. As part of the overall settlement of said contract, the group grievance was officially and permanently withdrawn.

3. Water Treatment Plant:

The work day will consist of eight (8) hours. Employees at the Kings Highway Water Treatment Plant will work rotating shifts of 7:00 am to 3:00 pm; 3:00 pm to 11:00 pm; 11:00 pm to 7:00 am. Hours per week will vary per shift from 40 to 50 hours. The relief operator, when not working a shift, will work 7:30 am to 4:00 pm. The outside plant operator will work 7:30 am to 4:00 pm. Kings Highway Plant Operators will remain at the plant and be on duty during breaks and lunch, and will be paid during these times.

4. Utilization of Sick Leave:

Sick leave for all employees will be allowed subject to the following proviso. An employee who is about to be absent on sick leave must personally notify the Department Director, or his designee, of his illness within 30 minutes of the beginning of his or her shift, and thereafter daily. An employee's spouse may make the notification in the case

ARTICLE XVII

HOURS AND AUTHORIZED BREAKS - (continued)

of serious illness or flu. Daily notice may be waived by the Department Director when circumstances make this provision impractical.

5. All starting times, quitting times, and lunch periods are subject to modification by Departmental Supervision based on special reasons or emergencies, including, but not limited to: manpower shortage, pending current or anticipated storm conditions, utility breaks or stoppages, traffic hazards, material deliveries or departmental efficiency. Said modifications shall be reported to the Director of Public Works or his designee.

C. LUNCH BREAKS:

1. Employees, other than those covered by Subsection 2, authorized to take an off-premises lunch break shall not be allowed to leave their job or worksite any sooner than ten minutes prior to the lunch break, (11:50 am). Said employees shall return to their job or worksite no later than ten (10) minutes after said lunch break, and all such employees shall be back at work by 12:40 pm.
2. Employees assigned to work at the Department of Public Works Headquarters/Main Garage, (excluding Sewer Treatment Plant or Municipal Building Complex employees) shall not leave for lunch prior to 12:00 noon, and shall return by 12:30 pm. Employees at these locations may wash-up for lunch at 11:50 am.
3. The Township will not provide its employees with drop-off

ARTICLE XVII

HOURS AND AUTHORIZED BREAKS - (continued)

or pick-up service (also known as "taxi service") for employees' lunch. Each employee shall be responsible for his own transportation to and from lunch break, and be responsible for reassembling with his crew at the required time.

- a. When the use of a Township vehicle is permitted, lunch breaks are to be taken within the Township of Moorestown; however, employees living within one (1) mile of the Township boundary line may eat at their home or residence.

D. BREAK (Morning and Afternoon):

All employees are permitted two (2) authorized breaks: one fifteen (15) minute period in the morning, commencing no sooner than 8:45 am, and ending no later than 10:30 am. One five (5) minute period in the afternoon, commencing no sooner than 2:00 pm and ending no later than 3:00 pm. The intent of the short afternoon break is to allow employees to use a restroom, pick up a beverage, or make a necessary personal phone call.

Building Maintenance workers and Water Plant workers not working the standard day shift, shall receive break periods as provided above on a schedule approved by their supervisor.

No breaks are permitted to be taken at an employee's home. While breaks may be taken at the job site, all off-premise breaks shall be taken at the closest convenient location to an employee's worksite within the Township of Moorestown.

Break times may be modified by Supervisors, on specific case-by-

ARTICLE XVII

HOURS AND AUTHORIZED BREAKS - (continued)

case basis, based on emergencies or special reasons. Said modification shall be reported to the Director of Public Works, or his designee.

E. CLEAN-UP PERIOD:

No more than ten (10) minutes shall be allowed for employee clean-up before quitting time.

F. EXTRAORDINARY SHIFT:

In the event an employee who is covered by this Agreement works sixteen (16) consecutive hours, the employee shall be entitled to eight (8) hours off. If the eight hour rest period overlaps with the normal workday, the employee shall receive pay at straight time rate for the overlap hours. The employee may decide to return after four hours and be compensated at double time for the remaining hours worked that overlap the normal workday.

ARTICLE XVIII

OVERTIME

- A. Time-and-one-half the employee's regular hourly rate of pay shall be paid for work under the following condition:
1. All work performed in excess of eight (8) hours a day provided, however, that employees who are not in pay status for forty (40) hours in a week shall lose the right to overtime pay until he/she works or is in pay status for forty (40) hours in said week.
- B. Holidays: In the event an employee is required to work on any holiday listed in Article XI, they shall be paid time-and-one-half their regular rate of pay for all hours worked on that day. This time-and-one-half provision shall apply only for work performed on the day taken in lieu of a holiday, when such is the case, and shall not apply to work performed on the actual holiday.
- C. Call-Ins: An employee called into work shall receive a minimum of three (3) hours pay at overtime rate.
- D. Meal Allowance:
1. An employee who works four (4) hours of overtime beyond the shift's regularly scheduled ending time or is called in on an emergency basis for four (4) hours shall be provided with a meal at no cost to the employee.
 2. An employee who is called to work at least three (3) hours prior to the beginning of his shift shall be provided with a meal at no cost to the employee.
 3. An employee who qualified for a meal under the above

ARTICLE XVII

OVERTIME - (continued)

guideline shall be given a meal allowance in the amount of \$6.00 for breakfast and/or lunch and \$8.00 for dinner. No receipt shall be required for reimbursement.

4. If the Township provides a meal, no individual reimbursement will be provided to the employee.

E. Assignment of Overtime

1. Employees shall have overtime preference within their own division, based on seniority, and assuming they are qualified for the assignment. In scheduling personnel for divisional or departmental/general overtime, departmental management will utilize a list based on seniority and job title. The purpose of the list will be to offer overtime as fair and equally as possible to employees desiring same on a rotating basis. Once an employee has received an overtime assignment, the next eligible and qualified employee on the list will receive the next opportunity, and so on, throughout the calendar year. No effort will be made by management to balance overtime per employee hour for hour. Employees declining assignment will be bypassed and not called again until the rotation brings their name back up. Three consecutive declines will drop the employee from further assignments in that year. However, medical reasons or approved leave shall not constitute a decline under this provision.
2. In scheduling personnel for emergency overtime, Section E.1. does not apply.
3. The Division of Building and Grounds is exempt from the provisions of Section E.1.; however, employees can apply to the Public Works Director to qualify and be trained for this assignment.

ARTICLE XIX
CREDIT FOR UNUSED SICK DAYS

- A. An employee leaving the Department in good standing by death, the completion of ten (10) years of service or after age 55, shall be compensated for unused accumulated sick leave in a lump sum payment at the base rate of pay then in effect in accordance with the following formula:
1. If the employee has 149 days or less he or his estate shall be compensated at the rate of \$20.00/day.
 2. If the employee has 150-174 days remaining he or his estate shall be compensated for 10% of them at the base rate of pay and 90% at the rate of \$20.00/day.
 3. If the employee has 175-199 days remaining he or his estate shall be compensated for 15% of them at the base rate of pay and 85% at the rate of \$20.00/day.
 4. If the employee has 200-224 days remaining he or his estate shall be compensated for 20% of them at the base rate of pay and 80% at the rate of \$20.00/day.
 5. If the employee has 225 days or more remaining then he or his estate shall be compensated for 25% of them at the base rate of pay and for 75% shall receive \$20.00/day.

The maximum benefit payable under this provision shall be seven thousand five hundred dollars (\$7500).

ARTICLE XX

UNION DUES CHECK-OFF, AGENCY SHOP & REPRESENTATION FEE

A. Union Dues Check-Off:

Upon written, acceptable authorization, the Township agrees to deduct union dues from the base weekly wage of employee covered by this Agreement. Local 1034 shall certify the amount of said dues to the Township at least thirty (30) days prior to the first day of the month in which said dues are to be deducted.

Township agrees to remit dues deducted to the Communication Workers of America, c/o Secretary-Treasurer, Communication Workers of America, AFL-CIO, 1925 K Street, N.W., Washington, D.C., 20006 by the fifteenth (15) day of the month following the calendar month in which such dues are deducted, together with a list of employees from whose pay such deductions were made. A copy of the list shall also be mailed to the Office of the President of Local 1034.

Union dues check-off deductions may be stopped in accordance with N.J.S.A. 52:14-15.9e. Township agrees to supply the Local with a copy of any request to halt dues deduction.

If, during the life of this agreement there shall be any change in the rate of membership dues, the Local shall furnish to the Township written notice prior to the effective date of such change, and shall furnish the Township a certified copy of the Resolution indicating the dues changes and the effective date of such changes.

B. Agency Shop:

Township agrees to grant an agency shop to Local 1034 if, and only if, the following conditions are met:

1. Local 1034 shall first obtain the signatures of at least seventy percent (70%) of the employees covered by this Agreement. Employees' signatures shall indicate the voluntary agreement to join Local 1034 and to pay dues to the Local.

ARTICLE XX - (continued)

2. Upon Local 1034 presenting to the Township proof, in a form acceptable to the Township, that seventy percent (70%) of employees have consented to sign up to join the union, Township shall require the remaining employees covered by this Agreement, to pay a representation fee in lieu of dues as provided below.

C. Representation Fee:

1. If, after Local 1034 has achieved agency shop status in accordance with Section B of this Article, an employee does not choose to become a member of Local 1034 during any membership year (from 1 January to the following December 31st), said employee will be required within thirty (30) days after the Township has formally, in writing, recognized that Local 1034 has achieved agency shop status, to pay a representation fee to Local 1034 through payroll deductions. The purpose of this fee will be to offset the employee's per capita cost of services rendered by Local 1034 as majority representative.
2. Any employee covered by this Agreement, who has not joined Local 1034 before the expiration of the thirty (30) days described in Section C.1 above pertaining to Township recognition of an agency shop, or any new employee to a position covered by this Agreement, who does not join within thirty (30) days of initial employment, or any employee previously employed in a position covered by this Agreement, who does not join within thirty (30) days of re-entry to a position covered by this Agreement, shall, as a condition of employment, pay a representation fee to Local 1034 by payroll deduction. The representation fee shall be in an amount not to exceed eighty-five percent (85%) of the regular Local 1034 membership dues, fees and assessments as certified to the Township by Local 1034.

ARTICLE XX - (continued)

- D. The Local and National CWA agrees to indemnify, defend and hold the Township harmless against any and all claims, demands, suits or orders of judgement brought or issued against the Township with regard to the dues check-off, agency shop and/or representation fee.

The Township assumes no liability for administrative oversight, errors or insufficient paycheck funds.

ARTICLE XXI
SEPARABILITY AND SAVINGS

If any provision of this Agreement, or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXII
FULLY BARGAINED PROVISIONS

- A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable 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.
- B. This Agreement shall not be modified in whole or in part by the parties, except by an instrument in writing only, executed by both parties.

ARTICLE XXIII
TERM AND RENEWAL

This Agreement shall be in full force and effect as of and retroactive to 1 January 1999, and shall remain in effect to and including 31 December 2001, without any reopening date. If either party wishes to change, modify, or not to renew this Agreement as of 1 January 2002, then said party shall give notice to the other party not less than ninety (90) days prior to the last day of the term of this Agreement, i.e.; ninety (90) days prior to 31 December 2001. If no such notice is given as aforesaid, then this Agreement and all the terms and conditions contained herein shall automatically renew as of 1 January 2002, at which time, this Agreement shall again continue in full force and effect for an additional year and from year-to-year thereafter, unless either party gives the other such aforesaid notice not less than ninety (90) days prior to the last day of the term of this Agreement then in effect. Notice shall be given under this paragraph by Certified Mail, Return Receipt Requested, and shall be complete upon mailing. For the purpose of mailing, the following addresses shall be sufficient:

Township Manager
Township of Moorestown
Town Hall
111 West Second Street
Moorestown, NJ 08057

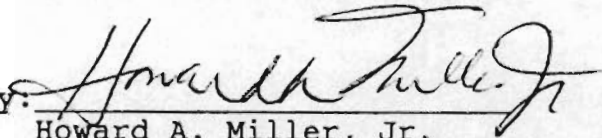
Communications Workers of America
Local 1034
26 High Street
Post Office Box 723
Mt. Holly, NJ 08060


Either party shall submit a copy of its entire proposal, for any change or modification, to either party together with said notice at the same time said notice is served.

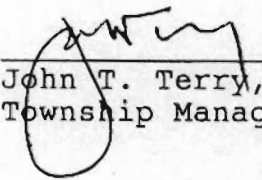
IN WITNESS WHEREOF the parties have hereunto set their hands and seals at Moorestown, New Jersey this 26th day of ~~June~~^{July}, 1999.

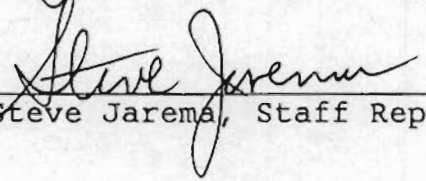
TOWNSHIP OF MOORESTOWN:

COMMUNICATION WORKERS OF AMERICA

By: 
Howard A. Miller, Jr.

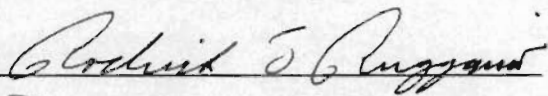
By: 
John Lazzarotti, President


By: 
John T. Terry,
Township Manager

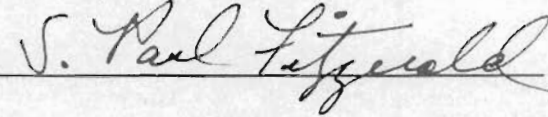
By: 
Steve Jarema, Staff Rep.

NEGOTIATION COMMITTEE MEMBERS

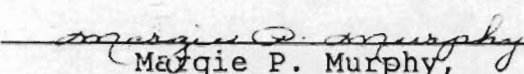
By: 

By: 

By: 

By: 

By: _____

Attest: 
Margie P. Murphy,
Township Clerk

SCHEDULE A

**1999 SALARIES
3.8%**

POSITION	INCREMENT	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Building Maintenance Worker	1,171	23,671	24,842	26,013	27,184	28,355	29,526	30,697	31,868	33,039
Chemist / Water / Analysis / STP Operator	1,748	34,910	36,658	38,406	40,154	41,902	43,650	45,398	47,146	48,894
Equipment Operator	1,441	28,739	30,180	31,621	33,062	34,503	35,944	37,385	38,826	40,267
Heavy Equipment Operator	1,518	30,131	31,649	33,167	34,685	36,203	37,721	39,239	40,757	42,275
Laboratory Technician / STP Operator	1,518	30,131	31,649	33,167	34,685	36,203	37,721	39,239	40,757	42,275
Laborer	1,235	24,867	26,102	27,337	28,572	29,807	31,042	32,277	33,512	34,747
Laborer, Heavy	1,304	26,047	27,351	28,655	29,959	31,263	32,567	33,871	35,175	36,479
Laborer, Light	1,129	22,892	24,021	25,150	26,279	27,408	28,537	29,666	30,795	31,924
Maintenance Repairer	1,441	28,739	30,180	31,621	33,062	34,503	35,944	37,385	38,826	40,267
Mechanic	1,588	31,656	33,244	34,832	36,420	38,008	39,596	41,184	42,772	44,360
Mechanic's Helper	1,235	24,867	26,102	27,337	28,572	29,807	31,042	32,277	33,512	34,747
Public Works Inspector	1,748	34,910	36,658	38,406	40,154	41,902	43,650	45,398	47,146	48,894
Pump Station Operator - Sewage	1,518	30,131	31,649	33,167	34,685	36,203	37,721	39,239	40,757	42,275
Recreation & Park Maintenance Worker	1,235	24,867	26,102	27,337	28,572	29,807	31,042	32,277	33,512	34,747
Sanitation Driver	1,441	28,739	30,180	31,621	33,062	34,503	35,944	37,385	38,826	40,267
Sanitation Inspector	1,518	30,131	31,649	33,167	34,685	36,203	37,721	39,239	40,757	42,275
Senior Tree Climber	1,518	30,131	31,649	33,167	34,685	36,203	37,721	39,239	40,757	42,275
Senior Mechanic	1,703	33,889	35,592	37,295	38,998	40,701	42,404	44,107	45,810	47,513
Sewage Plant Operator	1,518	30,131	31,649	33,167	34,685	36,203	37,721	39,239	40,757	42,275
Tree Climber	1,441	28,739	30,180	31,621	33,062	34,503	35,944	37,385	38,826	40,267
Truck Driver	1,368	27,377	28,745	30,113	31,481	32,849	34,217	35,585	36,953	38,321
Water Meter Reader / Water Repairer	1,441	28,739	30,180	31,621	33,062	34,503	35,944	37,385	38,826	40,267
Water Meter Repairer	1,441	28,739	30,180	31,621	33,062	34,503	35,944	37,385	38,826	40,267
Water Repairer	1,441	28,739	30,180	31,621	33,062	34,503	35,944	37,385	38,826	40,267
Sewer / Water Repairer	1,441	28,739	30,180	31,621	33,062	34,503	35,944	37,385	38,826	40,267
Water Treatment Plant Operator	1,518	30,783	32,301	33,819	35,337	36,855	38,373	39,891	41,409	42,927

SCHEDULE B

**2000 SALARIES
3.5%**

POSITION	INCREMENT	STEP A	STEP B	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Building Maintenance Worker	1,212	24,499	25,711	26,923	28,135	29,347	30,559	31,771	32,983	34,195
Chemist / Water / Analysis / STP Operator	1,809	36,132	37,941	39,750	41,559	43,368	45,177	46,986	48,795	50,604
Equipment Operator	1,491	29,745	31,236	32,727	34,218	35,709	37,200	38,691	40,182	41,673
Heavy Equipment Operator	1,571	31,186	32,757	34,328	35,899	37,470	39,041	40,612	42,183	43,754
Laboratory Technician / STP Operator	1,571	31,186	32,757	34,328	35,899	37,470	39,041	40,612	42,183	43,754
Laborer	1,278	25,737	27,015	28,293	29,571	30,849	32,127	33,405	34,683	35,961
Laborer, Heavy	1,350	26,959	28,609	29,659	31,009	32,359	33,709	35,059	36,409	37,759
Laborer, Light	1,169	23,693	24,862	26,031	27,200	28,369	29,538	30,707	31,876	33,045
Maintenance Repairer	1,491	29,745	31,236	32,727	34,218	35,709	37,200	38,691	40,182	41,673
Mechanic	1,644	32,764	34,408	36,052	37,696	39,340	40,984	42,628	44,272	45,916
Mechanic's Helper	1,278	25,737	27,015	28,293	29,571	30,849	32,127	33,405	34,683	35,961
Public Works Inspector	1,809	36,132	37,941	39,750	41,559	43,368	45,177	46,986	48,795	50,604
Pump Station Operator - Sewage	1,571	31,186	32,757	34,328	35,899	37,470	39,041	40,612	42,183	43,754
Recreation & Park Maintenance Worker	1,278	25,737	27,015	28,293	29,571	30,849	32,127	33,405	34,683	35,961
Sanitation Driver	1,491	29,745	31,236	32,727	34,218	35,709	37,200	38,691	40,182	41,673
Sanitation Inspector	1,571	31,186	32,757	34,328	35,899	37,470	39,041	40,612	42,183	43,754
Senior Tree Climber	1,571	31,186	32,757	34,328	35,899	37,470	39,041	40,612	42,183	43,754
Senior Mechanic	1,763	35,075	36,838	38,601	40,364	42,127	43,890	45,653	47,416	49,179
Sewage Plant Operator	1,571	31,186	32,757	34,328	35,899	37,470	39,041	40,612	42,183	43,754
Tree Climber	1,491	29,745	31,236	32,727	34,218	35,709	37,200	38,691	40,182	41,673
Truck Driver	1,416	28,335	29,751	31,167	32,583	33,999	35,415	36,831	38,247	39,663
Water Meter Reader / Water Repairer	1,491	29,745	31,236	32,727	34,218	35,709	37,200	38,691	40,182	41,673
Water Meter Repairer	1,491	29,745	31,236	32,727	34,218	35,709	37,200	38,691	40,182	41,673
Water Repairer	1,491	29,745	31,236	32,727	34,218	35,709	37,200	38,691	40,182	41,673
Sewer / Water Repairer	1,491	29,745	31,236	32,727	34,218	35,709	37,200	38,691	40,182	41,673
Water Treatment Plant Operator	1,571	31,861	33,432	35,003	36,574	38,145	39,716	41,287	42,858	44,429

SCHEDULE C

**2001 SALARIES
3.5%**

POSITION	INCREMENT	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
		A	B	1	2	3	4	5	6	7			
Building Maintenance Worker	1,254	25,356	26,610	27,864	29,118	30,372	31,626	32,880	34,134	35,388			
Chemist / Water / Analysis / STP Operator	1,872	37,397	39,269	41,141	43,013	44,885	46,757	48,629	50,501	52,373			
Equipment Operator	1,543	30,786	32,329	33,872	35,415	36,958	38,501	40,044	41,587	43,130			
Heavy Equipment Operator	1,626	32,278	33,904	35,530	37,156	38,782	40,408	42,034	43,660	45,286			
Laboratory Technician / STP Operator	1,626	32,278	33,904	35,530	37,156	38,782	40,408	42,034	43,660	45,286			
Laborer	1,323	26,638	27,961	29,284	30,607	31,930	33,253	34,576	35,899	37,222			
Laborer, Heavy	1,397	27,902	29,299	30,696	32,093	33,490	34,887	36,284	37,681	39,078			
Laborer, Light	1,210	24,522	25,732	26,942	28,152	29,362	30,572	31,782	32,992	34,202			
Maintenance Repairer	1,543	30,786	32,329	33,872	35,415	36,958	38,501	40,044	41,587	43,130			
Mechanic	1,702	33,911	35,613	37,315	39,017	40,719	42,421	44,123	45,825	47,527			
Mechanic's Helper	1,323	26,638	27,961	29,284	30,607	31,930	33,253	34,576	35,899	37,222			
Public Works Inspector	1,872	37,397	39,269	41,141	43,013	44,885	46,757	48,629	50,501	52,373			
Pump Station Operator - Sewage	1,626	32,278	33,904	35,530	37,156	38,782	40,408	42,034	43,660	45,286			
Recreation & Park Maintenance Worker	1,323	26,638	27,961	29,284	30,607	31,930	33,253	34,576	35,899	37,222			
Sanitation Driver	1,543	30,786	32,329	33,872	35,415	36,958	38,501	40,044	41,587	43,130			
Sanitation Inspector	1,626	32,278	33,904	35,530	37,156	38,782	40,408	42,034	43,660	45,286			
Senior Tree Climber	1,626	32,278	33,904	35,530	37,156	38,782	40,408	42,034	43,660	45,286			
Senior Mechanic	1,825	36,303	38,128	39,953	41,778	43,603	45,428	47,253	49,078	50,903			
Sewage Plant Operator	1,626	32,278	33,904	35,530	37,156	38,782	40,408	42,034	43,660	45,286			
Tree Climber	1,543	30,786	32,329	33,872	35,415	36,958	38,501	40,044	41,587	43,130			
Truck Driver	1,466	29,327	30,793	32,259	33,725	35,191	36,657	38,123	39,589	41,055			
Water Meter Reader / Water Repairer	1,543	30,786	32,329	33,872	35,415	36,958	38,501	40,044	41,587	43,130			
Water Meter Repairer	1,543	30,786	32,329	33,872	35,415	36,958	38,501	40,044	41,587	43,130			
Water Repairer	1,543	30,786	32,329	33,872	35,415	36,958	38,501	40,044	41,587	43,130			
Sewer / Water Repairer	1,543	30,786	32,329	33,872	35,415	36,958	38,501	40,044	41,587	43,130			
Water Treatment Plant Operator	1,626	32,976	34,602	36,228	37,854	39,480	41,106	42,732	44,358	45,984			