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 DIVISION OF
 PUBLIC WELFARE

SUPPLEMENTAL AGREEMENT

BETWEEN

MERCER COUNTY WELFARE BOARD

AND

Local 2285, AMERICAN FEDERATION

OF

STATE, COUNTY AND MUNICIPAL

EMPLOYEES

AFL-CIO

X July 1, 1981 through June 30, 1982,

Supplemental agreement

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AGREEMENT

THIS AGREEMENT, made this 14th day of *Oct 1981*, by and between the Mercer County Welfare Board, Mercer County, Trenton, New Jersey (hereinafter referred to as "Employer") and Local 2285, American Federation of State, County, and Municipal Employees, Mercer County, Trenton, New Jersey (hereinafter referred to as "Union").

WITNESSETH

WHEREAS, the parties hereto did enter into a certain Agreement dated December 16, 1980, which contract was a two year contract for the period from July 1, 1980 through June 30, 1982 with a reopener clause for the period July 1, 1981 through June 30, 1982 as to the adjustment of salaries and any changes made by federal and state legislation which would affect the terms and conditions of employment.

WHEREAS, the Employer and the Union agreed that there have been no changes in federal and state legislation which would affect the terms and conditions of employment and whereas the Employer and Union have negotiated the adjustment of salaries for the year 1981.

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

The Agreement dated December 16, 1980, is hereby modified as specifically set forth below:

Article XII

SALARIES AND COMPENSATION

For the year July 1, 1981 to June 30, 1982, employees covered by this agreement shall be compensated as follows:

1. The salary program shall consist of approximately [10%] across the board increase applied to compensation schedule [L] reflected in Ruling 11 in effect July 1, 1980. Sixty [60%] of this increase shall be effective July 1, 1981 and the remaining [40%] shall become effective January 1, 1982. The employees' rate of pay shall be determined as follows:
 - a. Effective July 1, 1981 all employees shall have a salary adjustment on step on guide which will provide a [6%] salary increase over the compensation schedule [L] reflected in Ruling 11, in effect July 1, 1980. Such increase is reflected in Compensation Schedule I in effect July 1, 1981.
 - b. Effective January 1, 1982 all employees shall have a salary adjustment on step on guide which will provide a [10%] salary increase over the compensation schedule [L] reflected in Ruling 11 in effect July 1, 1980. Such increase is reflected in Compensation Schedule X in effect January 1, 1982.
2. All employees covered by this Agreement, effective July 1, 1981 shall receive a 5% salary differential prorated, during the period July 1, 1981 to December 31, 1981 and based exclusively on the minimum step of the appropriate salary range of Compensation Schedule [I], effective July 1, 1981. Said salary differential shall terminate on December 31, 1981.
3. Effective January 1, 1982 all employees covered by this agreement shall receive a 5% salary differential prorated, during the period January 1, 1982 to June 30, 1982 and based exclusively on the minimum step of the appropriate salary range of Compensation Schedule [X], effective January 1, 1982. Said salary differential shall terminate on June 30, 1982.
4. All employees covered by this Agreement who are hired or appointed to another classification during the life of this agreement, shall receive a salary differential, if applicable, as of the effective date of appointment. In the event that the employee is employed by the Mercer County Welfare Board at the time of the change in classification, then in that event, his prior salary differential will be terminated and the new salary differential will come into effect. Said salary differential will be paid in the manner set forth in items 2 and 3 of this article.
5. Employees who are not at the maximum of their appropriate salary range shall be entitled to a merit increment within their salary range on their anniversary date provided they have served at least satisfactorily in a position for one year.

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6. For the year July 1, 1981 through June 30, 1982 employees covered by this agreement being paid on the basis of range 12 or below of Ruling 11 ~~Compensation Schedule (A) by effective date of 1/1/1980~~ shall receive, subject to approval of the Division of Public Welfare, a cash bonus of \$250.00 providing such employees have at least one year of continuous service as of December 31, 1981 and are in the employ of the Mercer County Welfare Board as of December 31, 1981.

7. Longevity and salary differential payments shall not be considered in arriving at the on-step on-guide adjustments. These payments shall be in addition to base salaries.

8a. All employees covered by this agreement, promoted or reclassified to another title which carries a higher salary range, shall have their salary adjusted so that it provides an increase in pay of one increment of the present salary range plus the amount, if necessary, to adjust and equalize the employee's salary to the proper step of the new salary range.

8b. Employees, being paid a special salary adjustment, upon promotion or reclassification to another title which carries a higher salary range, shall have that special salary adjustment discontinued upon promotion or reclassification to a higher paying title.

9. In those situations in which an employee's salary adjustment is not equal to at least two increments in their old range they shall retain their current anniversary date. However, if an employee's salary adjustment equals two or more increments in their old range, they shall be assigned a new anniversary date based on the effective date of such salary increase in the same manner as indicated below for new employees hired. Employees placed on a new quarterly anniversary date must serve in position for one year to be entitled to an earned merit increment on their anniversary date.

10. Determining Anniversary Dates:

a. Employees hired at the Welfare Board from October 2 to January 1 shall have a January 1 anniversary date of the second year following the date of appointment. For those employees hired on January 1 or January 2, the anniversary date of January 1 will be the following year.

b. Employees hired from January 3 through April 1 shall have an April 1 anniversary date of the following year.

c. Employees hired from April 2 through July 1 shall have a July 1 anniversary date of the following year.

d. Employees hired from July 2 through October 1 shall have an October 1 anniversary date of the following year.

11. For the year July 1, 1981 through June 30, 1982, the Employer agrees to pay a uniform maintenance allowance in the sum of \$175.00 per year to the Mercer County Welfare Board Home Service Aides and Mercer County Welfare Board Senior Home Service Aides.

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7/10/81
ECC
11-6-81

APPENDIX II

C O M P E N S A T I O N S C H E D U L E I

EFFECTIVE July 1, 1981

A N N U A L S A L A R I E S

(This schedule represents approximately a 6% increase over the compensation schedule L reflected in Ruling 11 in effect July 1, 1980)

<u>Range</u>	<u>Incre- ment</u>	<u>Min. 1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>Max.</u>
I00	295.44	5904.86	6200.30	6495.74	6791.18	7086.62	7382.06	7677.50	7972.94
I01	311.20	6200.30	6511.50	6822.70	7133.90	7445.10	7756.30	8067.50	8378.70
I02	325.64	6511.50	6837.14	7162.78	7488.42	7814.06	8139.70	8465.34	8790.98
I03	341.40	6837.14	7178.54	7519.94	7861.34	8202.74	8544.14	8885.54	9226.94
I04	358.46	7178.54	7537.00	7895.46	8253.92	8612.38	8970.84	9329.30	9687.76
I05	376.84	7537.00	7913.84	8290.68	8667.52	9044.36	9421.20	9798.04	10174.88
I06	396.55	7913.84	8310.39	8706.94	9103.49	9500.04	9896.59	10293.14	10689.69
I07	416.25	8310.39	8726.64	9142.89	9559.14	9975.39	10391.64	10807.89	11224.14
I08	437.25	8726.64	9163.89	9601.14	10038.39	10475.64	10912.89	11350.14	11787.39
I09	458.26	9163.89	9622.15	10080.41	10538.67	10996.93	11455.19	11913.45	12371.71
I10	480.59	9622.15	10102.74	10583.33	11063.92	11544.51	12025.10	12505.69	12986.28
I11	504.21	10102.74	10606.95	11111.16	11615.37	12119.58	12623.79	13128.00	13632.21
I12	529.17	10606.95	11136.12	11665.29	12194.46	12723.63	13252.80	13781.97	14311.14
I13	556.73	11136.12	11692.85	12249.58	12806.31	13363.04	13919.77	14476.50	15033.23
I14	584.32	11692.85	12277.17	12861.49	13445.81	14030.13	14614.45	15198.77	15783.09
I15	613.19	12277.17	12890.36	13503.55	14116.74	14729.93	15343.12	15956.31	16569.50
I16	644.73	12890.36	13535.09	14179.82	14824.55	15469.28	16114.01	16758.74	17403.47

RULING 11 APPENDIX II
Compensation Schedule I effective 7/1/81

<u>Range</u>	<u>Incre-</u> <u>ment</u>	<u>Min.</u> <u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>Max.</u>
I17	677.54	13535.09	14212.63	14890.17	15567.71	16245.25	16922.79	17600.33	18277.8
I18	710.37	14212.63	14923.00	15633.37	16343.74	17054.11	17764.48	18474.85	19185.2
I19	745.81	14923.00	15668.81	16414.62	17160.43	17906.24	18652.05	19397.86	20143.6
I20	783.92	15668.81	16452.73	17236.65	18020.57	18804.49	19588.41	20372.33	21156.2
I21	823.28	16452.73	17276.01	18099.29	18922.57	19745.85	20569.13	21392.41	22215.6
I22	864.00	17276.01	18140.01	19004.01	19868.01	20732.01	21596.01	22460.01	23324.0
I23	907.33	18140.01	19047.34	19954.67	20862.00	21769.33	22676.66	23583.99	24491.3
I24	951.97	19047.34	19999.31	20951.28	21903.25	22855.22	23807.19	24759.16	25711.1
I25	1000.55	19999.31	20999.86	22000.41	23000.96	24001.51	25002.06	26002.61	27003.1
I26	1050.46	20999.86	22050.32	23100.78	24151.24	25201.70	26252.16	27302.62	28353.0
I27	1102.96	22050.32	23153.28	24256.24	25359.20	26462.16	27565.12	28668.08	29771.0
I28	1158.14	23153.28	24311.42	25469.56	26627.70	27785.84	28943.98	30102.12	31260.2
I29	1215.89	24311.42	25527.31	26743.20	27959.09	29174.98	30390.87	31606.76	32822.6
I30	1276.30	25527.31	26803.61	28079.91	29356.21	30632.51	31908.81	33185.11	34461.4
I31	1340.64	26803.61	28144.25	29484.89	30825.53	32166.17	33506.81	34847.45	36188.0
I32	1407.62	28144.25	29551.87	30959.49	32367.11	33774.73	35182.35	36589.97	37997.5
I33	1477.19	29551.87	31029.06	32506.25	33983.44	35460.63	36937.82	38415.01	39892.2
I34	1552.04	31029.06	32581.10	34133.14	35685.18	37237.22	38789.26	40341.30	41893.3
I35	1628.21	32581.10	34209.31	35837.52	37465.73	39093.94	40722.15	42350.36	43978.5
I36	1709.62	34209.31	35918.93	37628.55	39338.17	41047.79	42757.41	44467.03	46176.6
I37	1796.26	35918.93	37715.19	39511.45	41307.71	43103.97	44900.23	46696.49	48492.7
I38	1885.57	37715.19	39600.76	41486.33	43371.90	45257.47	47143.04	49028.61	50914.1

APPENDIX II

C O M P E N S A T I O N S C H E D U L E X

EFFECTIVE January 1, 1982

A N N U A L S A L A R I E S

(This schedule represents approximately a 10% increase over the compensation schedule L reflected in Ruling 11 in effect July 1, 1980)

<u>Range</u>	<u>Increment</u>	<u>Min. 1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>Max.</u>
X00	306.59	6127.68	6434.27	6740.86	7047.45	7354.04	7660.63	7967.22	8273.8
X01	322.94	6434.27	6757.21	7080.15	7403.09	7726.03	8048.97	8371.91	8694.8
X02	337.93	6757.21	7095.14	7433.07	7771.00	8108.93	8446.86	8784.79	9122.7
X03	354.29	7095.14	7449.43	7803.72	8158.01	8512.30	8866.59	9220.88	9575.1
X04	371.99	7449.43	7821.42	8193.41	8565.40	8937.39	9309.38	9681.37	10053.3
X05	391.06	7821.42	8212.48	8603.54	8994.60	9385.66	9776.72	10167.78	10558.8
X06	411.51	8212.48	8623.99	9035.50	9447.01	9858.52	10270.03	10681.54	11093.0
X07	431.96	8623.99	9055.95	9487.91	9919.87	10351.83	10783.79	11215.75	11647.7
X08	453.75	9055.95	9509.70	9963.45	10417.20	10870.95	11324.70	11778.45	12232.2
X09	475.55	9509.70	9985.25	10460.80	10936.35	11411.90	11887.45	12363.00	12838.5
X10	498.73	9985.25	10483.98	10982.71	11481.44	11980.17	12478.90	12977.63	13476.3
X11	523.24	10483.98	11007.22	11530.46	12053.70	12576.94	13100.18	13623.42	14146.6
X12	549.13	11007.22	11556.35	12105.48	12654.61	13203.74	13752.87	14302.00	14851.1
X13	577.74	11556.35	12134.09	12711.83	13289.57	13867.31	14445.05	15022.79	15600.5
X14	606.37	12134.09	12740.46	13346.83	13953.20	14559.57	15165.94	15772.31	16378.6
X15	636.33	12740.46	13376.79	14013.12	14649.45	15285.78	15922.11	16558.44	17194.7
X16	669.06	13376.79	14045.85	14714.91	15383.97	16053.03	16722.09	17391.15	18060.2
X17	703.10	14045.85	14748.95	15452.05	16155.15	16858.25	17561.35	18264.45	18967.5
X18	737.18	14748.95	15486.13	16223.31	16960.49	17697.67	18434.85	19172.03	19909.2

RULING 11 APPENDIX II
Compensation Schedule X effective 1/1/82

<u>Range</u>	<u>Incre-</u> <u>ment</u>	<u>Min.</u> <u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>Max.</u>
X19	773.96	15486.13	16260.09	17034.05	17808.01	18581.97	19355.93	20129.89	20903.85
X20	813.49	16260.09	17073.58	17887.07	18700.56	19514.05	20327.54	21141.03	21954.52
X21	854.35	17073.58	17927.93	18782.28	19636.63	20490.98	21345.33	22199.68	23054.03
X22	896.61	17927.93	18824.54	19721.15	20617.76	21514.37	22410.98	23307.59	24204.20
X23	941.57	18824.54	19766.11	20707.68	21649.25	22590.82	23532.39	24473.96	25415.53
X24	987.89	19766.11	20754.00	21741.89	22729.78	23717.67	24705.56	25693.45	26681.34
X25	1038.31	20754.00	21792.31	22830.62	23868.93	24907.24	25945.55	26983.86	28022.17
X26	1090.10	21792.31	22882.41	23972.51	25062.61	26152.71	27242.81	28332.91	29423.01
X27	1144.58	22882.41	24026.99	25171.57	26316.15	27460.73	28605.31	29749.89	30894.47
X28	1201.84	24026.99	25228.83	26430.67	27632.51	28834.35	30036.19	31238.03	32439.87
X29	1261.78	25228.83	26490.61	27752.39	29014.17	30275.95	31537.73	32799.51	34061.29
X30	1324.45	26490.61	27815.06	29139.51	30463.96	31788.41	33112.86	34437.31	35761.76
X31	1391.24	27815.06	29206.30	30597.54	31988.78	33380.02	34771.26	36162.50	37553.74
X32	1460.73	29206.30	30667.03	32127.76	33588.49	35049.22	36509.95	37970.68	39431.41
X33	1532.94	30667.03	32199.97	33732.91	35265.85	36798.79	38331.73	39864.67	41397.61
X34	1610.61	32199.97	33810.58	35421.19	37031.80	38642.41	40253.02	41863.63	43474.24
X35	1689.64	33810.58	35500.22	37189.86	38879.50	40569.14	42258.78	43948.42	45638.06
X36	1774.14	35500.22	37274.36	39048.50	40822.64	42596.78	44370.92	46145.06	47919.20
X37	1864.05	37274.36	39138.41	41002.46	42866.51	44730.56	46594.61	48458.66	50322.71
X38	1956.72	39138.41	41095.13	43051.85	45008.57	46965.29	48922.01	50878.73	52835.45

IN WITNESS WHEREOF, the parties have entered into this Agreement and caused same to be executed by its respective officers or agents on the 14th day of *October*, 1981.

MERCER COUNTY WELFARE BOARD

By: *Norma B. Stern*
Chairperson
Norma B. Stern

ATTEST:

Patrick J. Magee
Director
Patrick J. Magee

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

By: *Edward C. Oswald*
Edward C. Oswald, President

ATTEST:

Mable G. McRae
Treasurer
Mable G. McRae

Reviewed and approved by the Division of
Public Welfare N. J. Department of Human
Services

J. James O'Connell 11/2/81