

AGREEMENT BETWEEN THE

COUNTY OF UNION

and

UNION COUNCIL NO. 8

NEW JERSEY CIVIL SERVICE ASSOCIATION

Effective: January 1, 1995 through December 31, 1997

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. Box 112
LIBERTY CORNER, N.J. 07938
(908) 580-1776

APRUZZESE, McDERMOTT
MASTRO & MURPHY, P.C.
Somerset Hills Corporate Ctr.
25 Independence Boulevard
P.O. Box 112
Liberty Corner, NJ 07938
(908) 580-1776

INDEX

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NO.</u>
	AGREEMENT.....	1
1	RECOGNITION.....	1
2	MANAGEMENT RIGHTS.....	2
3	PAYROLL DEDUCTIONS OR ASSOCIATION DUES.	4
4	ASSOCIATION BUSINESS.....	8
5	WORK SCHEDULES.....	9
6	MOVEMENT OF PERSONNEL.....	10
7	NO STRIKE OR LOCKOUTS.....	11
8	GRIEVANCE PROCEDURE.....	12
9	LONGEVITY.....	15
10	VACATIONS.....	16
11	SICK LEAVE.....	19
12	PERSONAL BUSINESS AND RELIGIOUS LEAVE..	22
13	DEATH IN FAMILY.....	23
14	JURY DUTY.....	24
15	HOLIDAYS.....	25
16	SALARIES.....	27
17	OVERTIME.....	30
18	SHIFT DIFFERENTIAL.....	31
19	CALL IN PAY.....	32
20	RETENTION OF EXISTING BENEFITS.....	33

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. BOX 312
LIBERTY CORNER, N.J. 07938
19081 560-1776

INDEX

<u>ARTICLE</u>	<u>TITLE</u>	<u>PAGE NO.</u>
21	NON DISCRIMINATION AND EQUAL EMPLOYMENT	33
22	LEAVE OF ABSENCE.....	34
23	WORK RELATED INJURY.....	34
24	MISCELLANEOUS.....	37
24	SAVINGS CLAUSE.....	46
25	FULLY-BARGAINED AGREEMENT.....	46
26	DURATION.....	47

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APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07805
(908) 580-1776

AGREEMENT

This Agreement made this 12TH day of *OCTOBER* 1995 between THE COUNTY OF UNION, hereinafter called "Employer" and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, IFPTE, AFL-CIO, hereinafter called the "Association".

Whereas, the parties have carried on collective negotiations for the purpose of developing a contract covering wages, hours of work and other conditions of employment; and,

Whereas, the parties, pursuant thereto, have reached an agreement on the matters hereinafter set forth,

Now, therefore, in consideration of the mutual covenants, obligations and conditions herein contained, the parties hereto agree to and with each other as follows:

ARTICLE 1

RECOGNITION

Section 1.

The Employer hereby recognizes the Association as the exclusive representative for the employees set forth in Unit I of the Public Employment Relations Commission's Certification dated March 13, 1970 and the employees set forth in Unit II of the Public Employment Relations Commission's Certification dated July 2, 1970 and the employees in classifications supplementing Units I and II as set forth on Exhibit F annexed hereto pursuant to Consent Recognition Agreement dated November 5, 1992, as those units were defined and set forth in the Certification issued by

the Public Employment Relations Commission on April 27, 1995 under Docket No. RO-95-168 to include all regularly employed non-supervisory blue collar and white collar employees employed by the County of Union including those in the following departments: Operational Services, Runnell's Specialized Hospital, Law, Administrative Services, Human Services, Finance, Public Safety, County Clerk, Sheriff, Register, Prosecutor, Surrogate, County Superintendent of Schools, Tax Board and Extension Services, but excluding employees represented in other negotiations units, police, confidential employees, managerial executives, craft employees, professionals, supervisors within the meaning of the Act, and all non-contractual employees.

ARTICLE 2

MANAGEMENT RIGHTS

Section 1.

The Association recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer. All of the rights, powers, prerogatives and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer subject only to such limitations as are specifically provided in this Agreement.

Section 2.

Whenever the term "Employer", "Department Head" or "Supervisor" shall be used throughout this Agreement, it shall mean and include the County Board of Freeholders and/or the County Manager and/or their designees as specifically may be provided in

N.J.S.A. 40:41A-45 et seq. or the Administrative Code of the County of Union.

Section 3.

Except as modified, altered or amended by the within Agreement, the County of Union, the Board of Freeholders, the County Manager or other designees shall not be limited in the exercise of their statutory management functions. The County Board of Freeholders, the County Manager or other designees hereby retain and reserve unto themselves, without limitation, all powers, right, authority, duties and responsibilities conferred and vested in any of them by the laws of the State of New Jersey, the Constitution of the State of New Jersey and the Constitution of the United States of America including but without limitation the following rights, privileges and functions:

- (a) The executive management and administrative control of the County of Union, a body politic, and its properties and facilities and the activities of its employees related to their employment.
- (b) The right to hire all employees and subject to existing Civil Service rules and regulations to determine their qualifications and the conditions for their continued employment or their dismissal, or demotion, and to promote and transfer all such employees.
- (c) The right to determine schedules of work and the duties, responsibilities and assignments of all employees with

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. Box 112
LIBERTY CORNER, N.J. 07938
19081 380-1776

respect thereto. This right shall not be used as a form of discipline directed against any employee.

Section 4.

The exercise of the foregoing powers, right, authority, duties and responsibilities by the Board of Freeholders, the County Manager or other designees, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the extent such specific and expressed terms of this Agreement are in conformance with the laws of the State of New Jersey, the Constitution of the State of New Jersey, and the Constitution and laws of the United States.

Section 5.

Nothing contained herein shall be considered to deny or restrict the Board of Freeholders, the County Manager or other designees, of their rights, responsibilities and authority under Title 40 and 40A, or any other state laws or regulations as they pertain to County Manager form of government.

ARTICLE 3

PAYROLL DEDUCTIONS OR ASSOCIATION DUES

Section 1.

The Employer agrees to deduct from the salaries of employees, dues for the Association when authorized in writing to do so by each employee.

An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. BOX 110
LIBERTY CORNER, N.J. 07938
(908) 580-1770

the payroll of the County. Where an employee takes a leave of absence without pay for one month or more during any payroll deduction period, there shall be no obligation on the part of the County to collect funds from his salary during such absence. Upon his return to employment at the termination of his leave, the County shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

Section 2.

The amount of monthly Association membership dues will be certified by the President of the Association in writing to the Employer, and the amount so certified will be uniform for all members of the Association.

Section 3.

The form permitting the deduction of dues shall provide notice to such employee that he may withdraw from the Association on January 1 and July 1 of each year provided, however, that said employee gives notice of withdrawal to the County of Union thirty (30) days in advance of his desire to withdraw.

Section 4.

- (a) During the term of this contract, the County will continue to abide by the January 1, 1984 Agreement that if an employee covered under this contract does not become a member of the Association, the Association shall furnish the name of such person to the County requesting that the employee, through payroll deduction,

pay a representation fee in lieu of dues for services rendered by the Association.

- (b) The representation fee, in lieu of dues, shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to, or benefit only its members, but in no event shall such fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.
- (c) Any public employee who pays a representation fee in lieu of dues shall have the right to demand and receive from the majority representative, under proceedings established and maintained by the Association, which shall be in accordance with appropriate statutory provisions and Court Decisions, a return of any part of that fee paid by him which represents the employee's additional pro rata share of expenditures by the majority representative that is either in aid of activities or causes of a partisan, political or ideological nature only incidentally related to the terms and conditions of employment or applied toward the cost of any other benefits available only to members of the majority representative. The pro rata share subject to refund shall not reflect, however, the cost of support of lobbying activities designed to foster policy

goals in collective negotiations and contract administration or to secure for the employees represented advantages in wages, hours and other conditions of employment in addition to those secured through collective negotiations with the public employer.

- (d) The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.
- (e) The Association will continue to notify the County Manager, in writing, of the current annual dues and/or the amount of the representation fee and will from time to time thereafter give to the County at least a sixty (60) day notice, in advance, of any changes in the annual membership or representation fee schedule so that the same can be accommodated by the County within a sufficient time after it receives the notice.
- (f) The Association shall indemnify, defend and save the County of Union harmless against any and all claims, demands, suits, or other forms of liability, that shall arise out of or by reason of the action taken or not taken by the County of Union in reliance upon the representation fee information furnished by the Association or its representatives.

ARTICLE 4

ASSOCIATION BUSINESS

Section 1.

The Association shall advise the Employer in writing of the name of its representatives, the place of employment from which they are designated and the terms for which they are to serve in a representative capacity.

Section 2.

Before any representative may leave his area or place of employment, he shall be required to obtain approval in advance from his Department Head or a Department Head's designated representative.

The Association shall neither solicit members, nor conduct any business on the Employer's property during Employer-assigned working schedules of either the representative of the Association or the employee involved, except for the following:

- (a) Collective negotiations.
- (b) Time spent conferring with management or employees on specific grievances as specified in the Grievance

Procedure, provided that there shall be no unreasonable interference with work assignments, and in the event of a conflict, the work assignments shall have priority.

Section 3.

When an authorized representative is excused from his assigned duties, he shall:

- (a) Notify the supervisor of any Employer facility visited on arrival.
- (b) Notify his supervisor or designated representative upon return to the job.
- (c) Record his time out and time in with his supervisor upon leaving and returning to his job.

ARTICLE 5

WORK SCHEDULES

Section 1.

The Employer shall have the right, for the efficient operation of its facilities, to make changes in the commencement and termination of the daily work schedules and to vary from the daily or weekly work schedules provided, however, upon making permanent changes the Employer shall give to the Association seven (7) calendar days' notice where practicable, and further provided that permanent changes in work schedules shall comply with existing Department of Personnel Rules.

Section 2.

Effective January 1, 1987, all employees covered by this Agreement whose normal work week consists of thirty (30) hours of work or more, but less than thirty-five (35) hours of work per week, shall have a new work week which shall consist of thirty-five (35) hours of work per week. The Employer shall have the right to schedule the hours of work on a departmental basis as it deems appropriate to insure maximum efficiency and productivity of its operations, provided that normal starting times shall not

be scheduled earlier than 8:00 a.m., and normal quitting times shall not be scheduled later than 5:00 p.m. and that hours worked are consecutive inclusive of an unpaid lunch period. If management determines that flexible hours shall be established in a department, employee preference concerning available work schedules will be accommodated whenever possible consistent with the efficient and productive operations of the department. Conflicts in choice of work schedules which may occur shall be governed by departmental seniority, provided that maximum efficiency and productivity of the department is maintained.

ARTICLE 6

MOVEMENT OF PERSONNEL

Section 1.

The Employer desires to maintain employment as near to a constant level as possible, and in that regard it shall use its best efforts not to lay off any employees covered hereunder during the term of this Agreement. Both parties recognize, however, that the needs of the Employer and its efficient operation may necessitate reassignment of personnel or the addition to or decrease in the work force.

Section 2.

The parties agree that all hirings, layoffs, separations, promotions, demotions and disciplinary actions shall be in accordance with the Department of Personnel Rules for the State of New Jersey, as applicable to the County Manager form of government.

Section 3.

The parties agree that the Employer has the right to assign individuals to fill positions not in their payroll classification for emergency periods. The Employer will attempt to eliminate emergency situations promptly. In no event shall a payroll classification be filled during an emergency situation in excess of thirty (30) days. The County Manager agrees to comply with Department of Personnel Rules if the emergency condition is to extend beyond thirty (30) days subject to the availability of funds. If the emergency condition is to extend beyond thirty (30) days, the County Manager agrees that the individuals who are assigned to a higher classification who continue to perform work in that classification will be compensated within the salary scale of the higher classification subject to the availability of funds, or returned to the performance of duties appropriately assigned to the lesser classification; all of the above shall be in conformance with Department of Personnel Rules.

ARTICLE 7

NO STRIKE OR LOCKOUTS

Section 1.

There shall be no lockouts, strikes, work stoppages, or slowdowns of any kind during the life of this Agreement. No officer or representative of the Association shall authorize, institute or condone any such activity. No employee shall participate in any such activity. The Employer shall have the right to take disciplinary action, including discharge, against

any employee participating in a violation of the provisions of this Article.

Section 2.

The Association will not schedule any membership meeting or demonstration which may have the same effect as a strike or work stoppage. In the event that the Association's members participate in such activities, in violation of this provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

ARTICLE 8

GRIEVANCE PROCEDURE

Section 1.

A grievance is hereby defined as any dispute between the parties concerning the application or interpretation of this Agreement with respect to wages, hours of work or other conditions of employment.

Section 2.

The purpose of this Article is to provide for the expeditious and mutually satisfactory settlement of grievances, and to that end, the procedures to be used shall be as follows:

Step 1. An employee with a grievance shall first discuss it with his immediate supervisor either directly or through the Association's designated representative who shall be an employee of the County for the purpose of resolving the matter informally. A grievance must be presented under the grievance procedure

described herein within five (5) working days of the occurrence of the condition giving rise to the grievance. It is understood and agreed that time off the job, be it with or without pay, shall not be counted as "working days" under Step 1 of the Grievance Procedure.

Step 2. If the aggrieved party is not satisfied with the disposition of the grievance at Step 1, or if no decision has been rendered within five (5) working days after the presentation of that grievance at Step 1, the aggrieved party may file a grievance in writing with his department head or his department head's designee. A hearing on the grievance shall be held between the department head or his department head's designee and the aggrieved party and the Association's designated representative. The department head or the department head's designee will render a final decision in writing within five (5) working days.

In those departments or agencies where the department head functions as the immediate supervisor, the grievance shall be presented at the Step 2 level.

Step 3. If the aggrieved party is not satisfied with the disposition of the grievance at Step 2, or if no decision has been rendered within five (5) working days after presentation of that grievance at Step 2, the aggrieved party may file the grievance and all supporting papers with the County Manager for review. The aggrieved member shall have his or her grievance presented by a designated representative of the Association, and the Association shall have the right to have the grievance presented by the

LAW OFFICES
SPRUZZESE, McDERMOTT,
MASTRO & MURPHY
PROFESSIONAL CORPORATION
INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
(609) 560-1775

Association's legal representative. If the County Manager conducts any hearing, the Association shall be obligated to participate even if the grievant has selected his own attorney.

Step 4. Arbitration In the event a grievance has not been resolved to the satisfaction of the Association at Step 3 and/or within thirty (30) days from the date of the submission of the Step 3 grievance, it may request final and binding arbitration of the grievance. The Association shall make this request by mailing a written notice for arbitration to the New Jersey State Board of Mediation, 50 Park Place, Newark, New Jersey. A copy of the notice for arbitration shall also be mailed to the Employer designee, the County Manager and the Director of Personnel. The written notice to the New Jersey State Board of Mediation shall request that agency to submit duplicate panels of arbitrators to each of the respective parties to this Agreement so that they may exercise their right of selection and file same directly with the New Jersey State Board of Mediation pursuant to its rules.

The decision of the arbitrator shall be final and binding upon the parties and shall be in writing setting forth findings of fact, reasons and conclusions on the issue(s) submitted.

No one arbitrator shall have more than one grievance submitted to him, and under consideration by him, at any one time unless the issue is the same or similar. A grievance shall be considered under consideration by an arbitrator until he has rendered his written decision.

LAW OFFICES
SPRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
(609) 580-1778

In the event of the submission of any matter for arbitration as herein provided, the arbitrator shall have no right or power to alter or modify the terms of this Agreement or to impose upon the parties any obligation or liability not expressly assumed by the parties under the provisions of this Agreement; nor may the arbitrator deprive the parties of any right reserved, expressed or implied, by them for their benefit hereunder.

The cost of the arbitrator shall be paid equally by the parties. Each party shall be responsible for its own cost incurred in arbitration.

ARTICLE 9

LONGEVITY

Section 1.

All employees covered by this Agreement and employed by the County prior to January 1, 1973, shall be entitled to and paid longevity payments and adjustments in accordance with the longevity program adopted by Freeholder Resolution No. 163 in the year 1967 and Amendments and Supplements thereto.

Said longevity payments shall be calculated and paid in accordance with the practices as they existed prior to the effective day of this Agreement.

Section 2.

Any employee who was hired by the County subsequent to January 1, 1973 shall not be entitled to the provisions or benefits of the existing longevity program set forth in this Article.

ARTICLE 10

VACATIONS

Section 1.

Vacation Eligibility:

- (a) During the first calendar year of employment, employees shall earn one (1) vacation day for each month of service during the calendar year following the date of employment.
- (b) Employees with one to eight years of service shall be entitled to thirteen (13) working days vacation each year.
- (c) Employees with eight completed years to ten years of service will be entitled to fourteen (14) working days vacation each year.
- (d) Employees with ten completed years to fifteen years of service will be entitled to seventeen (17) working days vacation each year.
- (e) Employees with fifteen completed years to twenty years of service will be entitled to nineteen (19) working days vacation each year.
- (f) Employees with twenty completed years to twenty-five years of service will be entitled to twenty-one (21) working days vacation each year.
- (g) Employees with twenty-five or more completed years of service will be entitled to twenty-six (26) working days vacation each year.

Section 2.

Part-time employees shall receive vacation credit allowance on a pro-rated basis in accordance with Section 1 above.

Section 3.

The Employer shall have the exclusive right to determine when an employee's vacation shall be scheduled. The Employer agrees to give reasonable consideration to an employee's wishes in this regard. Where conflicts in choice of dates occur, preference will be governed by County-wide seniority insofar as effective staffing requirements permit.

Section 4.

An employee who has resigned or who has otherwise separated from employment shall be entitled to the vacation allowance for the current year pro-rated upon the number of months worked in a calendar year in which the separation becomes effective, in addition to any unused vacation due for the previous year.

Section 5.

An employee who is retiring on a pension based on length of service shall be entitled to the full vacation for the calendar year in which he retires.

Section 6.

Whenever an employee dies having to his credit any annual vacation leave, there shall be calculated and paid to his estate, a sum of money equal to the compensation figured on his salary rate at the time of his death.

Section 7.

If a paid holiday occurs during the vacation or sick leave, it is not counted as a day of vacation or sick leave.

Section 8.

Employees serving on a leave of absence without pay do not accrue vacation benefits.

Section 9.

If an employee leaves the County's employ for any reason, except as set forth in Section 5 of this Article, before the end of the calendar year after having taken a vacation allowance for the year, he will be charged with the unearned part of his vacation. This charge will be deducted from his final pay check.

Section 10.

Vacations must be taken during the current calendar year unless the supervisor determines that it cannot be taken because of pressure of work, in which case, unused vacations may be carried into the next succeeding year only.

Section 11.

Employees working in departments which operate multiple shifts per day on a seven (7) day per week basis shall be eligible for a vacation bonus for perfect attendance (no absenteeism or lateness) in the amount of one (1) day per quarter for a total of four (4) days per calendar year with one (1) additional day added for perfect attendance for the entire year. This program shall be on a calendar year basis.

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
20 INDEPENDENCE BOULEVARD
P.O. Box 110
LIBERTY CORNER, N.J. 07938
PHONE 980-1778

ARTICLE 11

SICK LEAVE

Section 1.

Sick leave may be used by employees who are unable to work because of: (1) personal illness or injury; (2) exposure to contagious disease; (3) care, for a reasonable period of time, of a seriously ill member of the employee's immediate family (defined herein as spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law and any other relatives residing in the employee's household); (4) death in the employee's immediate family. Up to five days may be permitted when such absence is caused by the death and attendance at the funeral of a spouse or a child and up to three days will be permitted during the absence from duty of employees when such absence is caused by the death and attendance at the funeral of any other member of the employee's immediate family as defined herein. Sick leave may also be used by a handicapped employee for absences related to the acquisition or use of an aid for the handicapped when the aid is necessary to function on the job. In such cases, reasonable proof may be required by the County.

Section 2.

If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly. Failure to notify the supervisor may be cause for disciplinary action.

LAW OFFICES
FRUZZESE, McDERMOTT,
MASTRO & MURPHY
PROFESSIONAL CORPORATION
INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
PHONE 580-1775

Absence without notice for five (5) consecutive days shall constitute a resignation.

Section 3.

Sick leave is earned in the following manner:

- (a) New employees shall only receive one (1) working day for the initial month of employment if they begin on the first through eighth day of the calendar month, and one-half working day if they begin on the ninth through the twenty-third day of the month.
- (b) After the initial month of employment and up to the end of the first calendar year, employees shall be credited with one working day for each month of service. Thereafter, at the beginning of each calendar year in anticipation of continued employment, employees shall be credited with fifteen working days.
- (c) Part-time employees shall be entitled to a proportionate amount of paid sick leave.
- (d) Paid sick days shall not accrue during a leave of absence without pay or during a suspension.
- (e) Sick leave credits shall not accrue after an employee has resigned or retired although his/her name is being retained on the payroll until exhaustion of vacation or other compensatory leave.
- (g) Unused sick leave shall accumulate from year to year without limit.

Section 4.

Any employee who is absent on sick leave for five (5) or more consecutive working days shall be required to submit a physician's certificate as evidence substantiating the illness. The Employer may require an employee who has been absent because of personal illness, as a condition of his return to work, to be examined by a physician at the expense of the Employer. In addition, the Employer in its discretion may require proof of illness of an employee on sick leave whenever such proof is reasonable.

Section 5.

An employee who has been absent on sick leave for a period totaling fifteen (15) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature causing recurring absences of one day or less in which event only one medical certificate shall be required for every six month period. The medical certificate must specify that the chronic or recurring nature of the illness is likely to cause subsequent absences from employment.

Section 6.

Effective January 1, 1987, the County agrees to introduce a program of payment for unused sick leave upon retirement in accordance with the following requirements:

- (a) Eligibility for payment under this program requires that an employee must retire with at least twenty-five (25)

years of service solely with the County of Union, and must be at least age 55, and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement.

- (b) Additional rules and regulations applicable to eligibility for this benefit are attached hereto as Exhibit B and made a part hereof.
- (c) Employees who are eligible for this benefit shall be compensated at one-half (1/2) the employee's daily rate of pay for each day of earned and unused sick leave to a maximum of \$7,000.00. Effective August 1, 1995, employees who are eligible for this benefit and who have 30 or more years of service solely with the County of Union, shall be compensated at one-half (1/2) the employee's daily rate of pay for each day of earned and unused sick leave to a maximum of Ten Thousand (\$10,000) Dollars.

ARTICLE 12

PERSONAL BUSINESS AND RELIGIOUS LEAVE

Section 1.

Employees who are employed less than one (1) year are entitled to be granted up to three (3) days off for personal business as hereinafter defined or for religious reasons in accordance with the schedule hereinafter set forth; employees who have been employed for more than one (1) year are entitled to be granted up to three (3) days per year without reference to any

schedule. Employees must make application for such personal business or religious leave stating the reason for the requested leave as far in advance as possible. The request by the employee shall be directed to his or her Department Head. The leave may only be taken if the Department Head approves and grants said leave, and if for business reasons the applicant must demonstrate that the business purpose could not be scheduled after working hours. The following schedule shall only apply to employees with less than one (1) year of employment:

- (a) One (1) day after four (4) months of employment.
- (b) One (1) additional day after eight (8) months of employment.
- (c) The third (3rd) day may be granted between the tenth (10th) and twelfth (12th) month of employment.

Section 2.

No personal leave shall be applied for, approved or granted, immediately before or after any vacation period, holiday period or weekend, except under extraordinary circumstances.

Section 3.

Leave days, as provided herein, must be used in a one (1) year period and shall not be accumulative from year to year.

ARTICLE 13

DEATH IN FAMILY

Section 1.

Wages up to five (5) days will be paid during the absence from duty of employees when such absence is caused by the death

and attendance at funeral of spouse or child, and up to three (3) days will be paid during the absence from duty of employees when such absences are caused by the death and attendance at funeral of mother, father, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, or other relative residing at employee's household.

ARTICLE 14

JURY DUTY

Section 1.

An employee summoned for jury duty shall receive his regular pay from the Employer for such period. Such employee shall report for his regular work while excused from such attendance in court unless it is impossible or unreasonable for him to do so.

Section 2.

Any payment received for jury duty must be returned to the Employer through the employee's department head less allowance for travel and meal expense.

ARTICLE 15

HOLIDAYS

Section 1.

The Employer has designated the following days as holidays for the year 1995:

New Year's Day	Sunday, January 1, 1995 (celebrated Mon. Jan. 2, 1995)
Martin Luther King's Birthday	Sunday January 15, 1995 (celebrated Mon. Jan. 16, 1995)
Lincoln's Birthday	Sunday, February 12, 1995 (celebrated Mon. Feb. 13, 1995)
Washington's Birthday	Monday, February 20, 1995
Good Friday	Friday, April 14, 1995
Memorial Day	Monday, May 29, 1995
Independence Day	Tuesday, July 4, 1995
Labor Day	Monday, September 4, 1995
Columbus Day	Monday, October 9, 1995
Election Day	Tuesday, November 7, 1995
Veteran's Day	Saturday, November 11, 1995 (celebrated Fri. Nov. 10, 1995)
Thanksgiving Day	Thursday, November 23, 1995
Day After Thanksgiving Day	Friday, November 24, 1995
Christmas Day	Monday, December 25, 1995

Section 2.

The Employer has designated the following days as holidays for the year 1996:

New Year's Day	Monday, January 1, 1996
Martin Luther King's Birthday	Monday, January 15, 1996
Lincoln's Birthday	Monday, February 12, 1996
Washington's Birthday	Monday, February 19, 1996
Good Friday	Friday, April 5, 1996
Memorial Day	Monday, May 27, 1996
Independence Day	Thursday, July 4, 1996
Labor Day	Monday, September 2, 1996
Columbus Day	Monday, October 14, 1996
Election Day	Tuesday, November 5, 1996
Veteran's Day	Monday, November 11, 1996
Thanksgiving Day	Thursday, November 28, 1996
Day After Thanksgiving Day	Friday, November 29, 1996
Christmas Day	Wednesday, December 25, 1996

Section 3.

The Employer has designated the following days as holidays for the year 1997:

New Year's Day	Wednesday, January 1, 1997
Martin Luther King's Birthday	Monday, January 20, 1997
Lincoln's Birthday	Wednesday, February 12, 1997
Washington's Birthday	Monday, February 17, 1997
Good Friday	Friday, March 28, 1997
Memorial Day	Monday, May 26, 1997
Independence Day	Friday, July 4, 1997
Labor Day	Monday, September 1, 1997
Columbus Day	Monday, October 13, 1997
Election Day	Tuesday, November 4, 1997
Veteran's Day	Friday, November 11, 1997
Thanksgiving Day	Thursday, November 27, 1997
Day After Thanksgiving Day	Friday, November 28, 1997
Christmas Day	Thursday, December 25, 1997

Section 4.

Employees who are required to work on a regularly scheduled holiday shall be paid for the holiday plus payment at straight time their regular rate of pay for all hours actually worked on the holiday, subject to the overtime provision set forth in this Agreement.

Section 5.

Employees assigned to departments which work a continuous operation of twenty-four (24) hours per day, seven (7) days per week, and who have previously been granted compensatory time for holidays which fall on a non-working day, shall now receive payment or compensatory time in lieu thereof, at the employee's discretion for such holiday not worked; such election shall be made within two weeks from the date of the holiday.

Compensatory time under this provision of the contract must be taken within the calendar year in which such holiday occurs.

Section 6.

Employees who are absent without pay on the day before or the day after a holiday must present proof of illness or other justifiable explanation of absence for approval by the Employer to be eligible for Holiday pay.

ARTICLE 16

SALARIES

Section 1.

Except for adjustments to salary ranges as herein provided, there shall be general wage increases applicable to all classifications covered by this agreement as follows:

Effective January 1, 1995	-	3.0%
Effective January 1, 1996	-	3.5%
Effective January 1, 1997	-	3.5%

Employees hired on or after September 1, 1995 at Runnells Specialized Hospital in the following classifications shall receive starting salaries as follows:

Food Service Worker	-	Eight (\$8.00) Dollars per hour
Health Insurance Benefits Clerk-	-	Nine and 50/100 (\$9.50) Dollars per hour
Institutional Attendant	-	Eight and 50/100 (\$8.50) Dollars per hour
Laundry Worker	-	Eight and 50/100 (\$8.50) Dollars per hour
Ward Clerk	-	Eight and 50/100 (\$8.50) Dollars per hour

The start rates for these classifications shall be maintained throughout the term of this agreement. Employees hired on or after September 1, 1995 in these classifications shall receive the general wage increases set forth above on their anniversary date in 1996 where applicable and 1997 as an increment which shall be subject to the provisions of Section 4 of this Article.

The principal is preserved herein that: (1) bargaining unit employees who retire during the year in which the contract is settled; (2) those employees who are on the active payroll at the time the contract is settled; and (3) employees who are on leaves of absence without pay who subsequently return to active service with the County are entitled to the retroactive pay and benefits negotiated for that contract, exclusive of the period of leave without pay.

Section 2.

The salary rates and ranges for classifications covered hereunder for the term of this Agreement shall be as set forth on Exhibit D.

Section 3.

During the term of this Agreement adjustments in rates of pay shall be as follows:

- (a) Employees hired or who have been promoted and have less than one (1) year of service in the position shall receive their salary increment effective the date of the beginning pay period of the month in which the employee

has completed one (1) year of service in the title hired for or promoted into.

- (b) Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between January 1, and June 30th shall receive their salary increment as of January 1.
- (c) Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between July 1 and December 31st shall receive their salary increment as of July 1.

These provisions shall not be applicable to employees hired on or after September 1, 1995 in the classifications at Runnells Specialized Hospital specified in Section 1 of this Article. Instead, such employees shall receive rate of pay adjustments as provided in Section 1.

- (d) Step progression is based on merit consideration, subject to past practice and to the provisions of the performance evaluation system as herein set forth.
- (e) No employee shall be paid less than the starting rate or more than a maximum rate for his or her classification.

Section 4. Performance Evaluation -

The parties will meet on or before December 15, 1995 to develop and reach agreement upon an employee evaluation system for use in assessing the issuance of 1997 increments for employees receiving unsatisfactory evaluations as defined by the parties and

for considering rewards for employees exhibiting outstanding performance, also as defined by the parties.

Section 5.

Employees receiving promotions shall receive an increase at least equivalent to an increment applicable to the lesser classification.

ARTICLE 17

OVERTIME

Section 1.

The employer agrees that overtime consisting of time and one-half (1 1/2) of straight time pay shall be paid to all employees covered by this Agreement for time worked in excess of forty (40) hours of work per week. The computation of overtime shall include base pay, longevity and shift differential, where applicable.

Section 2.

The Employer further agrees that overtime consisting of straight time shall be paid to all employees covered by this Agreement whose basic work week is less than forty (40) hours of work per week for time actually worked in excess of their basic work week to forty (40) hours of work per week.

Section 3.

Paid time off for vacation, holidays, personal days, bereavement days and sick days shall be counted as standard time

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
15 INDEPENDENCE BOULEVARD
PO BOX 112
LIBERTY CORNER, N.J. 07938
908-580-1776

worked to determine the total number of hours worked per week for purposes of computing overtime under this Article.

Section 4.

Employees shall not be paid overtime unless such overtime is authorized by his or her supervisor.

Section 5.

Overtime shall be equally distributed among employees in their respective departments as is reasonably practical among those capable of performing the work to be done.

Section 6.

There shall be no pyramiding of premium time.

ARTICLE 18

SHIFT DIFFERENTIAL

Section 1.

The Employer agrees to continue to pay shift premiums in the amounts and in accordance with the present practice.

The shift differential for LPNs and Senior LPNs employed at the Runnells Specialized Hospital is set forth in Exhibit A annexed hereto.

Section 2.

It is understood and agreed by and between the parties that only those employees actually working the second and third shifts shall receive the shift premiums hereinabove set forth.

ARTICLE 19

CALL IN PAY

Section 1.

An employee who is called in to do work in emergencies outside of his or her regular hours shall be guaranteed a minimum of two hours' pay at said employee's prevailing rate of pay under the terms of this Agreement. The prevailing rate of pay shall be in accordance with the terms set forth in the Overtime Article of this Agreement. It is understood and agreed, however, that only time actually worked will be counted as hours worked per week for purposes of computing overtime.

Section 2.

This Article shall not prejudice the rights of employees covered hereunder relative to any clearly established past practices of "call in pay" which exists at the time this contract is executed, including employees at Runnells Specialized Hospital, and in the Roads and Bridges Bureau and elsewhere where past practice exists, who shall continue to be paid in accordance with such past practice.

Section 3.

Employees of the Union County Children's Shelter shall be paid the sum of Two (\$2.00) Dollars an hour for "on call" service in accordance with the procedures for On-Call Process. Effective January 1, 1996 the rate for "on call" service shall be increased to Three (\$3.00) Dollars per hour. The County reserves the right

to utilize non-bargaining unit employees to cover on call shifts if necessary to provide adequate coverage.

ARTICLE 20

RETENTION OF EXISTING BENEFITS

Section 1.

Except as otherwise provided herein, all rights, privileges, and benefits which the employees have heretofore enjoyed and are presently enjoying shall be maintained and continued by the Employer during the term of this Agreement. The personnel policies and personnel regulations currently in effect shall continue to be applicable, except as otherwise expressly provided herein.

ARTICLE 21

NON DISCRIMINATION AND EQUAL EMPLOYMENT

Section 1.

There shall be no discrimination, interference, or sanction by the Employer or any of its agents against the employees represented by the Association because of any membership or activity in the Association. The Association or any of its agents shall not intimidate or coerce employees into membership.

Section 2.

The Employer and the Association hereby agree to continue their practice of not discriminating against any employee or applicant for employment because of race, creed, color, national origin, age, sex, ancestry, religion, marital status, or liability for service in the Armed Forces of the United States in compliance

with all applicable Federal and State Statutes, rules and regulations.

ARTICLE 22

LEAVE OF ABSENCE

Leave of absence without pay may be granted to permanent employees for good and substantial reasons such as education or maternity in accordance with the personnel policies of Union County. Requests for leave without pay must be submitted in writing by the employee to his or her Department Head.

Employees serving on leave of absence without pay under circumstances that qualify under The Family and Medical Leave Act of 1993 (FMLA) and the New Jersey Family Leave Act (NJFLA) will have such leave considered to be taken under and in accordance with the applicable provisions of the FMLA or the NJFLA.

While temporary employees may be granted a leave of absence without pay as herein provided in accordance with Department of Personnel Rules and Regulations, the Employer shall not be responsible to hold a job for the said employee.

ARTICLE 23

WORK RELATED INJURY

If an employee is injured or becomes ill, arising out of and during the course of his employment, the following procedures shall be applicable:

- (a) The employee shall notify his Department Head and the Personnel Office of the work related injury or illness.

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APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
27 INDEPENDENCE HOLLAND
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
(609) 560-1770

- (b) If the County's Workers Compensation insurance carrier does not dispute the causal relationship between the employment and the injury or illness, the employee shall be paid his or her full pay up to the first ninety (90) calendar days following the date of the injury or illness and no charge shall be made to the employee's sick leave accumulation provided the employee turns over to the County any checks received for temporary disability benefits. If the employee receives an injury which has been deliberately inflicted on the employee by any person or persons arising out of the employee's employment, the ninety (90) day calendar period hereinabove shall be extended up to one hundred eighty (180) calendar days.
- (c) After the first ninety (90) calendar days or one hundred eighty (180) calendar days, as the case may be, from the date of the injury or illness, as hereinabove defined, the employee shall have the option to charge his or her sick leave accumulation and receive full pay provided the employee turns over all Workers' Compensation temporary disability checks to the County or the employee shall have the option to retain all such Workers' Compensation checks and not receive any additional monies from the County. If the latter option is chosen, there shall be no charge to the employee's

sick leave accumulation, and the employee shall be considered as on leave of absence without pay.

- (d) If the County's Workers' Compensation insurance carrier disputes the causal relationship between the employment and the sickness or injury then, in that event, in order for an employee to receive any pay from the County he shall be obligated to charge his sick leave accumulation.
- (e) If any employee is absent from work for seven (7) days or less, arising out of an injury or illness, attributable to employment so that the employee is not entitled to receive temporary disability benefits the employee shall not have any charge made against sick leave accumulation so long as the employee substantially proves that the illness or injury arose out of his or her employment.
- (f) The County shall provide transportation for the initial visit to a doctor's office or to a hospital for an employee at work who becomes sick or is injured, where such doctor or hospital visit is necessary and no other means of transportation is available.

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
(609) 580-1778

ARTICLE 24

MISCELLANEOUS

Section 1.

Employees who receive standby payment will continue to receive the sum of Two (\$2.00) Dollars per hour. Effective January 1, 1996, the standby payment shall be increased to Three (\$3.00) Dollars per hour.

Section 2.

Employees who receive meal money will continue to receive a meal allowance of Six (\$6.00) Dollars per meal when required and authorized to work overtime beyond 6:00 P.M. in continuation of their normal daily assignments. This benefit is not applicable to employees who are working their normal working hours which extend beyond 6:00 P.M. Effective January 1, 1997, the meal allowance shall be increased to Six and 50/100 (\$6.50) Dollars.

Section 3.

During the term of this Agreement, the County shall continue its policy that those employees in the E.D.P. Section who work night shifts, shall receive a Ten (\$10.00) Dollar shift differential per week for working a full week's scheduled night shift.

Section 4.

The current differential of One Thousand (\$1000.00) Dollars given to the title of Senior Laundry Worker as of January 1, 1991 shall be maintained during the term of this Agreement.

Section 5.

The County shall continue to provide an allowance of Fifty (\$50.00) Dollars per annum towards the purchase of work shoes to employees who received such an allowance in 1994 and shall also provide that shoe allowance to Juvenile Detention Center Officers and Senior Juvenile Detention Center Officers. Effective January 1, 1996, the shoe allowance shall be increased by \$10.00 per annum to \$60.00 per annum, and effective January 1, 1997 it shall be increased by an additional sum of \$10.00 to a total of \$70.00 per annum.

Section 6.

The County shall continue to provide an annual allotment for four (4) pairs of pants and four (4) shirts for all "Blue Collar" employees with the exception, however, that no such allotment will be given to LPNs and Institutional Attendants. Any existing practices for employees presently receiving a uniform allocation shall be maintained.

The County shall continue to provide laundry service for uniforms provided to mechanics in the garage. The County shall have the option to determine the method of providing uniforms and the laundering of those uniforms, provided that the number of uniforms currently made available to the mechanics shall not be reduced.

The County agrees to continue its policy of providing winter work jackets as is done in the Road Department once every two

years for the following classifications of employees, in addition to those employees presently receiving work jackets:

A. Classifications at Runnells Specialized Hospital:

1. Driver - Omnibus Driver, Truck Driver and Equipment Operator.
2. Laborers.
3. Maintenance Repairer -
 - (a) General
 - (b) Carpenters
 - (c) Electricians
4. Storekeepers

B. Classifications at County Administration Building:

1. Carpenter
2. Electrician
3. Electrician Helper
4. Glazier
5. Building Maintenance Worker
6. Senior Building Maintenance Worker
7. Assistant Supervising Carpenter
8. Assistant Supervisor Building Services
9. Security Guards
10. Mason - Plasterer
11. Maintenance Repairer

The County shall continue to provide three (3) uniforms to those bargaining unit employees with the title of Juvenile Detention Officer and Senior Juvenile Detention Officer. The nature and type of uniform shall be at the sole discretion of the

County. Uniforms shall be replaced upon proof of need of such replacement.

All employees receiving the aforesaid uniforms and/or jackets are required to wear and to properly maintain such uniforms and/or jackets.

The County shall continue to provide uniforms for Institutional Attendants at Runnells Specialized Hospital. The nature, type and color of uniform shall be at the sole discretion of the County. The County shall select the vendor and the vendor will voucher the County for the cost of the uniforms. The maximum cost of uniforms per employee per year for which the County will be responsible is \$105.00.

Employees will be reimbursed for irreparable damage to clothing or glasses which occurs on the job by a person or persons in the care or custody of the employee sustaining the damage. The maximum reimbursement for which the County will be responsible will not exceed Thirty-Five (\$35.00) Dollars for clothing per incident and One Hundred (\$100.00) Dollars for glasses per incident.

Section 7.

The County of Union, at its own expense, agrees to supply uniforms to employees employed at Runnells Specialized Hospital in the laundry room, housekeeping, maintenance and dietary divisions, as well as Admission Clerks, Account Clerks and Ward Clerks.

Section 8.

During the term of this Agreement, the County shall continue its policy that all journeymen and craftsmen who take a course germane to their employment with the approval of the Department Head shall receive a tuition reimbursement provided they receive a passing grade in the course of approval.

Nothing set forth herein shall affect the existing practice whereby employees, from time to time, are requested by the Employer to take certain courses at the Employer's expense.

Nothing set forth herein shall affect the existing practice of in-service training whereby the Employer, from time to time, provides seminars and workshops. The Employer agrees that insofar as possible it will furnish in-service programs to personnel on each shift rather than have personnel report off-duty for those programs.

Section 9.

Effective January 1, 1990, Institutional Attendants employed at the Runnells Specialized Hospital shall be afforded the same educational benefits as set forth in the LPN Agreement annexed hereto as Exhibit A.

Section 10.

The work schedule for the classification of Institutional Attendant shall continue to be extended 15 minutes at the end of the work shift and the assigned lunch period for each specific shift shall be increased from 30 minutes to 45 minutes.

Section 11.

The County and Council No. 8 agree to form a Labor Management Committee for the purpose of discussing mutual concerns. The Committee shall meet four times a year, dates to be mutually agreed upon. The Committee shall consist of six members, three of whom are to be designated by the County Manager and three of whom are to be designated by the President of Council No. 8. The County and Council No. 8 shall each submit an agenda of items to be discussed at any such meeting one week in advance to the County Manager and President of Council No. 8. It is expressly recognized that this Committee shall not have any authority to modify or amend the terms and conditions of the parties' collective negotiations agreement and shall act solely as an advisory body.

Section 12.

Seniority lists of employees covered by this Agreement will be made available to the Association upon reasonable request.

Section 13.

Employees working in titles that require Commercial Drivers License (CDL) must obtain and maintain CDL as a condition of employment. The Employer shall pay the cost for obtaining such license.

Section 14.

The Employer will continue to provide a Drug Prescription Plan, with co-payment provisions as follows:

\$5.00 co-pay per prescription for brand name

\$3.00 co-pay per prescription for generic name

No co-pay for mail order prescription

There shall be no flow through of prescription co-payments to the Major Medical portion of the health insurance coverage.

Effective (October 1, 1995) the Drug Prescription Plan shall be modified as follows:

(a) Co-payment provisions shall be:

\$10.00 co-pay per prescription for brand name where generic is available

\$5.00 co-pay per prescription for brand name where no generic is available or brand name is required by the doctor

\$3.00 co-pay per prescription for generic

No co-pay for mail order prescription

(b) The prescription network known as "Medco" (CCN II Network) will be implemented.

Section 15.

During the term of this Agreement, the County shall continue to contribute the sum of Fifty (\$50.00) Dollars per employee per year towards the cost of a Disability Plan. Employees shall contribute by way of payroll deduction towards the payment for this Plan to the extent that the cost exceeds the sum of Fifty (\$50.00) Dollars per year per employee. Effective January 1, 1996 the County shall increase its contribution to the disability insurance program by Fifty (\$50.00) Dollars per annum (for a total of One Hundred (\$100.00) Dollars per annum), and the employees shall increase their monthly contribution as required to fund an improvement in the existing disability plan to provide a weekly

benefit in the amount of Two Hundred and Twenty-Five (\$225.00) Dollars for twenty-six (26) weeks. The Plan shall be applicable to all employees covered by this Agreement

Section 16.

The Dental Plan in effect for 1982 (herein the base plan) shall be continued during the term of this Agreement at the expense of the County.

Effective January 1, 1996, employees covered by this Agreement shall have the option to maintain the existing plan or obtain an improved dental plan, either single or family, that provides coverage on an 80/20 percent basis up to \$1,000.00. Employees shall also have an option to select coverage under the Health Plex Plan. Employees who opt for any of these coverages shall pay the full cost difference that exceeds the Employer's cost of the base plan.

Section 17.

The Employer reserves the right to change or modify existing carrier or carriers that provide health benefits, disability benefits, dental benefits or drug prescription benefits at any time during the term of this Agreement, provided that the coverage is substantially similar to the coverage then in effect. The Employer will give reasonable notice to Council No. 8 of its intention to change any such carrier before implementation and will meet with representatives of Council No. 8 before implementation.

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
PROFESSIONAL CORPORATION
INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
(609) 580-1770

The following provisions applicable to health insurance coverage will be maintained during the term of this Agreement:

1. Deductible for any one benefit period shall be Two Hundred (\$200.00) Dollars for each employee and a total amount of an additional Two Hundred (\$200.00) Dollars for eligible dependents.
2. Co-payment by Employees for Major Medical coverage shall be twenty (20%) percent of the first Five Thousand (\$5000.00) Dollars of eligible expenses.
3. Pre-admission review (PAR) with fifty (50%) percent cutback and mandatory second surgical opinion (MSSOP) with fifty (50%) percent cutback.

Employees with dependent coverage shall pay Ten (\$10.00) Dollars per month as a co-payment for the cost of that insurance through payroll deduction. This co-payment is to be implemented to cover the cost increases of insurance premiums over the base year of May 1, 1992 to April 30, 1993.

Effective October 1, 1995 or as soon thereafter as possible, the Blue Cross/Blue Shield Health Insurance coverage program known and designated as "Blue Select" will replace the traditional indemnity health insurance coverage currently being provided by the Employer. Employees who retire after implementation of the "Blue Select" plan will be able to submit prescription charges to that plan in the same manner and under the same terms and conditions as current retirees are able to submit their prescription charges.

Section 18.

The County agrees to continue a program of subsidization of health insurance cost for retirees who were represented by the Association under the terms of the labor contract with the County at the time of retirement. The conditions and requirements for retirees to receive the benefit of this subsidization program are set forth on Exhibit C which is attached hereto and made part hereof.

ARTICLE 25

SAVINGS CLAUSE

Section 1.

In the event that any federal or state legislation, governmental regulation or court decision cause invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect.

ARTICLE 26

FULLY-BARGAINED AGREEMENT

Section 1.

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 at the time they negotiated or signed this Agreement.

LAW OFFICES
FRUZZESE, McDERMOTT,
MASTRO & MURPHY
PROFESSIONAL CORPORATION
INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CENTER, N.J. 07938
(908) 580-1770

ARTICLE 27

DURATION

Section 1.

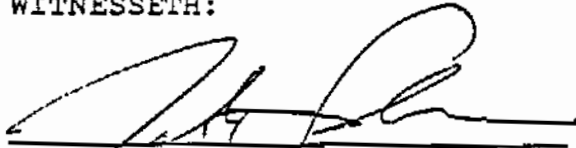
This Agreement shall be in effect from January 1, 1995 through December 31, 1997.

If either party desires to change this Agreement, it shall notify the other party in writing at least sixty days before the expiration date of this Agreement. If notice is not given as herein required, this Agreement will automatically be renewed for another year.

IN WITNESS WHEREOF, the parties have caused the same to be executed by its respective officers or agents on this 12th day of October, 1995.

WITNESSETH:

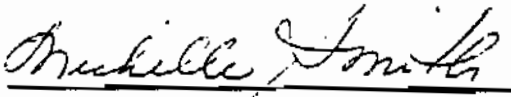
COUNTY OF UNION


Joseph L. Saleme, Director
Administrative Services

By: 
Ann M. Baran
County Manager

ATTEST:

UNION COUNCIL NO. 8,
NEW JERSEY CIVIL SERVICE
ASSOCIATION


Secretary

By: 
Marlene Grant, President

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APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
BO#1 580-1776

2596

WITNESSES UNION COUNCIL #8:

Stephen Bellamy
STEPHEN BELLAMY

Betty Carter
BETTY CARTER

Joseph Cerulli
JOSEPH CERULLI

Patricia Devero
PATRICIA DEVERO

Diane Fullman
DIANE FULLMAN

Mary Ann Murray
MARY ANN MURRAY

Lillian E. Paulick
LILLIAN PAULICK

Peter Pisano
PETER PISANO

Troy Pittman
TROY PITTMAN

Dominick Sanguillan
DOMINICK SANGUILLAN

Cheryl Smith
CHERYL SMITH

George Wilke
GEORGE WILKE

EXHIBIT A

SPECIAL TERMS AND CONDITIONS OF EMPLOYMENT FOR LPNs
and SENIOR LPNs EMPLOYED AT RUNNELLS SPECIALIZED HOSPITAL

Notwithstanding anything to the contrary in the parties' collective negotiations agreement, the parties agree that the following terms and conditions shall be implemented and be applicable to bargaining unit employees employed in the titles of LPN and Senior LPN at the Runnells Specialized Hospital. The terms and conditions of the parties' collective bargaining agreement for the period January 1, 1995 through December 31, 1997 are incorporated herein by reference, unless inconsistent with the terms hereinafter set forth.

WAGES

Effective January 1, 1995, LPNs and Senior LPNs will continue to be paid on the following scale based on the number of years of experience as an LPN and/or Senior LPN:

0-3 years	\$28,562
4-7 years	\$29,893
8-11 years	\$31,293
12-14 years	\$32,549
15-19 years	\$33,878
20-24 years	\$34,526
25 or more years	\$35,205

Effective January 1, 1996, there shall be a 3.5% increase to the 1995 annual base wage.

Effective January 1, 1997, there shall be a 3.5% increase to the 1996 annual base wage.

SENIOR LPN DIFFERENTIAL

The Senior LPN differential shall remain at the current amount of \$1,071.00 for the duration of this Agreement.

CHARGE PAY

For the duration of this Agreement, take charge pay for LPNs and Senior LPNs shall remain at the current level of \$7.00 per shift for each shift that they are required by the Employer to perform functions normally assigned to a "Head Nurse". This take charge pay is in addition to the normal pay received by the LPN and Senior LPN.

SHIFT HOURS

Effective May 28, 1989, the Employer may in its sole discretion implement the following shift hours:

7:00 a.m. - 3:15 p.m.
3:00 p.m. - 11:15 p.m.
11:00 p.m. - 7:15 a.m.

SHIFT DIFFERENTIAL

The Employer shall continue to pay the following shift differentials:

3:00 p.m. - 11:15 p.m. \$2.32 per hour
11:00 p.m. - 7:15 a.m. \$1.65 per hour

WEEKEND DIFFERENTIAL

The Employer shall continue to pay a weekend differential in the amount of \$3.23 per hour.

LUNCH PERIOD

Upon the effectuation of the change in shift hours as hereinabove set forth, the lunch period shall be increased from the present 30 minutes to 45 minutes. The lunch period shall be duty-free.

FINDERS FEE

During the term of this Agreement, LPNs and Senior LPNs who refer to the Runnells Specialized Hospital an RN or an LPN for employment shall continue to be entitled to receive upon the hiring and continued employment of such referred RN or LPN for a period of at least six consecutive months the following finders fee:

\$300 for a full-time RN

\$200 for a full time LPN

To be entitled to the finders fee, the referring LPN or Senior LPN must advise both the potential employee and the nurse recruiter of the referral. The referred employee must set forth the name of the referring LPN or Senior LPN in the written employment application.

UNIFORM ALLOWANCE

During the term of this Agreement, LPNs and Senior LPNs shall continue to be entitled to the following uniform allowance:

Full-time employees \$200 per year

Part-time employees \$100 per year

The uniforms are to be within a dress code established by the Administration of Runnells Specialized Hospital.

The uniform allowance shall be a reimbursement to the employee and shall be paid to the employee upon presentation and approval of paid receipt for the purchase of said uniform.

ATTENDANCE BONUS

During the term of this Agreement, LPNs and Senior LPNs shall continue to receive one day off with pay per quarter for perfect attendance during that quarter (no absenteeism or lateness) with an additional day off if there is perfect attendance throughout the year. Part-time LPNs and part-time Senior LPNs shall receive a prorated attendance bonus.

FLEX TIME

Effective January 1, 1990, the Employer may develop flexible work schedules within a 37-1/2 hour work week to accommodate the needs of the Employer and individual LPNs and Senior LPNs, provided there is consent of the employee and Council No. 8.

EDUCATION

During the term of this Agreement, the County will continue to pay for tuition, books and uniforms when an LPN or Senior LPN is enrolled in a program leading to an RN license. The County will make payment directly to the school involved. The employee must maintain a passing grade as required by the course of study at the involved school. The school is to be approved by the Administration of Runnells Specialized Hospital from amongst accredited schools. The employee is to execute a written agreement to work for Runnells Specialized Hospital, year for

year, and if the employee breaches the agreement, the employee is to repay the County on a proportionate basis.

BANKING OF HOLIDAYS

During the term of this Agreement, LPNs and Senior LPNs will continue to have the option of banking holidays in lieu of pay where the holiday is worked. There shall be no annual carry-over except for Christmas which may be carried over to February 1 of the following year.

EXHIBIT B

COUNTY OF UNION
UNUSED SICK LEAVE PAYMENT
REGULATIONS

1. EFFECT ON OTHER RETIREMENT BENEFITS:

The lump sum supplemental compensation provided herein for accumulated sick days shall in no way affect, increase or decrease any pension or retirement benefits to such retired employee under any other statute.

2. LIMITATIONS:

a) no employee who elects a deferred retirement benefit shall be eligible.

b) an individual may defer his request for lump sum payment but it must be submitted within one year of the effective date of any retirement.

3. ELIGIBILITY:

An employee must retire with at least twenty-five (25) years of service solely with the Employer and must be at least age 55, and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement to be eligible for this benefit.

4. DEATH OF AN EMPLOYEE:

In the event of an employee's death within one year after the effective date of retirement but before payment of the lump sum is made, the payment of the lump sum shall be made to the employee's estate. It should be noted that retirement is

contingent upon the employee surviving 30 days after the effective date of retirement.

5. DISABILITY RETIREMENT:

County employees who retire as a result of an accidental or ordinary disability retirement, and who meet all of their applicable regulations will be considered eligible for lump sum sick leave reimbursement upon retirement for unused sick leave. If such employees receive lump sum payment and subsequently reenter County employment, they will not be eligible to have their unused sick leave reinstated to their records. Employees re-entering County Service subsequent to an accidental or ordinary disability retirement will begin earning sick leave in a manner similar to a newly hired employee.

6. RETURN TO SERVICE AFTER RETIREMENT:

Any employee who has or shall retire on age and service and who subsequently re-enters County employment will be considered to have incurred a break in service.

7. LEAVE WITHOUT PAY:

In determining an individual's eligibility, leave without pay shall not be counted towards the requirement of 25 years service with the County; prior service with other governmental entities shall also not be counted toward the requirement of 25 years service with the County.

8. COMPUTATION:

- a) Sick leave credit shall be computed from the date of employment; or if a break in service has occurred, only from the date of return to employment following the break in service except that an employee who has or shall incur a break in service as a result of separation due to lay-off shall be credited with sick leave accrued before separation and after return to employment.
- b) The amount shall be computed at the rate of 1/2 the employee's daily rate of pay for each day of earned and unused accumulated sick leave at the effective date of retirement based upon the average annual compensation received during the last full year of the employee's active employment prior to the effective date of retirement. Overtime, shift, differential, stipends or other supplemental pay shall not be included in the computation.
- c) In no event shall payment for unused accumulated sick leave exceed \$7,000.00. Effective August 1, 1995, employees who are eligible for this benefit and who have 30 or more years of service solely with the County of Union shall be compensated at one-half (1/2) the employee's daily rate of pay for each day of earned and unused sick leave to a maximum of Ten Thousand (\$10,000.00) Dollars.

- d) In computing the total amount of unused accumulated sick leave pay due, periods of leave of absence without pay shall be excluded in the computation.
- e) The lump sum supplemental compensation payment shall be made within 60 days after the date of retirement, if possible.
- f) A retiree must be officially off the County's payroll at the time of payment.

9. GENERAL PROCEDURES:

- a) An employee who is about to retire should follow the regular procedures concerning retirement. When the employee receives a copy of the official notice of retirement approval issued by the approved pension board or authority, the employee may file a request with the County Personnel Office requesting the supplemental lump sum payment. Those employees who qualify and retire during calendar year 1986 will receive their supplemental payment no later than September 1, 1987, if elected by the employee. Those employees who qualify and retire during calendar year 1987 and thereafter, will receive their supplemental payment 60 days thereafter retirement, if elected by the employee.

10. EMPLOYEES NOT IN THE CLASSIFIED SERVICE:

- a) The eligibility of an employee will be determined by such class title held at any time during the employee's employment with the County of Union. Eligibility of

class title will not be approved unless the following standards and guidelines have been adhered to:

- 1) Sick leave days were earned by all employees within that class title on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and 15 working days per calendar year thereafter.
- 2) Proof of need of sick leave usage was required when sick leave exceeded at least five consecutive days or a total of 10 days within one calendar year.
- 3) Sick leave was not advanced against anticipated sick leave to be earned in the next or future calendar years.
- 4) Sick leave or some other earned leave was charged for all compensable days when the employee was not working.
- 5) All sick leave was reportable and reported accordingly.
- 6) The time-keeping procedure required certification of the accuracy of the employees pay time.
- 7) Sick leave records for each employee were maintained from the original date of appointment at one or more central points under the jurisdiction of the appointing authority with proper security and verification for use and accrual.
- 8) All records are available for inspection.
- 9) Where other types of leave with pay or holidays or days off with pay were granted which were in excess of leave provided to classified employees, a detailed explanation of the character and extent of such practices shall be provided.

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
22 INDEPENDENCE BOULEVARD
P.O. BOX 112
LIBERTY CORNER, N.J. 07938
(609) 380-1776

EXHIBIT C

HEALTH INSURANCE BENEFITS
FOR RETIREES

Effective January 1, 1986, there shall be a hospitalization insurance subsidy plan for employees, covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions.

1. Eligibility: Employees must have been actively employed for the County of Union on or after January 1, 1986; and must retire on either a disability pension or after having reached the age of 55 years and having 25 years or more of service with the County, or retire and reach the age of 62 years or older with at least 15 years of service where the retirement has been shown to the satisfaction of the employer to have been necessitated by medical illness or disability of the employee. Employees who otherwise qualify for coverage but who retire before age 55, shall be entitled to receive coverage under this plan upon reaching age 55. This benefit will only be provided to those retirees meeting the eligibility requirements who do not have hospitalization insurance coverage from another source, and eligible retirees shall cooperate in good faith with the County to verify that no other source of insurance coverage is provided for them.

2. Description: This benefit shall be applied to the Hospital Insurance Plan which is provided to members of the bargaining unit. The County reserves the right to change or modify plans at any time so long as the modified plan provides

substantially similar coverage to that in effect for members of the bargaining unit.

3. Subsidy: Upon implementation of this benefit, the County shall be obliged to subsidize the cost of health insurance premiums for qualifying retirees, as follows:

<u>Category</u>	<u>County's Subsidy</u>
Single, Under 65	\$57.18 per month
Single, Over 65	\$35.29 per month
H/W Under 65 P/C Retiree Family Under 65	\$155.57 per month
H/W Over 65	\$71.55 per month
H/W Retiree Over 65 H/W Spouse Over 65	\$87.16 per month
Family Over 65	\$127.81 per month
Family Retiree Over 65 Family Spouse Over 65	\$149.86 per month
P/C Retiree Over 65	\$104.14 per month

The remaining costs of the County's Hospital Insurance Plan shall be borne by the retiree.

Health Insurance Benefit Costs will be provided by the County for currently active employees who retire after September 1, 1995, with 25 or more years of service with Union County and who have reached 65 years of age. Said retiree health insurance benefits shall be paid only for the Blue Select program and shall be capped at the 1995/96 rate. Any cost increases thereafter shall be paid by the retiree.

4. Modification: In the event that the amount of the County's contribution is subsequently reduced or even eliminated, the change in practice shall apply to those persons already retired. Similarly, in the event that the Hospital Insurance Plan is changed or modified in any way, the new plan shall apply to the retirees.

2596

LAW OFFICES
APRUZZESE, McDERMOTT,
MASTRO & MURPHY
A PROFESSIONAL CORPORATION
25 INDEPENDENCE BOULEVARD
P.O. Box 112
LIBERTY CORNER, N.J. 07938
609/580-1776

***** revised

COUNTY OF UNION
UNION COUNCIL NO.8
1994 - 1997 SALARY RANGES

TITLE	1994-95	1994	1994	1994	1995	1995	1995	1996	1996	1996	1996	1996	1997	1997	1997	1997	1997	1997
	HRS. STEPS	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	MIN	MAX	MIN	MAX	MIN	MAX
ACCOUNT CLERK TYPING (RSI)	37.5	24,433	25,910	295	25,166	26,687	304	8	24,494	27,916	428	9	25,351	29,188	426	29,188	426	
ACCOUNT CLERK TYPING (RSI) AFTER 5/1/92	37.5	22,138	27,462	551/284	22,802	28,286	568/293	12	22,048	29,560	626	13	22,820	30,870	620	30,870	620	
ACCOUNT CLERK (RSI) AFTER 5/1/92	37.5	22,138	25,408	551/284	22,802	26,170	568/293	12	22,048	27,370	444	13	22,820	28,612	446	28,612	446	
ACCOUNT CLERK (RSI) PRIOR 5/1/92	37.5	24,433	25,910	295	25,166	26,687	304	8	24,494	27,916	428	9	25,351	29,188	426	29,188	426	
ACCOUNT CLERK, AFTER 5/1/92	35.0	21,698	26,194	574/314	22,349	26,980	591/323	14	21,579	28,238	476	15	22,331	29,540	480	29,540	480	
ACCOUNT CLERK, AFTER 5/1/92	40.0	22,967	26,737	574/295	23,656	27,539	591/304	12	22,931	28,798	489	13	23,734	30,101	490	30,101	490	
ACCOUNT CLERK, PRIOR 5/1/92	35.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	30,540	425	30,540	425	
ACCOUNT CLERK, PRIOR 5/1/92	40.0	25,262	26,737	295	26,020	27,539	304	8	25,378	28,798	428	9	26,266	30,101	426	30,101	426	
ACCOUNT CLERK, STENO	35.0	24,734	26,032	314	25,476	27,740	323	10	24,815	29,025	421	11	25,684	30,355	425	30,355	425	
ACCOUNT CLERK, STENO	40.0	26,001	27,477	295	26,781	28,301	304	8	26,166	29,587	428	9	27,082	30,918	426	30,918	426	
ACCOUNT CLERK, TYPING AFTER 5/1/92	35.0	21,698	26,194	574/314	22,349	26,980	591/323	14	21,579	28,238	476	15	22,334	29,540	480	29,540	480	
ACCOUNT CLERK, TYPING AFTER 5/1/92	40.0	22,967	26,737	574/295	23,656	27,539	591/304	12	22,931	28,798	489	13	23,734	30,101	490	30,101	490	
ACCOUNT CLERK, TYPING PRIOR 5/1/92	35.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	30,540	425	30,540	425	
ACCOUNT CLERK, TYPING PRIOR 5/1/92	40.0	25,262	26,737	295	26,020	27,539	304	8	25,378	28,798	428	9	26,266	30,101	426	30,101	426	
ACCOUNTING ASSISTANT	35.0	24,191	26,390	314	24,917	27,182	323	10	24,237	28,947	421	11	25,085	29,757	425	29,757	425	
ADMITTING CLERK TYPING (RSI)	37.5	24,581	26,058	295	25,318	26,840	304	8	24,652	28,074	428	9	25,515	29,352	426	29,352	426	
ADMITTING CLERK (RSI)	37.5	24,581	26,058	295	25,318	26,840	304	8	24,652	28,074	428	9	25,515	29,352	426	29,352	426	
ADVERTISING AND SALES CLERK	35.0	25,472	27,668	314	26,236	28,498	323	10	25,602	29,809	421	11	26,498	31,166	424	31,166	424	
AGENCY AIDE	35.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	29,540	425	29,540	425	
AGENCY AIDE	40.0	25,262	26,737	295	26,020	27,539	304	8	25,378	28,798	428	9	26,266	30,101	426	30,101	426	
ASSISTANT CHIEF CLERK (COUNTY CLERK)	35.0	31,510	34,445	420	32,455	35,478	433	10	32,038	37,140	510	11	33,159	38,860	518	38,860	518	
ASSISTANT COMMUNICATIONS TECHNICIAN	35.0	30,872	32,349	295	31,798	33,319	304	8	31,358	34,780	428	9	32,456	36,292	426	36,292	426	
ASSISTANT COUNTY SUPT OF WEIGHTS & MEASURES	35.0	27,687	30,623	420	28,518	31,542	433	10	27,964	33,066	516	11	28,943	34,643	518	34,643	518	
ASSISTANT HEAD COOK (RSI)	37.5	25,285	26,906	324	26,044	27,713	334	8	25,403	29,007	451	9	26,292	30,346	450	30,346	450	
ASSISTANT NATURALIZATION CLERK TYPING	35.0	24,881	27,079	314	25,627	27,891	323	10	24,971	29,181	421	11	25,845	30,516	425	30,516	425	
ASSISTANT SUPERVISING CARPENTER	40.0	35,614	37,829	443	36,682	38,964	456	8	36,413	40,771	545	9	37,687	42,641	550	42,641	550	
ASSISTANT SUPERVISOR BUILDING SERVICES	40.0	28,142	30,356	443	28,986	31,267	456	8	28,448	32,804	545	9	29,404	34,395	550	34,395	550	
ASSISTANT SUPERVISOR ROADS	40.0	28,954	32,369	443	29,823	33,340	456	11	29,314	34,930	512	12	30,340	36,616	523	36,616	523	
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	40.0	28,954	32,369	443	29,823	33,340	456	11	29,314	34,930	512	12	30,340	36,616	523	36,616	523	
ASSISTANT SUPERVISOR TREES	40.0	29,692	33,106	443	30,583	34,099	456	11	30,101	35,715	512	12	31,155	37,429	523	37,429	523	
BOOKKEEPER	35.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	29,540	425	29,540	425	
BOOKKEEPING MACHINE OPERATOR	35.0	24,438	26,636	314	25,171	27,435	323	10	24,499	28,709	421	11	25,346	30,028	423	30,028	423	

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COUNTY OF UNION
UNION COUNCIL NO. 8
1994 - 1997 SALARY RANGES

TITLE	1994-95	1994	1994	1994	1994	1995	1995	1995	1996	1996	1996	1996	1997	1997	1997	1997	1997	1997	1997
	HIRS. STEPS	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	STEPS	MAX	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	INCR.
BOOKKEEPING MACHINE OPERATOR TYPING	35.0	24,438	26,636	314	25,171	27,435	323	24,499	10	28,709	25,356	28,709	421	25,356	30,028	467	25,356	30,028	467
BOOKKEEPING MACHINE OPERATOR TYPING (RSID)	37.5	25,023	26,500	295	25,774	27,295	304	25,124	8	28,545	26,001	28,545	428	26,001	29,819	426	26,001	29,819	426
BOOKKEEPING MACHINE OPERATOR (RSID)	37.5	25,023	26,500	295	25,774	27,295	304	25,124	8	28,545	26,001	28,545	428	26,001	29,819	426	26,001	29,819	426
BRIDGE CONSTRUCTION INSPECTOR	35.0	26,710	28,924	443	27,511	29,792	456	26,921	8	31,278	27,863	31,278	545	27,863	32,816	550	27,863	32,816	550
BRIDGE CONSTRUCTION INSPECTOR	40.0	32,351	34,564	443	33,322	35,601	456	32,936	8	37,290	34,089	37,290	544	34,089	39,018	550	34,089	39,018	550
BRIDGE OPERATOR	40.0	26,946	28,437	297	27,754	29,290	306	27,173	8	30,612	28,124	30,612	430	28,124	31,980	428	28,124	31,980	428
BRIDGE OPERATOR (CDL)	40.0	28,176	29,667	297	29,021	30,557	306	28,484	8	31,923	29,481	31,923	430	29,481	33,377	428	29,481	33,377	428
BRIDGE REPAIRER	40.0	27,330	30,774	443	28,150	31,697	456	27,583	11	33,249	28,548	33,249	515	28,548	34,856	526	28,548	34,856	526
BRIDGE REPAIRER-HEAVY EQUIPMENT OPERATOR	40.0	29,248	32,923	443	30,125	33,911	456	29,627	11	35,541	30,664	35,541	538	30,664	37,228	547	30,664	37,228	547
BUILDING MAINT WORKER ASST FOREMAN (RSID)	37.5	25,137	27,265	426	25,891	28,083	439	25,245	8	29,492	26,129	29,492	531	26,129	30,950	536	26,129	30,950	536
BUILDING MAINT WORKER (RSID) AFTER 5/1/92	37.5	15,366	20,815	495	15,827	21,439	510	14,828	14	22,684	15,347	22,684	561	15,347	23,973	575	15,347	23,973	575
BUILDING MAINT WORKER (RSID) PRIOR 5/1/92	37.5	22,362	23,713	270	23,033	24,424	278	22,287	8	25,549	23,067	25,549	408	23,067	26,713	405	23,067	26,713	405
BUILDING SERVICE WORKER (RSID)	37.5	22,362	23,713	270	23,033	24,424	278	22,287	8	25,549	23,067	25,549	408	23,067	26,713	405	23,067	26,713	405
BUILDING SERVICE WORKER (RSID)	40.0	24,369	28,142	574/295	25,100	28,986	591/304	24,426	12	30,296	25,281	30,296	489	25,281	31,651	490	25,281	31,651	490
BUILDING MAINTENANCE WORKER AFTER 5/1/92	40.0	26,663	28,142	295	27,463	28,986	304	26,872	8	30,296	27,813	30,296	428	27,813	31,651	426	27,813	31,651	426
BUILDING MAINTENANCE WORKER PRIOR 5/1/92	40.0	26,798	29,011	443	27,602	29,881	456	27,016	8	31,370	27,962	31,370	544	27,962	32,911	550	27,962	32,911	550
BUYER/TYPING (RSID)	37.5	28,954	31,169	443	29,823	32,104	456	29,314	8	31,671	28,446	31,671	545	28,446	33,401	551	28,446	33,401	551
CARPENTER	37.5	27,238	29,454	443	28,055	30,338	456	27,484	8	31,843	28,446	31,843	545	28,446	33,401	551	28,446	33,401	551
CARPENTER (RSID)	40.0	26,739	28,954	443	27,541	29,823	456	26,952	8	31,310	27,895	31,310	545	27,895	32,819	550	27,895	32,819	550
CARPENTER'S HELPER	37.5	24,851	26,354	355	25,597	27,145	366	24,940	7	28,450	25,811	28,450	501	25,811	29,801	499	25,811	29,801	499
CARPENTER'S HELPER (RSID)	40.0	29,692	31,907	443	30,583	32,864	456	30,101	8	34,457	28,155	34,457	545	28,155	36,106	550	28,155	36,106	550
CARPENTER/COCKSMITH	35.0	26,505	29,442	420	27,300	30,325	433	26,703	10	31,806	27,638	31,806	510	27,638	33,319	518	27,638	33,319	518
CASHER	35.0	26,912	28,482	314	27,719	29,336	323	27,137	8	30,677	28,087	30,677	443	28,087	32,065	442	28,087	32,065	442
CHAUFFEUR	40.0	27,385	28,955	314	28,207	29,824	323	27,642	8	31,182	28,619	31,182	443	28,619	32,587	442	28,619	32,587	442
CHAUFFEUR	37.5	25,762	27,239	295	26,535	28,056	304	25,911	8	29,333	26,818	29,333	428	26,818	30,655	426	26,818	30,655	426
CHAUFFEUR (RSID)	37.5	28,569	31,321	590	29,426	32,467	608	28,903	8	34,191	29,915	34,191	661	29,915	35,980	674	29,915	35,980	674
CHIEF CLERK (RSID)	35.0	32,301	34,260	392	33,270	35,288	404	32,882	8	36,915	30,033	36,915	504	30,033	38,599	507	30,033	38,599	507
CHIEF COURT CLERK	35.0	28,561	31,498	420	29,418	32,443	433	28,895	10	33,999	29,506	33,999	510	29,506	35,605	518	29,506	35,605	518
CHIEF INVESTIGATOR, COUNTY ADJUSTER	35.0	31,908	33,868	392	32,865	34,884	404	32,463	8	36,497	31,599	36,497	504	31,599	38,166	507	31,599	38,166	507
CHIEF PROMOTE CLERK	40.0	26,211	27,688	295	26,997	28,519	304	26,389	8	29,812	27,313	29,812	428	27,313	31,150	426	27,313	31,150	426
CHILDREN'S SUPERVISOR	37.5	24,728	26,205	295	25,470	26,991	304	24,809	8	28,231	25,677	28,231	428	25,677	29,514	426	25,677	29,514	426
CLERK BOOKKEEPER (RSID)	37.5	22,728	28,086	551/284	23,410	28,929	568/293	22,677	12	30,226	23,471	30,226	629	23,471	31,568	623	23,471	31,568	623
CLERK STENOGRAPHER (RSID) AFTER 5/1/92	37.5	22,728	28,086	551/284	23,410	28,929	568/293	22,677	12	30,226	23,471	30,226	629	23,471	31,568	623	23,471	31,568	623

COUNTY OF UNION
UNION COUNCIL NO 8
1994 - 1997 SALARY RANGES

***** revised

TITLE	1994-95	1994	1994	1994	1995	1995	1995	1996	1996	1996	1996	1996	1997	1997	1997	1997	1997	1997		
	IIRS.STEPS	MIN	MAX	INCR.	MIN	MAX	INCL.	STEPS	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.	
CLERK STENOGRAPHER (RSID) PRIOR 5/1/92	37.5	25,023	26,500	295	25,714	27,295	304	8	25,124	26,545	428	9	26,063	29,839	426	9	26,063	29,839	426	9
CLERK STENOGRAPHER, AFTER 5/1/92	35.0	22,438	26,932	574/314	23,111	27,740	591/323	14	22,367	29,025	476	15	21,150	30,355	480	15	21,150	30,355	480	15
CLERK STENOGRAPHER, AFTER 5/1/92	40.0	23,705	27,477	574/295	24,416	28,301	591/304	12	23,718	29,587	489	13	24,548	30,918	490	13	24,548	30,918	490	13
CLERK STENOGRAPHER, PRIOR 5/1/92	35.0	24,714	26,932	314	25,476	27,740	323	10	24,815	29,025	421	11	25,681	30,355	425	11	25,681	30,355	425	11
CLERK STENOGRAPHER, PRIOR 5/1/92	40.0	26,001	27,477	295	26,781	28,301	304	8	26,166	29,587	428	9	27,082	30,918	426	9	27,082	30,918	426	9
CLERK TRANSCRIBER (RSID) AFTER 5/1/92	37.5	22,581	27,910	551/284	23,258	28,768	568/293	12	22,520	30,059	628	13	21,308	31,395	622	13	21,308	31,395	622	13
CLERK TRANSCRIBER (RSID) PRIOR 5/1/92	37.5	24,878	26,354	295	25,624	27,145	304	8	24,968	28,390	428	9	25,842	29,679	426	9	25,842	29,679	426	9
CLERK TRANSCRIBER, AFTER 5/1/92	35.0	22,142	26,636	574/314	22,806	27,435	591/323	14	22,052	28,709	476	15	22,824	30,428	480	15	22,824	30,428	480	15
CLERK TRANSCRIBER, PRIOR 5/1/92	40.0	23,410	27,182	574/295	24,112	27,997	591/304	12	23,403	29,272	489	13	24,222	30,592	490	13	24,222	30,592	490	13
CLERK TRANSCRIBER, PRIOR 5/1/92	35.0	24,438	26,636	314	25,171	27,435	323	10	24,499	28,709	421	11	25,356	30,028	425	11	25,356	30,028	425	11
CLERK TRANSCRIBER, PRIOR 5/1/92	40.0	25,707	27,182	295	26,478	27,997	304	8	25,852	29,272	428	9	26,757	30,592	426	9	26,757	30,592	426	9
CLERK TYPIST III-L, AFTER 5/1/92	35.0	21,698	26,194	574/314	22,349	26,980	591/323	14	21,579	28,238	476	15	22,334	29,540	480	15	22,334	29,540	480	15
CLERK TYPIST III-L, AFTER 5/1/92	40.0	22,967	26,737	574/295	23,656	27,539	591/304	12	22,931	28,798	489	13	23,734	30,101	490	13	23,734	30,101	490	13
CLERK TYPIST III-L, PRIOR 5/1/92	35.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	29,540	425	11	24,867	29,540	425	11
CLERK TYPIST III-L, PRIOR 5/1/92	40.0	25,262	26,737	295	26,020	27,539	304	8	25,378	28,798	428	9	26,266	30,101	426	9	26,266	30,101	426	9
CLERK TYPIST (RSID) AFTER 5/1/92	37.5	22,138	25,910	551/284	22,802	26,687	568/293	12	22,048	27,905	488	13	22,820	29,166	488	13	22,820	29,166	488	13
CLERK TYPIST (RSID) PRIOR 5/1/92	37.5	24,433	27,462	295	25,166	28,206	304	8	24,494	29,571	635	9	25,351	30,901	617	9	25,351	30,901	617	9
CLERK TYPIST, AFTER 5/1/92	40.0	21,698	26,194	574/314	22,349	26,980	591/323	14	21,579	28,238	476	15	22,334	29,540	480	15	22,334	29,540	480	15
CLERK TYPIST, AFTER 5/1/92	35.0	22,967	26,737	574/295	23,656	27,539	591/304	12	22,931	28,798	489	13	23,734	30,101	490	13	23,734	30,101	490	13
CLERK TYPIST, PRIOR 5/1/92	40.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	29,540	425	11	24,867	29,540	425	11
CLERK TYPIST, PRIOR 5/1/92	35.0	25,262	26,737	295	26,020	27,539	304	8	25,378	28,798	428	9	26,266	30,101	426	9	26,266	30,101	426	9
CLERK (RSID) AFTER 5/1/92	37.5	21,631	24,910	551/284	22,280	25,637	568/293	12	21,507	26,839	444	13	22,260	28,062	446	13	22,260	28,062	446	13
CLERK (RSID) PRIOR 5/1/92	37.5	23,927	25,402	295	24,645	26,164	304	8	23,955	27,375	428	9	24,793	28,628	426	9	24,793	28,628	426	9
CLERK, AFTER 5/1/92	35.0	21,403	25,897	574/314	22,045	26,674	591/323	14	21,264	27,922	476	15	22,008	29,213	480	15	22,008	29,213	480	15
CLERK, AFTER 5/1/92	40.0	22,671	26,443	574/295	23,351	27,236	591/304	12	22,616	28,484	489	13	23,408	29,776	490	13	23,408	29,776	490	13
CLERK, PRIOR 05/01/92	35.0	23,699	25,897	314	24,410	26,674	323	10	23,712	27,922	421	11	24,502	29,211	425	11	24,502	29,211	425	11
CLERK, PRIOR 05/01/92	40.0	24,966	26,443	295	25,715	27,236	304	8	25,063	28,484	428	9	25,940	29,776	426	9	25,940	29,776	426	9
COMMUNICATIONS TECHNICIAN	35.0	33,076	35,401	465	34,068	36,403	479	8	33,708	38,204	562	9	34,888	40,006	569	9	34,888	40,006	569	9
COMMUNITY YOUTH WORKER	40.0	24,578	26,148	314	25,315	26,912	323	8	24,649	28,189	443	9	25,512	29,490	442	9	25,512	29,490	442	9
COMPUTER OPERATOR	35.0	26,802	28,998	314	27,606	29,868	323	10	27,020	31,227	421	11	27,966	32,634	424	11	27,966	32,634	424	11
COMPUTER OPERATOR	40.0	28,068	29,544	295	28,910	30,430	304	8	28,369	31,790	428	9	29,362	31,198	426	9	29,362	31,198	426	9
COMPUTER OPERATOR TRAINEE	35.0	25,290	27,518	319	26,049	28,344	329	10	25,408	29,655	425	11	26,297	31,012	429	11	26,297	31,012	429	11

COUNTY OF UNION
 UNION COUNCIL NO. B
 1994 - 1997 SALARY RANGES

***** revised

TITLE	1994-95	1994	1994	1994	1994	1995	1995	1995	1996	1996	1996	1997	1997	1997	1997
	IRS. STEPS	MIN	MAX	INCR.	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.
COMPUTER OPERATOR TRAINEE	40.0	26,558	28,062	299	27,355	28,904	308	8	26,760	30,215	432	9	27,697	31,572	431
COMPUTER OPERATOR (RSII)	37.5	28,251	30,468	443	29,099	31,382	456	8	28,565	32,923	545	9	29,565	34,518	550
CONSUMER PROTECTION AIDE STENOGRAPHER (RSII)	37.5	22,178	24,593	443	23,049	25,331	456	8	22,303	26,661	545	9	23,081	28,037	550
COOK	40.0	26,737	28,956	443	27,339	29,825	456	8	26,950	31,312	545	9	27,893	32,851	551
COOK (RSII)	37.5	23,310	24,659	270	24,009	25,399	278	8	23,297	26,558	408	9	24,112	27,758	405
COORDINATOR OF VOLUNTEERS	35.0	24,812	27,585	395	25,556	28,413	407	10	24,898	29,802	490	11	25,769	31,240	497
COURT CLERK, PROMOTE	35.0	26,802	29,736	420	27,606	30,628	433	10	27,020	32,120	510	11	27,966	33,664	518
DATA CONTROL CLERK	35.0	23,109	25,308	314	23,802	26,067	323	10	23,083	27,293	421	11	23,891	28,562	425
DATA CONTROL CLERK	40.0	25,172	26,649	295	25,108	26,630	304	8	24,434	27,857	428	9	25,289	29,127	426
DATA CONTROL CLERK (RSII)	37.5	23,109	25,308	314	23,802	26,067	323	10	23,083	27,293	421	11	23,891	28,562	425
DATA CONTROL CLERK, TYPING	40.0	24,377	25,854	295	25,108	26,630	304	8	24,434	27,857	428	9	25,289	29,127	426
DATA ENTRY MACHINE OPERATOR	35.0	24,140	26,340	314	24,864	27,130	323	10	24,182	28,394	421	11	25,028	29,702	425
DATA ENTRY MACHINE OPERATOR	40.0	25,409	26,887	295	26,171	27,694	304	8	25,334	28,958	428	9	26,428	30,267	427
DATA ENTRY MACHINE OPERATOR (RSII)	37.5	25,242	26,649	295	25,999	27,448	304	8	25,356	28,704	419	9	26,243	30,001	418
DATA PROCESSING PROGRAMMER/SR. CLERK STENO (PHOS)	35.0	26,023	28,959	420	26,804	29,828	433	10	26,190	31,292	510	11	27,107	32,807	518
DOCKET CLERK	35.0	24,881	27,079	314	25,627	27,891	323	10	24,971	29,181	421	11	25,845	30,516	425
DOCKET CLERK	40.0	26,148	27,625	295	26,932	28,454	304	8	26,322	29,745	428	9	27,243	31,081	426
DOCKET CLERK, TYPING	35.0	24,881	27,079	314	25,627	27,891	323	10	24,971	29,181	421	11	25,845	30,516	425
DOCKET CLERK, TYPING	40.0	26,148	27,625	295	26,932	28,454	304	8	26,322	29,745	428	9	27,243	31,081	426
DRAFTING TECHNICIAN	35.0	26,783	28,260	295	27,586	29,108	304	8	26,999	30,422	428	9	27,944	31,782	426
DRIVER (HUMAN SERVICES-JTPA)	40.0	17,092	22,515	314	17,695	23,190	323	14	16,669	24,316	516	15	17,252	25,481	549
DRUG ABUSE AIDE (RSII)	37.5	24,927	26,441	303	25,675	27,234	312	8	25,021	28,490	434	9	25,897	29,790	433
ELECTRICIAN	40.0	30,429	32,647	443	31,342	33,626	456	8	30,886	35,246	545	9	31,967	36,923	551
ELECTRICIAN (RSII)	37.5	26,243	29,073	566	27,030	29,945	583	8	26,424	31,559	642	9	27,319	32,330	653
ELECTRICIAN'S HELPER	40.0	28,214	30,429	443	29,060	31,342	456	8	28,525	32,882	545	9	29,523	34,476	550
ELECTRONIC REPAIRER'S HELPER	35.0	26,777	30,881	821	27,580	31,807	846	8	26,993	31,741	844	9	27,938	35,743	867
ENGINEERING AIDE	35.0	26,340	27,817	295	27,130	28,652	304	8	26,527	29,950	428	9	27,455	31,293	426
EQUIPMENT OPERATOR	40.0	28,363	32,037	443	29,214	32,998	456	11	28,684	34,596	537	12	29,688	36,250	547
EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	29,945	32,721	443	29,916	33,703	456	11	29,411	35,326	538	12	30,440	37,005	547
EXECUTION CLERK	35.0	25,472	27,668	314	26,236	28,498	323	10	25,602	29,809	421	11	26,498	31,166	424
FOOD SERVICE WORKER (RSII) AFTER 5/1/92	37.5	17,414	21,676	387	17,936	22,326	399	14	17,011	23,494	463	15	17,606	24,701	471

COUNTY OF UNION
 UNION COUNCIL NO. 8
 1994 - 1997 SALARY RANGES

***** revised

TITLE	1994-95	1994	1994	1994	1994	1994	1995	1995	1995	1995	1996	1996	1996	1996	1997	1997	1997	1997	1997		
	MIN	MAX	INCR.	INCR.	MIN	MAX	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.
FOOD SERVICE WORKER (RSID) PRIOR 5/1/92	37.5	23,713	270	270	23,033	24,424	278	278	278	8	22,287	25,549	408	9	23,467	26,713	405	9	23,467	26,713	405
GLAZIER	40.0	31,169	443	443	29,874	32,104	456	456	456	8	29,315	33,671	545	9	30,341	35,292	550	9	30,341	35,292	550
GLAZIER'S HELPER	40.0	27,772	443	443	26,325	28,605	456	456	456	8	25,694	30,049	544	9	26,593	31,543	550	9	26,593	31,543	550
HEAD COOK	40.0	32,188	443	443	31,078	33,360	456	456	456	8	30,613	34,971	545	9	31,684	36,638	550	9	31,684	36,638	550
HEAD COOK (RSID)	37.5	27,903	405	405	26,652	28,740	417	417	417	8	26,032	30,151	515	9	26,943	31,611	519	9	26,943	31,611	519
HEALTH BENEFITS INSURANCE CLERK TYPING (RSID)	37.5	28,568	443	443	27,145	29,425	456	456	456	8	26,543	30,898	544	9	27,472	32,422	550	9	27,472	32,422	550
HEATING & AIR CONDITIONING MECHANIC	40.0	30,322	443	443	28,947	31,232	456	456	456	8	28,408	32,768	545	9	29,402	34,358	551	9	29,402	34,358	551
HEAVY EQUIPMENT OPERATOR	40.0	32,924	443	443	30,126	33,912	456	456	456	11	29,628	35,542	538	12	30,665	37,229	547	12	30,665	37,229	547
HEAVY EQUIPMENT OPERATOR MOSQUITO EXLERM.	40.0	31,463	443	443	30,126	32,407	456	456	456	8	29,628	33,984	545	9	30,665	35,616	550	9	30,665	35,616	550
HEAVY EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	33,608	443	443	30,829	34,616	456	456	456	11	30,356	36,271	538	12	31,418	37,983	547	12	31,418	37,983	547
HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	28,924	443	443	27,511	29,792	456	456	456	8	26,921	31,278	545	9	27,863	32,816	550	9	27,863	32,816	550
HIGHWAY CONSTRUCTION INSPECTOR	35.0	29,736	443	443	28,348	30,628	456	456	456	8	27,788	32,143	544	9	28,761	33,711	550	9	28,761	33,711	550
HOSPITAL GUARD (RSID)	37.5	28,125	354	354	27,145	28,969	365	365	365	8	26,543	30,337	474	9	27,472	31,753	476	9	27,472	31,753	476
INDEX CLERK, AFTER 5/1/92	35.0	26,194	574/314	574/314	22,349	26,980	591/323	591/323	591/323	14	21,379	28,238	476	15	22,334	29,540	480	15	22,334	29,540	480
INDEX CLERK, AFTER 5/1/92	40.0	26,737	574/295	574/295	23,656	27,539	591/304	591/304	591/304	12	22,931	28,798	489	13	24,867	29,540	425	13	24,867	29,540	425
INDEX CLERK, PRIOR 5/1/92	35.0	26,194	314	314	24,714	26,980	323	323	323	10	24,026	28,238	421	11	24,867	29,540	426	11	24,867	29,540	426
INDEX CLERK, PRIOR 5/1/92	35.0	26,737	295	295	26,020	27,539	304	304	304	8	25,378	28,238	428	9	26,266	30,101	426	9	26,266	30,101	426
INDEX CLERK, TYPING, AFTER 5/1/92	40.0	26,737	295	295	24,714	26,980	323	323	323	10	24,026	28,238	421	11	24,867	29,540	425	11	24,867	29,540	425
INDEX CLERK, TYPING, AFTER 5/1/92	37.5	31,637	1,094	1,094	26,952	32,586	1,127	1,127	1,127	8	26,343	34,821	1,060	9	27,265	37,134	1,097	9	27,265	37,134	1,097
INDEX CLERK, TYPING, PRIOR 5/1/92	35.0	29,736	443	443	28,148	30,628	456	456	456	8	27,788	32,143	540	9	28,761	33,711	550	9	28,761	33,711	550
INDEX CLERK, TYPING, PRIOR 5/1/92	35.0	29,736	443	443	28,348	30,628	456	456	456	8	27,788	32,143	544	9	28,761	33,711	550	9	28,761	33,711	550
INSPECTION MOSQUITO EXTERMINATION	37.5	24,713	313	313	21,904	25,454	322	322	322	14	21,118	26,658	396	15	21,857	27,904	403	15	21,857	27,904	403
INSPECTOR (ROAD) OPENINGS	37.5	27,234	303	303	25,675	27,234	312	312	312	8	25,021	28,490	434	9	25,897	29,790	433	9	25,897	29,790	433
INSTITUTIONAL ATTENDANT (RSID) AFTER 5/1/92	37.5	26,441	420	420	28,822	31,846	433	433	433	10	28,278	33,381	510	11	29,268	34,969	518	11	29,268	34,969	518
INSTITUTIONAL ATTENDANT (RSID) PRIOR 5/1/92	37.5	27,983	443	443	28,167	30,449	456	456	456	8	27,600	31,958	545	9	28,566	33,520	550	9	28,566	33,520	550
INVENTORY CONTROL CLERK	40.0	29,562	443	443	28,167	30,449	456	456	456	8	27,600	31,958	545	9	28,566	33,520	550	9	28,566	33,520	550
INVENTORY CONTROL CLERK	37.5	20,051	314	314	19,035	20,653	323	323	323	8	18,149	21,690	443	9	18,781	22,763	442	9	18,781	22,763	442
INVESTIGATOR, CONSUMER PROTECTION	35.0	28,998	420	420	26,843	29,868	433	433	433	10	26,230	31,333	510	11	27,148	32,850	518	11	27,148	32,850	518
INVESTIGATOR, COUNTY ADJUSTER	40.0	31,906	590	590	29,824	32,863	608	608	608	8	29,315	34,603	661	9	30,341	36,404	674	9	30,341	36,404	674
INVESTIGATOR, MEDICAL EXAMINER	P.T.	77.44	NONE	NONE	79.76	79.76	NONE	NONE	NONE	3	PER DIE	83.99	NONE	4	PER DIE	88.76	NONE	4	PER DIE	88.76	NONE

COUNTY OF UNION
UNION COUNCIL NO.8
1994 - 1997 SALARY RANGES

TITLE	1994-95	1994	1994	1994	1995	1995	1995	1996	1996	1996	1996	1997	1997	1997	1997
	HRS. STEPS	MIN	MAX	INCR.	MIN	MAX	INCL.	STEPS	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.
JURY PANEL CLERK	35.0	27,242	30,180	420	28,059	31,085	433	10	27,489	32,593	510	11	28,351	34,151	518
JUVENILE DETENTION OFFICER	P.T.	13.46	14.31	NONE	13.86	14.74	NONE	3	13.60	15.43	NONE	4	14.08	16.14	NONE
JUVENILE DETENTION OFFICER	40.0	27,991	29,765	354	28,813	30,658	365	8	28,290	32,085	474	9	29,280	33,562	476
LABORATORY ASSISTANT (RSII)	37.5	25,382	26,749	273	26,143	27,551	281	8	25,506	28,788	410	9	26,399	30,069	408
LABORATORY TECHNICIAN (RSII)	37.5	25,616	27,386	354	26,384	28,208	365	8	25,755	29,549	474	9	26,656	30,937	476
LABORER (RSII) AFTER 5/1/92	37.5	22,876	28,244	551/284	23,562	29,091	568/293	12	22,834	30,393	630	13	23,633	31,741	624
LABORER (RSII) PRIOR 5/1/92	37.5	25,172	26,649	295	25,927	27,448	304	8	25,282	28,704	428	9	26,167	30,004	476
LABORER, AFTER 5/1/92	40.0	24,885	28,658	574/295	25,632	29,518	591/304	12	24,977	30,846	489	13	25,851	32,221	490
LABORER, PRIOR 5/1/92	40.0	27,182	28,658	295	27,997	29,518	304	8	27,424	30,846	428	9	28,384	32,221	426
LAUNDRY WORKER (RSII)	37.5	24,502	25,978	295	25,237	26,757	304	8	24,568	27,988	428	9	25,428	29,264	426
LEGAL STENOGRAPHER	35.0	25,472	27,668	314	26,236	28,498	323	10	25,602	29,809	421	11	26,498	31,166	424
MAIL CLERK	40.0	25,262	26,737	295	26,020	27,539	304	8	25,378	28,798	428	9	26,266	30,101	426
MAIL CLERK (RSII)	37.5	24,433	25,910	295	25,166	26,687	304	8	24,494	27,916	428	9	25,353	29,188	426
MAINTENANCE REPAIRER	40.0	26,974	28,744	355	27,783	29,606	366	8	27,203	30,997	474	9	28,155	32,437	476
MAINTENANCE REPAIRER CARPENTER	40.0	28,955	31,169	443	29,824	32,104	456	8	29,315	33,671	545	9	30,341	35,292	550
MAINTENANCE REPAIRER CARPENTER (RSII)	37.5	26,205	27,978	355	26,991	28,817	366	8	26,383	30,181	475	9	27,306	31,592	476
MAINTENANCE REPAIRER ELECTRICIAN (RSII)	37.5	26,205	27,978	355	26,991	28,817	366	8	26,383	30,181	475	9	27,306	31,592	476
MAINTENANCE REPAIRER MASON	40.0	28,955	31,169	443	29,824	32,104	456	8	29,315	33,671	545	9	30,341	35,292	550
MAINTENANCE REPAIRER PAINTER	40.0	28,955	31,169	443	29,824	32,104	456	8	29,315	33,671	545	9	30,341	35,292	550
MAINTENANCE REPAIRER PAINTER (RSII)	37.5	26,205	27,978	355	26,991	28,817	366	8	26,383	30,181	475	9	27,306	31,592	476
MAINTENANCE REPAIRER WELDER	40.0	28,955	31,169	443	29,824	32,104	456	8	29,315	33,671	545	9	30,341	35,292	550
MAINTENANCE REPAIRER (RSII)	37.5	26,205	27,978	355	26,991	28,817	366	8	26,383	30,181	475	9	27,306	31,592	476
MAP CLERK, TYPING	35.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	29,500	425
MASON	40.0	29,021	31,234	443	29,892	32,171	456	8	29,386	33,740	544	9	30,415	35,361	550
MASON/PLASTERER	40.0	30,453	32,283	367	31,367	33,251	378	8	30,912	34,782	484	9	31,994	36,366	486
MASON/PLASTERER (RSII)	37.5	26,205	28,273	414	26,991	29,121	426	8	26,383	30,554	521	9	27,306	32,037	526
MEAT CUTTER (RSII)	37.5	23,172	25,064	378	23,867	25,816	389	8	23,150	27,098	494	9	23,960	28,424	496
MECHANIC	40.0	28,955	32,634	443	29,824	33,613	456	12	29,315	35,232	493	13	30,341	36,908	505
MECHANIC (CDR)	40.0	30,280	33,960	443	31,188	34,979	456	12	30,727	36,646	493	13	31,802	38,372	505
MECHANIC (RSII)	37.5	26,205	27,978	355	26,991	28,817	366	8	26,383	30,181	475	9	27,306	31,592	476
MECHANICAL REPAIRER STATIONARY EQUIPMENT (RSII)	37.5	26,205	27,978	355	26,991	28,817	366	8	26,383	30,181	475	9	27,306	31,592	476
MECHANIC'S HELPER	40.0	24,372	25,846	295	25,103	26,621	304	8	24,429	27,848	427	9	25,284	29,118	426

COUNTY OF UNION
 UNION COUNCIL NO. 8
 1994 - 1997 SALARY RANGES

***** Revised

TITLE	1994-95		1994		1994		1994		1995		1995		1996		1996		1997		1997	
	MIN	MAX	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	MIN	MAX	INCR.	MIN	MAX	MIN	MAX
MEDICAL AUDIT ASSISTANT (RSI)	37.5	27,762	27,978	443	26,535	28,817	456	8	25,911	30,269	545	9	26,818	31,771	530					
MEDICAL ELECTRONICS REPAIRER	37.5	30,641	32,692	410	31,560	33,673	422	8	31,112	35,262	519	9	32,201	36,906	523					
MEDICAL RECORDS CLERK, TYPIST (RSI)	37.5	25,616	27,092	295	26,384	27,905	304	8	25,755	29,177	428	9	26,656	30,493	426					
MEDICAL RECORDS CLERK (RSI)	37.5	23,616	27,092	295	26,384	27,905	304	8	25,755	29,177	428	9	26,656	30,493	426					
MEDICAL STEENOGRAPHER (RSI)	37.5	25,172	26,649	295	25,927	27,448	304	8	25,282	28,704	427	9	26,107	30,003	426					
MEDICAL TRANSCRIBER	35.0	25,324	27,522	314	26,084	28,348	323	10	25,444	29,654	421	11	26,335	31,006	425					
MEDICAL TRANSCRIBER	40.0	26,592	28,069	295	27,390	28,911	304	8	26,796	30,218	428	9	27,744	31,571	426					
MEDICAL TRANSCRIBER (RSI)	37.5	25,023	26,500	295	25,774	27,295	304	8	25,124	28,545	427	9	26,003	29,839	426					
MESSENGER	35.0	24,509	26,707	314	25,244	27,508	323	10	24,575	28,785	421	11	25,435	30,106	425					
MESSENGER	40.0	25,696	27,174	295	26,467	27,989	304	8	25,841	29,264	428	9	26,745	30,583	426					
MESSENGER (RSI)	37.5	24,433	25,910	295	25,166	26,687	304	8	24,494	27,916	427	9	25,351	29,188	426					
MICROFILM OPERATOR, TYPING	35.0	24,806	27,006	314	25,550	27,816	323	10	24,892	29,104	421	11	25,763	30,437	425					
Motor Broom Driver	40.0	28,363	32,037	443	29,214	32,998	456	11	28,684	34,596	537	12	29,688	36,259	547					
NATURALIZATION CLERK	35.0	25,745	28,681	420	26,517	29,541	433	10	25,893	30,995	510	11	26,799	32,500	518					
OCCUPATIONAL THERAPY AIDE (RSI)	37.5	25,616	27,092	295	26,384	27,905	304	8	25,755	29,177	428	9	26,656	30,493	426					
OCCUPATIONAL THERAPY ASST (RSI)	37.5	26,649	28,864	443	27,448	29,730	456	8	26,856	31,214	545	9	27,796	32,749	550					
OFFICE APPLIANCE OPERATOR (PROS) AFTER 5/1/92	35.0	21,930	26,426	574/314	22,588	27,219	591/323	14	21,826	28,486	476	15	22,500	29,797	480					
OFFICE APPLIANCE OPERATOR (PROS) PRIOR 5/1/92	35.0	24,226	26,426	314	24,953	27,219	323	10	24,274	28,486	421	11	25,124	29,797	425					
OFFICE APPLIANCE OPERATOR, PRIOR 5/1/92	35.0	21,698	26,194	574/314	22,349	26,980	591/323	14	21,579	28,238	476	15	22,334	29,540	480					
OFFICE APPLIANCE OPERATOR, PRIOR 5/1/92	35.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	29,540	425					
OFFSET MACHINE OPERATOR, PRIOR 5/1/92	35.0	21,698	26,194	574/314	22,349	26,980	591/323	14	21,579	28,238	476	15	22,334	29,540	480					
OFFSET MACHINE OPERATOR, AFTER 5/1/92	35.0	23,994	26,194	314	24,714	26,980	323	10	24,026	28,238	421	11	24,867	29,540	425					
OMNIBUS OPERATOR CLASS 1 (RSI)	37.5	27,178	29,231	411	27,993	30,108	423	8	27,420	31,573	519	9	28,380	33,089	524					
OMNIBUS OPERATOR/MAINTENANCE REPAIRER (RSI)	37.5	27,178	29,231	411	27,993	30,108	423	8	27,420	31,573	519	9	28,380	33,089	524					
OPERATOR AUTOMATED TYPEWRITER	35.0	25,324	27,522	314	26,084	28,348	323	10	25,444	29,654	421	11	26,335	31,006	425					
OPERATOR WORD PROCESSING EQUIPMENT	35.0	25,324	27,522	314	26,084	28,348	323	10	25,444	29,654	421	11	26,335	31,006	425					
PAINTER	40.0	28,955	31,169	443	29,824	32,104	456	8	29,315	33,671	545	9	30,341	35,292	550					
PAINTER (RSI)	37.5	26,723	29,040	463	27,525	29,911	477	8	26,936	31,421	560	9	27,879	32,984	567					
PARKING ATTENDANT	40.0	27,182	28,658	295	27,997	29,518	304	8	27,424	30,846	428	9	28,384	32,231	426					
PASSPORT CLERK	35.0	23,699	25,898	314	24,410	26,675	323	10	23,712	27,923	421	11	24,542	29,214	425					
PAYROLL CLERK	35.0	24,717	26,194	295	25,459	26,980	304	8	24,798	28,219	428	9	25,666	29,502	426					
PAYROLL CLERK, TYPIST (RSI)	37.5	25,467	26,943	295	26,231	27,751	304	8	25,597	29,017	427	9	26,494	30,328	426					

COUNTY OF UNION
UNION COUNCIL NO.8
1994 - 1997 SALARY RANGES

TITLE	1994-95	1994	1994	1994	1994	1995	1995	1995	1996	1996	1996	1996	1996	1997	1997	1997	1997	1997	1997		
	HRS. STEPS	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	STEPS	MIN	MAX	INCL.	STEPS	MIN	MAX	INCR.	STEPS	MIN	MAX	INCR.
PAYROLL SUPERVISOR (RSII)	37.5	29,966	32,180	443	30,865	33,145	456	8	30,393	34,748	545	9	31,357	36,407	550						
PERSONNEL ASSISTANT (RSII)	37.5	29,798	32,015	443	30,692	32,975	456	8	30,214	34,572	541	9	31,271	36,225	550						
PERSONNEL CLERK TYPING (RSII)	37.5	25,762	27,978	443	26,535	28,817	456	8	25,911	30,269	545	9	26,818	31,771	550						
PHARMACIST'S AIDE (RSII)	37.5	24,814	26,864	410	25,558	27,670	422	8	24,900	29,048	519	9	25,772	30,475	523						
PHLEBOTOMIST (RSII)	37.5	20,700	24,801	820	21,321	25,545	845	8	20,515	27,259	843	9	21,233	29,033	867						
PHYSICAL THERAPY AIDE (RSII)	37.5	25,616	27,092	295	26,384	27,905	304	8	25,755	29,177	428	9	26,656	30,493	426						
PHYSICAL THERAPY ASSISTANT (RSII)	37.5	26,649	28,864	443	27,448	29,730	456	8	26,856	31,214	545	9	27,796	32,749	550						
PLANNING DRAFTSMAN	35.0	25,027	27,228	314	25,778	28,045	323	10	25,128	29,341	421	11	26,007	30,682	425						
PLUMBER/HEAVY FITTER (RSII)	37.5	27,830	30,045	443	28,665	30,946	456	8	28,116	32,472	545	9	29,100	34,052	550						
PRACTICAL NURSE	40.0	26,695	28,746	409	27,496	29,608	421	8	26,906	31,053	518	9	27,848	32,519	522						
PRINCIPAL ACCOUNT CLERK	35.0	26,061	28,998	420	26,843	29,868	433	10	26,230	31,333	510	11	27,148	32,850	518						
PRINCIPAL ACCOUNT CLERK	40.0	27,329	29,544	443	28,149	30,430	456	8	27,582	31,938	545	9	28,547	33,499	550						
PRINCIPAL ACCOUNT CLERK STENOGRAPHER	35.0	26,061	28,998	420	26,843	29,868	433	10	26,230	31,333	510	11	27,148	32,850	518						
PRINCIPAL ACCOUNT CLERK STENOGRAPHER	40.0	27,329	29,544	443	28,149	30,430	456	8	27,582	31,938	545	9	28,547	33,499	550						
PRINCIPAL ACCOUNT CLERK STENOGRAPHER (RSII)	37.5	26,354	28,568	443	27,145	29,425	456	8	26,543	30,898	545	9	27,472	32,422	550						
PRINCIPAL ACCOUNT CLERK TYPING	35.0	26,061	28,998	420	26,843	29,868	433	10	26,230	31,333	510	11	27,148	32,850	518						
PRINCIPAL ACCOUNT CLERK TYPING (RSII)	37.5	27,329	29,544	443	28,149	30,430	456	8	27,582	31,938	545	9	28,547	33,499	550						
PRINCIPAL ACCOUNT CLERK TYPING (RSII)	37.5	26,354	28,568	443	27,145	29,425	456	8	26,543	30,898	545	9	27,472	32,422	550						
PRINCIPAL ADMITTING CLERK TYPING (RSII)	37.5	26,354	28,568	443	27,145	29,425	456	8	26,543	30,898	545	9	27,472	32,422	550						
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	35.0	26,061	28,998	420	26,843	29,868	433	10	26,230	31,333	510	11	27,148	32,850	518						
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP	35.0	26,061	28,998	420	26,843	29,868	433	10	26,230	31,333	510	11	27,148	32,850	518						
PRINCIPAL BOOKKEEPING MACHINE OPERATOR TYP	37.5	25,467	27,683	443	26,231	28,513	456	8	25,597	29,954	544	9	26,493	31,445	550						
PRINCIPAL BUYER TYPING (RSII)	37.5	31,524	33,740	443	32,470	34,752	456	8	32,054	36,411	545	9	33,176	38,128	550						
PRINCIPAL BUYER (RSII)	37.5	31,524	33,740	443	32,470	34,752	456	8	32,054	36,411	544	9	33,176	38,128	550						
PRINCIPAL CASHIER	35.0	30,047	33,282	401	30,948	34,280	475	10	30,479	35,941	546	11	31,546	37,660	556						
PRINCIPAL CHILDREN'S SUPERVISOR	40.0	29,611	31,711	420	30,499	32,662	433	8	30,014	34,225	526	9	31,064	35,843	531						
PRINCIPAL CLERK	35.0	25,472	28,410	420	26,236	29,262	433	10	25,602	30,706	510	11	26,498	32,201	518						
PRINCIPAL CLERK	40.0	27,040	29,090	409	27,851	29,963	421	8	27,273	31,421	519	9	28,228	32,940	522						
PRINCIPAL CLERK BILINGUAL	35.0	25,472	28,410	420	26,236	29,262	433	10	25,602	30,706	510	11	26,498	32,201	518						
PRINCIPAL CLERK BILINGUAL (RSII)	37.5	25,762	27,978	443	26,535	28,817	456	8	25,911	30,269	545	9	26,818	31,771	550						

COUNTY OF UNION
 UNION COUNCIL NO 8
 1994 - 1997 SALARY RANGES

***** revised

TITLE	1994-95 HRS. STEPS	1994 MIN	1994 MAX	1994 INCR.	1994 INCR.	1995 MIN	1995 MAX	1995 MAX	1995 INCR.	1996 STEPS	1996 MIN	1996 MAX	1996 MAX	1996 INCR.	1997 STEPS	1997 MIN	1997 MAX	1997 MAX	INCL.
PRINCIPAL CLERK BOOKKEEPER	35.0	26,061	28,998	420	420	26,843	29,868	29,868	433	10	26,230	31,333	31,333	510	11	27,148	32,830	32,830	518
PRINCIPAL CLERK BOOKKEEPER	40.0	27,329	29,544	443	443	28,149	30,430	30,430	456	8	27,582	31,938	31,938	545	9	28,547	33,499	33,499	550
PRINCIPAL CLERK BOOKKEEPER (RSID)	37.5	26,354	28,568	443	443	27,145	29,425	29,425	456	8	26,541	30,898	30,898	545	9	27,472	32,422	32,422	550
PRINCIPAL CLERK STENOGRAPHER	35.0	26,061	28,998	420	420	26,843	29,868	29,868	433	10	26,230	31,333	31,333	510	11	27,148	32,830	32,830	518
PRINCIPAL CLERK STENOGRAPHER (RSID)	40.0	27,329	29,544	443	443	28,149	30,430	30,430	456	8	27,582	31,938	31,938	545	9	28,547	33,499	33,499	550
PRINCIPAL CLERK TRANSCRIBER	37.5	26,354	28,568	443	443	27,145	29,425	29,425	456	8	26,541	30,898	30,898	545	9	27,472	32,422	32,422	550
PRINCIPAL CLERK TRANSCRIBER (RSID)	35.0	25,915	28,852	420	420	26,692	29,718	29,718	433	10	26,074	31,178	31,178	510	11	26,987	32,689	32,689	518
PRINCIPAL CLERK TRANSCRIBER	40.0	27,182	29,398	443	443	27,997	30,280	30,280	456	8	27,424	31,783	31,783	545	9	28,384	33,338	33,338	550
PRINCIPAL CLERK TRANSCRIBER (RSID)	37.5	26,174	28,386	442	442	26,959	29,238	29,238	455	8	26,350	30,703	30,703	544	9	27,272	32,220	32,220	550
PRINCIPAL CLERK TYPIST	35.0	25,472	28,410	420	420	26,236	29,262	29,262	433	10	25,602	30,706	30,706	510	11	26,498	32,201	32,201	518
PRINCIPAL CLERK TYPIST	40.0	27,040	29,090	409	409	27,851	29,963	29,963	421	8	27,273	31,421	31,421	519	9	28,228	32,910	32,910	522
PRINCIPAL CLERK TYPIST (RSID)	37.5	25,762	27,978	443	443	26,535	28,817	28,817	456	8	25,911	30,269	30,269	545	9	26,818	31,771	31,771	550
PRINCIPAL CLERK (RSID)	37.5	25,762	27,978	443	443	26,535	28,817	28,817	456	8	25,911	30,269	30,269	545	9	26,818	31,771	31,771	550
PRINCIPAL COURT CLERK, PROBATE	35.0	29,495	32,433	420	420	30,380	33,406	33,406	433	10	29,891	34,995	34,995	510	11	30,937	36,640	36,640	518
PRINCIPAL DATA CONTROL CLERK	35.0	25,472	28,410	420	420	26,236	29,262	29,262	433	10	25,602	30,706	30,706	510	11	26,498	32,201	32,201	518
PRINCIPAL DATA CONTROL CLERK	40.0	27,040	29,090	409	409	27,851	29,963	29,963	421	8	27,273	31,421	31,421	519	9	28,228	32,910	32,910	522
PRINCIPAL DATA ENTRY MACHINE OPERATOR	35.0	24,542	27,478	420	420	25,278	28,302	28,302	433	10	24,610	29,713	29,713	510	11	25,471	31,173	31,173	518
PRINCIPAL DATA ENTRY MACHINE OPERATOR (RSID)	37.5	30,612	32,827	443	443	31,530	33,812	33,812	456	8	31,081	35,438	35,438	545	9	32,169	37,121	37,121	550
PRINCIPAL DATA ENTRY MACHINE OPR (ADMIN SVCS. FIN)	35.0	25,332	28,270	420	420	26,092	29,118	29,118	433	10	25,453	30,557	30,557	510	11	26,343	32,046	32,046	518
PRINCIPAL INDEX CLERK	35.0	28,129	31,065	420	420	28,973	31,997	31,997	433	10	28,435	33,537	33,537	510	11	29,430	35,131	35,131	518
PRINCIPAL DRAFTING TECHNICIAN	35.0	29,015	31,950	420	420	29,885	32,909	32,909	433	10	29,378	34,481	34,481	510	11	30,406	36,108	36,108	518
PRINCIPAL ELECTIONS CLERK	35.0	25,472	28,410	420	420	26,236	29,262	29,262	433	10	25,602	30,706	30,706	510	11	26,498	32,201	32,201	518
PRINCIPAL ENGINEERING AIDE	35.0	29,296	31,511	443	443	30,175	32,456	32,456	456	8	29,679	34,035	34,035	545	9	30,718	35,669	35,669	550
PRINCIPAL ENGINEERING DRAFTSMAN	35.0	28,998	31,214	443	443	29,868	32,150	32,150	456	8	29,361	33,718	33,718	545	9	30,389	35,341	35,341	550
PRINCIPAL ENGINEERING DRAFTSMAN	35.0	25,472	28,410	420	420	26,236	29,262	29,262	433	10	25,602	30,706	30,706	510	11	26,498	32,201	32,201	518
PRINCIPAL INDEX CLERK	40.0	26,737	28,955	443	443	27,539	29,824	29,824	456	8	26,950	31,311	31,311	545	9	27,893	32,850	32,850	551
PRINCIPAL INDEX CLERK	35.0	25,472	28,410	420	420	26,236	29,262	29,262	433	10	25,602	30,706	30,706	510	11	26,498	32,201	32,201	518
PRINCIPAL INDEX CLERK, TYPING	35.0	26,737	28,955	443	443	27,539	29,824	29,824	456	8	26,950	31,311	31,311	545	9	27,893	32,850	32,850	551
PRINCIPAL INDEX CLERK, TYPING	40.0	27,242	30,180	420	420	28,059	31,085	31,085	433	10	27,489	32,593	32,593	510	11	28,451	34,154	34,154	518
PRINCIPAL LEGAL STENOGRAPHER	35.0	29,042	31,258	443	443	29,913	32,196	32,196	456	8	29,407	33,766	33,766	545	9	30,436	35,391	35,391	550
PRINCIPAL LIBRARY ASSISTANT TYPIING (RSID)	37.5	28,256	30,472	443	443	29,104	31,386	31,386	456	8	28,570	32,928	32,928	545	9	29,570	34,523	34,523	550
PRINCIPAL MEDICAL RECORDS CLERK (RSID)	37.5	29,394	32,131	547	547	30,276	33,095	33,095	563	8	29,783	34,800	34,800	627	9	30,825	36,365	36,365	618
PRINCIPAL MEDICAL STENOGRAPHER (RSID)	37.5	29,394	32,131	547	547	30,276	33,095	33,095	563	8	29,783	34,800	34,800	627	9	30,825	36,365	36,365	618

***** revised

COUNTY OF UNION
UNION COUNCIL NO 8
1994 - 1997 SALARY RANGES

TITLE	1994-95	1994	1994	1994	1994	1995	1995	1995	1995	1995	1996	1996	1996	1996	1996	1997	1997	1997	1997
	HRS. STEPS	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	MIN	MAX	INCR.	INCR.
PRINCIPAL MICROFILM MACHINE OPERATOR	35.0	26,358	29,296	420	27,149	30,175	433	26,547	31,651	510	27,476	33,179	518	27,476	33,179	518	518	518	518
PRINCIPAL OFFSET MACHINE OPERATOR	35.0	27,242	30,180	420	28,059	31,085	433	27,489	32,593	510	28,451	34,154	518	28,451	34,154	518	518	518	518
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	26,061	28,998	420	26,843	29,868	433	26,230	31,333	510	27,148	32,850	518	27,148	32,850	518	518	518	518
PRINCIPAL PAYROLL CLERK (RSI)	37.5	26,798	29,011	443	27,602	29,881	456	27,016	31,770	545	27,962	32,911	550	27,962	32,911	550	550	550	550
PRINCIPAL PERSONNEL CLERK (RSI)	37.5	26,354	28,568	443	27,145	29,425	456	26,543	30,898	545	27,472	32,422	550	27,472	32,422	550	550	550	550
PRINCIPAL PURCHASING ASSISTANT	35.0	30,850	34,954	821	31,776	36,083	846	31,336	38,084	844	32,433	40,238	867	32,433	40,238	867	867	867	867
PRINCIPAL PURCHASING ASSISTANT (RSI)	37.5	31,172	33,387	443	32,107	34,389	456	31,678	36,036	515	32,787	37,740	550	32,787	37,740	550	550	550	550
PRINCIPAL TERMINAL OPERATOR	35.0	25,332	28,270	420	26,092	29,118	433	25,453	30,557	510	26,344	32,046	518	26,344	32,046	518	518	518	518
PROBATE ASSISTANT	35.0	26,802	29,736	420	27,606	30,628	433	27,020	32,120	510	27,966	33,664	518	27,966	33,664	518	518	518	518
PROBATE ASSISTANT, TYPING	35.0	26,802	29,736	420	27,606	30,628	433	27,020	32,120	510	27,966	33,664	518	27,966	33,664	518	518	518	518
PROBATE CLERK	35.0	28,129	31,065	420	28,973	31,997	433	28,435	33,537	510	29,430	35,131	518	29,430	35,131	518	518	518	518
PROBATE CLERK, TYPING	35.0	28,129	31,065	420	28,973	31,997	433	28,435	33,537	510	29,430	35,131	518	29,430	35,131	518	518	518	518
PROPERTY CLERK, TYPING	35.0	25,472	28,410	420	26,236	29,262	433	25,602	30,706	510	26,498	32,201	518	26,498	32,201	518	518	518	518
PROPERTY CLERK/WORD PROCESSING OPERATOR	35.0	27,539	30,475	420	28,365	31,389	433	27,805	32,908	510	28,778	34,480	518	28,778	34,480	518	518	518	518
PURCHASING ASSISTANT STENOGRAPHER	35.0	25,472	27,668	314	26,236	28,498	323	25,602	29,809	421	26,498	31,166	424	26,498	31,166	424	424	424	424
PURCHASING ASSISTANT TYPING	35.0	25,472	27,668	314	26,236	28,498	323	25,602	29,809	421	26,498	31,166	424	26,498	31,166	424	424	424	424
PURCHASING ASSISTANT TYPING B-I-L	35.0	25,472	27,668	314	26,236	28,498	323	25,602	29,809	421	26,498	31,166	424	26,498	31,166	424	424	424	424
PURCHASING ASSISTANT TYPING B-I-L	35.0	25,472	27,668	314	26,236	28,498	323	25,602	29,809	421	26,498	31,166	424	26,498	31,166	424	424	424	424
PURCHASING ASSISTANT (RSI)	37.5	24,970	27,022	410	25,719	27,833	422	25,067	29,217	518	25,914	30,650	523	25,914	30,650	523	523	523	523
RECEPTIONIST, AFTER 5/1/92	35.0	21,698	26,194	574/314	22,349	26,980	591/323	23,718	29,587	476	24,334	29,540	480	24,334	29,540	480	480	480	480
RECEPTIONIST, AFTER 5/1/92	40.0	23,705	27,477	574/295	24,416	28,301	591/304	23,718	29,587	489	24,548	30,918	490	24,548	30,918	490	490	490	490
RECEPTIONIST, PRIOR 5/1/92	35.0	23,994	26,194	314	24,714	26,980	323	24,026	28,238	421	24,867	29,510	425	24,867	29,510	425	425	425	425
RECEPTIONIST, PRIOR 5/1/92	40.0	26,001	27,477	295	26,781	28,301	304	26,166	29,587	428	27,082	30,918	426	27,082	30,918	426	426	426	426
RECEPTIONIST, TYPING AFTER 5/1/92	35.0	21,698	26,194	574/314	22,349	26,980	591/323	23,718	29,587	476	24,334	29,540	480	24,334	29,540	480	480	480	480
RECEPTIONIST, TYPING AFTER 5/1/92	40.0	23,705	27,477	574/295	24,416	28,301	591/304	23,718	29,587	489	24,548	30,918	490	24,548	30,918	490	490	490	490
RECEPTIONIST, TYPING PRIOR 5/1/92	35.0	23,994	26,194	314	24,714	26,980	323	24,026	28,238	421	24,867	29,510	425	24,867	29,510	425	425	425	425
RECEPTIONIST, TYPING PRIOR 5/1/92	40.0	26,001	27,477	295	26,781	28,301	304	26,166	29,587	428	27,082	30,918	426	27,082	30,918	426	426	426	426
RECORDS RETRIEVAL OPERATOR	35.0	24,107	26,307	314	24,830	27,096	323	24,147	28,358	421	24,992	29,665	425	24,992	29,665	425	425	425	425
RECREATION AIDE (RSI)	37.5	25,616	27,092	295	26,384	27,905	304	25,755	29,177	428	26,656	30,493	426	26,656	30,493	426	426	426	426
RECREATION THERAPY AIDE (RSI)	37.5	25,616	27,092	295	26,384	27,905	304	25,755	29,177	428	26,656	30,493	426	26,656	30,493	426	426	426	426
RECYCLING PROGRAM AIDE	35.0	24,881	27,019	314	25,627	27,891	323	24,971	29,181	421	25,845	30,516	425	25,845	30,516	425	425	425	425
ROAD INSPECTOR	35.0	26,710	28,924	443	27,511	29,792	456	26,921	31,278	545	27,863	32,816	550	27,863	32,816	550	550	550	550
ROAD REPAIRER	40.0	27,625	30,331	295	28,454	31,241	304	27,897	32,629	430	28,873	34,066	433	28,873	34,066	433	433	433	433

COUNTY OF UNION
 UNION COUNCIL NO.8
 1994 - 1997 SALARY RANGES

***** revised

TITLE	1994-95		1994		1994		1994		1995		1995		1996		1996		1997		1997		1997	
	IRS	STEPS	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	STEPS	MIN	MAX	STEPS	MIN	MAX	STEPS	MIN	MAX	INCR.	MAX	INCR.
SENIOR CLERK TRANSCRIBER	40.0	5	26,592	28,069	295	27,390	28,911	304	26,796	30,218	8	26,796	30,218	8	26,796	30,218	9	27,734	31,571	428	31,571	426
SENIOR CLERK TRANSCRIBER III-L (PROS)	35.0	7	25,324	27,522	314	26,084	28,348	323	25,444	29,654	10	25,444	29,654	10	25,444	29,654	11	26,335	31,006	421	31,006	425
SENIOR CLERK TYPIST	35.0	7	24,881	27,079	314	25,627	27,891	323	24,971	29,181	10	24,971	29,181	10	24,971	29,181	11	25,865	30,516	421	30,516	425
SENIOR CLERK TYPIST	40.0	5	26,001	27,477	295	26,781	28,301	304	26,166	29,587	8	26,166	29,587	8	26,166	29,587	9	27,082	30,918	428	30,918	426
SENIOR CLERK TYPIST (RSID)	37.5	5	25,172	26,649	295	25,927	27,448	304	25,282	28,704	8	25,282	28,704	8	25,282	28,704	9	26,167	30,004	427	30,004	426
SENIOR CLERK (RSID)	37.5	5	25,172	26,649	295	25,927	27,448	304	25,282	28,704	8	25,282	28,704	8	25,282	28,704	9	26,167	30,004	427	30,004	426
SENIOR COMMUNICATIONS TECHNICIAN	35.0	5	28,200	30,526	465	29,346	31,742	479	29,171	31,668	8	29,171	31,668	8	29,171	31,668	9	30,512	33,661	562	33,661	569
SENIOR COMMUNITY SERVICE AIDE	35.0	5	27,892	29,765	374	28,729	30,658	385	28,182	30,105	8	28,182	30,105	8	28,182	30,105	9	29,168	33,603	490	33,603	493
SENIOR COMPUTER OPERATOR	35.0	7	28,573	31,511	420	29,430	32,456	433	28,908	34,012	10	28,908	34,012	10	28,908	34,012	11	29,920	35,622	510	35,622	518
SENIOR COOK	40.0	5	27,461	29,511	409	28,285	30,396	421	27,722	31,869	8	27,722	31,869	8	27,722	31,869	9	28,692	33,393	518	33,393	522
SENIOR COOK (RSID)	37.5	5	24,659	26,281	324	25,399	27,069	334	24,735	28,340	8	24,735	28,340	8	24,735	28,340	9	25,601	29,636	430	29,636	450
SENIOR COURT CLERK, PROBATE	35.0	7	29,015	31,950	420	29,885	32,909	433	29,378	34,481	10	29,378	34,481	10	29,378	34,481	11	30,406	36,198	510	36,198	518
SENIOR DATA CONTROL CLERK	35.0	7	24,659	26,858	314	25,399	27,664	323	24,735	28,946	10	24,735	28,946	10	24,735	28,946	11	25,601	30,273	421	30,273	425
SENIOR DATA ENTRY MACHINE OPERATOR	35.0	7	24,806	27,006	314	25,550	27,816	323	24,892	29,104	10	24,892	29,104	10	24,892	29,104	11	25,763	30,437	421	30,437	425
SENIOR DATA ENTRY MACHINE OPERATOR (RSID)	37.5	5	27,926	29,768	368	28,764	30,661	379	28,218	32,102	8	28,218	32,102	8	28,218	32,102	9	29,206	33,594	485	33,594	487
SENIOR DOCKET CLERK	35.0	7	25,472	28,410	420	26,236	29,262	433	25,602	30,706	10	25,602	30,706	10	25,602	30,706	11	26,498	32,201	510	32,201	518
SENIOR DOCKET CLERK	40.0	5	26,737	28,955	443	27,539	29,262	456	26,950	31,311	8	26,950	31,311	8	26,950	31,311	9	27,893	32,850	545	32,850	551
SENIOR DOCKET CLERK, TYPING	35.0	7	25,472	28,410	420	26,236	29,262	433	25,602	30,706	10	25,602	30,706	10	25,602	30,706	11	26,498	32,201	510	32,201	518
SENIOR DOCKET CLERK, TYPING	40.0	5	26,737	28,955	443	27,539	29,262	456	26,950	31,311	8	26,950	31,311	8	26,950	31,311	9	27,893	32,850	545	32,850	551
SENIOR DRAFTING TECHNICIAN	35.0	5	28,410	29,883	295	29,262	30,779	304	28,734	32,151	8	28,734	32,151	8	28,734	32,151	9	29,740	33,571	427	33,571	426
SENIOR ELECTRICIAN	40.0	5	32,647	34,861	443	33,626	35,907	456	33,250	37,607	8	33,250	37,607	8	33,250	37,607	9	34,414	39,766	545	39,766	550
SENIOR ELECTRICIAN (RSID)	37.5	5	30,641	32,692	410	31,560	33,673	422	31,112	35,262	8	31,112	35,262	8	31,112	35,262	9	32,201	36,906	519	36,906	523
SENIOR ENGINEERING AIDE	35.0	5	27,964	29,442	295	28,803	30,325	304	28,259	31,681	8	28,259	31,681	8	28,259	31,681	9	29,248	33,085	428	33,085	426
SENIOR FOOD SERVICE WORKER (RSID)	37.5	5	23,038	24,389	270	23,729	25,121	278	23,007	26,270	8	23,007	26,270	8	23,007	26,270	9	23,812	27,459	408	27,459	405
SENIOR HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	5	26,798	28,864	413	27,602	29,730	425	26,950	34,664	8	26,950	34,664	8	26,950	34,664	9	27,893	32,850	545	32,850	551
SENIOR HOSPITAL GUARD (RSID)	37.5	5	25,027	27,228	314	25,778	28,045	323	25,128	31,184	8	25,128	31,184	8	25,128	31,184	9	26,062	30,682	421	30,682	425
SENIOR INDEX CLERK	35.0	7	26,295	27,772	295	27,084	28,605	304	26,479	29,901	8	26,479	29,901	8	26,479	29,901	9	27,406	31,243	428	31,243	426
SENIOR INDEX CLERK	40.0	5	26,295	27,772	295	27,084	28,605	304	26,479	29,901	8	26,479	29,901	8	26,479	29,901	9	27,406	31,243	428	31,243	426
SENIOR INDEX CLERK, TYPING	35.0	7	25,027	27,228	314	25,778	28,045	323	25,128	31,184	8	25,128	31,184	8	25,128	31,184	9	26,062	30,682	421	30,682	425
SENIOR INDEX CLERK, TYPING	40.0	5	26,295	27,772	295	27,084	28,605	304	26,479	29,901	8	26,479	29,901	8	26,479	29,901	9	27,406	31,243	428	31,243	426
SENIOR INVESTIGATOR, COUNTY ADJUSTER	35.0	7	26,901	29,838	420	27,708	30,733	433	27,125	32,229	10	27,125	32,229	10	27,125	32,229	11	28,074	33,777	510	33,777	518
SENIOR JUVENILE DETENTION OFFICER	40.0	5	29,765	31,980	443	30,658	32,939	456	30,179	34,535	8	30,179	34,535	8	30,179	34,535	9	31,235	36,187	545	36,187	550

COUNTY OF UNION
UNION COUNCIL NO.8
1994 - 1997 SALARY RANGES

Table with columns: TITLE, 1994-95 HRS, 1994 MIN, 1994 MAX, 1994 INCR, 1994 INCR, 1995 MIN, 1995 MAX, 1995 INCR, 1995 INCR, 1996 STEPS, 1996 MIN, 1996 MAX, 1996 INCR, 1997 STEPS, 1997 MIN, 1997 MAX, 1997 INCR. Rows include titles like SENIOR LAUNDRY WORKER (RSID), SENIOR LEGAL STENOGRAPHER, SENIOR LIBRARY ASSISTANT TYPING (RSID), etc.

COUNTY OF UNION
 UNION COUNCIL NO.8
 1984 - 1997 SALARY RANGES

***** revised

TITLE	1994-95	1994	1994	1994	1994	1995	1995	1995	1995	1996	1996	1996	1996	1997	1997	1997	1997	
	HRS. STEPS	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX	INCR.	MIN	MAX
SENIOR PLANNING DRAFTSMAN	35.0	26,505	28,703	314	27,300	29,564	323	10	26,703	30,913	421	11	27,638	32,309	425	27,638	32,309	
SENIOR PLUMBER STEAMFITTER (RSID)	37.5	28,607	30,820	443	29,465	31,745	456	8	28,944	33,299	515	9	29,957	34,907	550	29,957	34,907	
SENIOR POLICE RECORDS CLERK	35.0	29,495	32,333	420	30,380	33,406	433	10	29,891	34,995	510	11	30,917	36,640	518	30,917	36,640	
SENIOR PROBATE CLERK	35.0	29,459	32,395	420	30,343	33,367	433	10	29,853	34,955	510	11	30,898	36,598	518	30,898	36,598	
SENIOR PURCHASING ASSISTANT	35.0	27,632	29,831	314	28,461	30,726	323	10	27,905	32,115	421	11	28,882	33,551	425	28,882	33,551	
SENIOR PURCHASING ASSISTANT STENOGRAPHER	35.0	27,632	29,831	314	28,461	30,726	323	10	27,905	32,115	421	11	28,882	33,551	425	28,882	33,551	
SENIOR PURCHASING ASSISTANT TYPING	35.0	27,632	29,831	314	28,461	30,726	323	10	27,905	32,115	421	11	28,882	33,551	425	28,882	33,551	
SENIOR RECREATION THERAPY AIDE (RSID)	37.5	26,354	27,830	295	27,145	28,625	304	8	26,543	29,963	427	9	27,472	31,307	426	27,472	31,307	
SENIOR SECURITY GUARD	40.0	26,221	27,791	314	27,008	28,625	323	8	26,401	29,941	443	9	27,325	31,303	442	27,325	31,303	
SENIOR STOCK CLERK (RSID)	37.5	25,910	27,683	355	26,687	28,513	366	8	26,969	29,866	475	9	26,981	31,266	476	26,981	31,266	
SENIOR TELEPHONE OPERATOR	35.0	25,175	27,374	314	25,930	28,195	323	10	25,285	29,496	421	11	26,170	30,812	425	26,170	30,812	
SENIOR TELEPHONE OPERATOR RECEPTIONIST (RSID)	37.5	25,467	26,943	295	26,231	27,751	304	8	25,597	29,017	427	9	26,491	30,328	426	26,491	30,328	
SENIOR TELEPHONE OPERATOR (RSID)	37.5	25,467	26,943	295	26,231	27,751	304	8	25,597	29,017	427	9	26,491	30,328	426	26,491	30,328	
SENIOR TRAFFIC ANALYST	35.0	27,757	29,807	410	28,590	30,701	422	8	28,038	32,186	519	9	29,019	33,723	523	29,019	33,723	
SENIOR X-RAY TECHNICIAN (RSID)	37.5	27,534	29,750	443	28,360	30,643	456	8	27,800	32,159	545	9	28,771	33,728	550	28,771	33,728	
SEWER EQUIPMENT OPERATOR	40.0	27,623	31,300	443	28,454	32,239	456	11	27,897	33,810	518	12	28,873	35,436	547	28,873	35,436	
SWIN DESIGNER, PROC. & LETTERER	40.0	30,856	33,071	443	31,782	34,063	456	8	31,342	35,698	545	9	32,439	37,390	550	32,439	37,390	
SIGN MAKER (WOOD AND METAL)	40.0	28,008	30,223	443	29,670	31,952	456	8	29,156	33,513	545	9	30,176	35,129	550	30,176	35,129	
SIGN PAINTER	40.0	28,806	31,021	443	29,670	31,952	456	8	29,156	33,513	545	9	30,176	35,129	550	30,176	35,129	
STOCK CLERK (RSID)	37.5	24,728	26,205	295	25,470	26,991	304	8	24,809	28,231	427	9	25,677	29,514	426	25,677	29,514	
STOCK HANDLER	35.0	23,870	25,348	295	24,586	26,108	304	8	23,894	27,317	428	9	24,730	28,568	426	24,730	28,568	
STOCK HANDLER	40.0	27,182	28,658	295	27,997	29,518	304	8	27,424	30,846	428	9	28,384	32,221	426	28,384	32,221	
STOCK HANDLER (RSID)	37.5	24,927	26,441	403	25,675	27,234	312	8	25,021	28,490	434	9	25,897	29,790	433	25,897	29,790	
STOREKEEPER (RSID)	37.5	28,865	32,282	683	29,731	33,250	703	8	29,219	35,097	734	9	30,242	37,008	752	30,242	37,008	
SUPERVISING ACCOUNT CLERK	35.0	27,242	30,180	420	28,059	31,085	433	10	27,489	32,593	510	11	28,451	34,154	518	28,451	34,154	
SUPERVISING ACCOUNT CLERK	40.0	28,762	30,862	420	29,625	31,788	433	8	29,109	33,321	527	9	30,128	34,907	531	30,128	34,907	
SUPERVISING CLERK	40.0	28,509	30,725	443	29,364	31,647	456	8	28,839	31,198	545	9	29,818	34,803	551	29,818	34,803	
SUPERVISING CLERK TYPIST	35.0	27,242	30,180	420	28,059	31,085	433	10	27,489	32,593	510	11	28,451	34,154	518	28,451	34,154	
SUPERVISING CLERK (COUNTY CLERK)	35.0	27,242	30,180	420	28,059	31,085	433	10	27,489	32,593	510	11	28,451	34,154	518	28,451	34,154	
SUPERVISING DOCKET CLERK (SURROGATE)	35.0	29,310	32,247	420	30,189	33,214	433	10	29,693	34,796	510	11	30,732	36,434	518	30,732	36,434	
SUPERVISING DRAFTING TECHNICIAN	35.0	30,776	32,876	420	31,699	33,862	433	8	31,256	35,467	526	9	32,350	37,128	531	32,350	37,128	
SUPERVISING MEDICAL TRANSCRIBER	35.0	27,242	30,180	420	28,059	31,085	433	10	27,489	32,593	510	11	28,451	34,154	518	28,451	34,154	

***** revised

COUNTY OF UNION
 UNION COUNCIL NO. 8
 1994 - 1997 SALARY RANGES

1994-9 12/31/94 12/31/94 12/31/94 1/1/95 1/1/95 1/1/95 1/1/95 1/1/96 1/1/96 1/1/96 1/1/97 1/1/97 1/1/97 1/1/97

TITLE	IRS. STEPS	12/31/94 MIN	12/31/94 MAX	12/31/94 INCR.	1/1/95 MIN	1/1/95 MAX	1/1/95 INCR.	1996 STEPS	1996 MIN	1996 MAX	1/1/96 INCR.	1997 STEPS	1997 MIN	1997 MAX	1/1/97 INCR.
RANGES ESTABLISHED 12/31/94															
ADMINISTRATIVE CLERK	35.0	28,662	31,602	420	29,522	32,550	433	10	29,003	34,109	511	11	30,016	35,723	519
COMMUNITY SERVICE AIDE	35.0	22,988	26,442	314	23,678	27,235	323	14	22,954	28,502	396	15	23,757	29,814	404
PROGRAM MONITOR	35.0	22,988	26,442	314	23,678	27,235	323	14	22,954	28,502	396	15	23,757	29,814	404
PROGRAM SPEC. III	35.0	19,317	24,460	467	19,897	25,194	481	14	19,040	26,543	536	15	19,706	27,939	549
SEC. ASST. STENO., HIRED PRIOR 1/1/78	35.0	32,155	37,534	489	33,120	38,660	504	14	32,726	40,502	555	15	33,871	42,409	569
SEC. ASST. STENO., HIRED AFTER 1/1/78	35.0	28,847	34,227	489	29,712	35,254	504	14	29,200	36,977	556	15	30,222	38,760	569
SECRETARY ASSISTANT TRANSCRIBER	35.0	29,976	35,355	489	30,875	36,416	504	14	30,403	38,179	555	15	31,467	40,004	569
SECRETARY ASSISTANT, HIRED PRIOR 1/1/73	35.0	33,237	38,616	489	34,234	39,774	504	14	33,880	41,656	555	15	35,066	43,603	569
SECRETARY ASSISTANT, HIRED AFTER 1/1/73	35.0	28,847	34,227	489	29,712	35,254	504	14	29,200	36,977	556	15	30,222	38,760	569
SENIOR INVESTIGATOR, CONSUMER PROTECTION	37.5	23,378	25,576	314	24,079	26,343	323	10	23,370	27,579	421	11	24,188	28,858	425
SUPERVISING TELEPHONE OPERATOR	35.0	30,350	33,290	420	31,261	34,289	433	10	30,802	35,909	511	11	31,880	37,586	519
SUPERVISOR OF CENTRAL MAIL ROOM	40.0	28,596	31,536	420	29,454	32,482	433	10	28,932	34,039	511	11	29,945	35,650	519