

THIS DOES NOT  
CIRCULATE

A G R E E M E N T

between

CITY OF ELIZABETH, NEW JERSEY

and

ELIZABETH CITY HALL EMPLOYEES ASSOCIATION

---

Dated: April 1, 1980 Through March 31, 1982

---

LIBRARY  
Institute of Management and  
Labor Relations

OCT 30 1980

RUTGERS UNIVERSITY

CITY HALL EMPLOYEES

INDEX

<u>ARTICLE</u>		<u>PAGE(S)</u>
I	RECOGNITION	1
II	ASSOCIATION SECURITY (MAINTENANCE OF MEMBERSHIP)	2-3
III	BULLETIN BOARDS	4
IV	ASSOCIATION BUSINESS LEAVE	5
V	GRIEVANCE PROCEDURE AND ARBITRATION	6
VI	WORK WEEK	7
VII	MANAGEMENT RESPONSIBILITY	8
VIII	ACCESS	9
IX	LONGEVITY	10
X	SENIORITY	11
XI	HOLIDAYS	12
XII	PERSONAL DAY	13
XIII	VACATIONS	14
XIV	OVERTIME	15
XV	CALL BACK	16
XVI	LEAVE WITHOUT PAY	17
XVII	DISCIPLINE AND DISCHARGE	18
XVIII	INSURANCE	19-20
XIX	ASSOCIATION PRIVILEGES	21
XX	RULES AND REGULATIONS	22
XXI	SICK LEAVE	23
XXII	MILITARY LEAVE	24
XXIII	FUNERAL LEAVE	25
XXIV	MATERNITY LEAVE	26
XXV	JURY DUTY	27
XXVI	BAN ON STRIKES	28
XXVII	SAVINGS CLAUSE	29
XXVIII	DISCRIMINATION AGAINST ASSOCIATION MEMBERS	30
XXIX	WAGES	31
XXX	TRAVEL ALLOWANCE	32
XXXI	EMBODIMENT OF AGREEMENT	33
XXXII	APPROPRIATION OF FUNDS	34
XXXIII	Term of Agreement	35

AGREEMENT entered into this            day of  
1980, by and between the CITY OF ELIZABETH, NEW JERSEY,  
hereinafter referred to as the "City and CITY HALL EMPLOYEES  
ASSOCIATION as affiliated with Union Council #8 New Jersey  
Civil Service Association, hereinafter referred to as the  
"Association" is designed to promote a harmonious relationship  
between the City, the Association and such of the City's  
employees as are represented by the Association.

ARTICLE I  
RECOGNITION

1. The City hereby recognizes Union Council #8 New Jersey Civil Service Association as the exclusive and sole representative for collective negotiations concerning salaries hours and other terms and conditions of employment for all City Hall employees, but excluding all foremen and supervisors, managers and department heads.

2. Unless otherwise indicated, the terms "employee" or "employees", when used in this Agreement, refers to all persons represented by Union Council #8 New Jersey Civil Service Association.

ARTICLE II  
ASSOCIATION SECURITY (MAINTENANCE OF MEMBERSHIP)

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. Individual authorization forms shall be furnished and filed by the Association with the appropriate business office of the Employer.

An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from the payroll of the City of Elizabeth. 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 City of Elizabeth to collect funds from his salary during such absence. Upon his return to employment at the termination of his leave, the City of Elizabeth shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

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.

The above will be in compliance with R.S. 52:14-15.9e.

Assignees shall have no right or interest whatsoever in any money authorized withheld until such money is actually paid over to them. The City or any of its officers and employees shall not be liable for any delay in carrying out such deductions, and upon forwarding check in payment of such deductions by mail to the assignee's last known address, the City and its officers and employees shall be released from all liability to the employee-assignors and to the assignees under such assignments.

If any provision of this Article is invalid under

under Federal law or the Laws of the State of New Jersey,  
said provisions shall be modified to comply with the requirements  
of Federal or State Law or shall be re-negotiated for  
the purpose of adequate replacement.

ARTICLE IIA  
UNION SECURITY

1. Upon the request the of the Union, the employer shall deduct a representation fee from the wages of each employee who is not a member of the Union.

2. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the Union.

3. The amount of said representation fee shall be certified to the employer by the Union, which amount shall not exceed 85% of the regular membership dues, fees and assessments charged by the Union to its own members.

4. The Union agrees to indemnify and hold the employer harmless against any liability, cause of action, or claims of loss whatsoever arising as a result of said deductions.

5. The employer shall remit the amounts deducted to the Union monthly, on or before the 15th of the month following the month in which such deductions were made.

6. The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.4(2) (c) and (3) (L. 1979, c. 477), and membership in the Union shall be available to all employees in the unit on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the employer shall immediately cease making such deductions.

7. The above article shall become effective July 1, 1980.

ARTICLE III  
BULLETIN BOARDS

The Association shall have the use of bulletin boards throughout City Hall. Such boards to be used solely for the purpose of exhibiting official business of the Association. All material to be posted shall be submitted to the Business Administrator or his designee prior to posting.

ARTICLE IV  
ASSOCIATION BUSINESS LEAVE

Every effort will be made to schedule meetings between representatives of the City and of the Association to negotiate the terms of the Agreement during regular working hours. However, should the scheduling of negotiating sessions during non-working time of the employer be required, they may be scheduled for any time.

Leaves of absence with pay shall be granted as provided in Section 38:23-2 of the Revised Statutes of New Jersey. Notice of elected delegates to attend convention in accordance with said statute shall be made in writing to the Office of the Business Administrator not less than two (2) weeks in advance by Union Council #8 secretary.

Failure of employees to return to work promptly upon expiration of authorized leave without reasonable notice satisfactory to the Director shall be subject to disciplinary action in accordance with Civil Service Rules and Regulations.



ARTICLE V  
GRIEVANCE PROCEDURE AND ARBITRATION

In the event any difference or dispute should arise between the City and the Association or its members employed by the City over the application and interpretation of the terms of this Agreement, an earnest effort shall be made to settle such differences immediately and in the following manner, provided the grievance is filed in writing within ten (10) working days of its occurrence or employee knowledge thereof.

STEP 1. Between the aggrieved employee and his immediate supervisor. If no satisfactory agreement is reached within three (3) working days, then

STEP 2. Between the aggrieved employee in the company of officers of the Association or his attorney in conference with the employee's director of his designee. Should no acceptable agreement be reached within an additional three (3) working days, then (Should the final decision of the director involve a suspension from duty without pay, said suspension will not become effective until at least ten (10) days after the final meeting).

STEP 3. The matter shall be referred to the Civil Service Commission.

ARTICLE VI  
WORK WEEK

The employer shall have the right, for the efficient operation of its facilities, to make changes in starting and stopping time of the daily work schedule and to vary the daily or weekly work schedule. However, prior to making any change, the director or directors, involved, shall meet with the Association to discuss the proposed changes.

ARTICLE VII  
MANAGEMENT RESPONSIBILITY

It is recognized that the management of the City Hall, the control of its properties and the maintenance of order and efficiency are solely responsibilities of the City. Accordingly, the City retains the following rights, except as they may be abridged in this Agreement, including, but not limited to selection and direction of the force; to hire; to suspend or discharge for just cause; to assign, promote, demote or transfer; to determine the amount of overtime to be worked; to relieve employees from duty for reasons of economy as provided for in N.J.S.A. 11:22-10.1 and N.J.A.C. 4:1-16.1 et seq., or for other legitimate reasons, not inconsistent with the terms and provisions of this Agreement; to decide on the number and locations of facilities, to determine the work to be performed; amount of supervision necessary, equipment, methods, together with the selection, procurement, designing, engineering and control of equipment and materials; and to purchase services of others by contract or otherwise. It also retains the right to discontinue this service, at any time, for reasons of economy.

City-wide employee benefits granted during the life of this agreement will include employees covered by this contract.

ARTICLE VIII  
ACCESS

A duly, authorized representative of the Association, designated in writing, after reporting to the Office of the Business Administrator, or his designee, shall be admitted to the premises for the purpose of assisting in the adjustment of grievances and for investigation of complaints that the contract is being breached. Upon request, the Association representative shall state the purpose of his visit. Except in an emergency, at least four (4) hours advance notice must be given by telephone. Such visits shall not be permitted to interfere with, hamper or obstruct normal operations.

Facilities in City Hall shall be made available to the Association for meetings that are scheduled after working hours provided advanced permission is received from the Superintendent of Public Buildings.

ARTICLE IX  
LONGEVITY

1. All permanent employees covered by this Agreement shall be entitled to be paid longevity pay in accordance with the schedule contained in this Article. Longevity pay shall be applied on the basis of the employee's anniversary date of employment as follows--if the employee's anniversary falls between January 1 and June 30, he shall be entitled to adjusted longevity pay retroactive to January 1; if the employee's anniversary date falls between July 1 and December 31, he shall be entitled to adjusted longevity pay retroactive to July 1. Longevity pay, in the case of salary increases, will be credited retroactively to the January 1st preceding the execution date of this contract and will accordingly be computed on the new base salary.

2. The scale of longevity pay shall be as follows:

5th year of employment to completion of	
9th year-----	2%
10th year of employment to completion of	
14th year-----	4%
15th year of employment to completion of	
19th year-----	6%
20th year of employment to completion	
of 24th year-----	8%
25th year of employment and over-----	10%

ARTICLE X  
SENIORITY

Seniority is defined to mean the accumulated length of continuous service with the City, computed from the last date of hire. An employees length of service shall not be reduced by time lost due to authorized leave with pay for a bona fide illness or injury certified by a physician.

Seniority may be lost and employment terminated if any of the following occur:

1. Discharge
2. Resignation
3. Absence for five (5) consecutive days without leave or notice.
4. Absence for illness, injury or leave without pay for more than one (1) continuous year.

Nothing in this paragraph shall restrict the powers of the employer or the rights of the employee as set forth in Civil Service Statutes, rules and regulations.

ARTICLE XI  
HOLIDAYS

1. An employee not required to work shall receive time off with straight time pay for each of the following holidays:

New Year's Day	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas
Labor Day	Martin Luther King's Birthday

2. If any of the holidays fall on Sunday, Monday shall be considered as the holiday. If the holiday falls on Saturday, the previous Friday shall be considered as the holiday.

3. If one of the above holidays falls within an employee's vacation period, the employee shall not be charged a vacation day for said holiday.

ARTICLE XII  
PERSONAL DAY

After one (1) year of service, computed from the last date of hire, full-time employees may be granted one (1) Personal Leave Day during each year of this contract for any of the following reasons:

- A. Religious
- B. Death of a blood relative not included in the Funeral Leave section.
- C. Personal, legal, business, household or family matters of an emergency nature, not covered elsewhere in this Agreement provided the employee states the specific reason for the request and such is approved in writing by the department head.

This day shall not be accumulated



ARTICLE XIII  
VACATIONS

1. The employees covered by this agreement shall be entitled to vacation leave with pay according to the following schedule:

1st year -- 1 working day per month  
(1st three months - earned but cannot spend)

<u>BEGINNING</u>	<u>END</u>	
2nd year	5th year	13 working days
6th year	10th year	15 working days
11th year	15th year	18 working days
16th year	20th year	20 working days
21st year	25th year	23 working days
after 25 years		26 working days

2. Vacations shall normally begin following the regular days off of the employee.

3. When any vacation or part of it cannot be taken in the calendar year when earned because of work load in a department, the same can be taken in the following year, with the consent of the department head, but such accumulated vacation days may not be extended beyond the second year.

4. The vacation period shall be the calendar year from the 1st day of January to the 31st day of December. Vacations shall be scheduled by the Director, giving preference to employee choice according to seniority, where practicable and where consistent with continued, efficient operation.

5. Any City Hall employee covered by this agreement, who is entitled to vacation leave at the time of retirement, shall receive the earned vacation which has not been taken prior to the date of retirement. In the event an employee is entitled to vacation leave at the time of death, the employee's estate shall receive the earned vacation pay on the same basis as an employee who is retiring.

6. Upon completion of twenty-five (25) years of continuous service, the employee shall receive five (5) extra days of vacation for that anniversary year only.

ARTICLE XIII  
VACATION (continued)

7. It is understood by the parties that the extra vacation day added to the schedule in paragraph 1, beginning with the sixth year, shall accrue in 1980 but shall not be used until 1981.

ARTICLE XIV  
OVERTIME

Employees who work thirty (30) hours per week, when required to work overtime, will receive the first ten (10) hours in compensatory time. All hours over forty (40) hours in the work week shall be paid at the rate of one and one-half times his base hourly rate. Employees who work forty (40) hours per week shall be paid at the rate of one and one-half times his base hourly pay when he works more than forty (40) hours in the work week. Employees working thirty-five (35) hours a week will work the next five (5) hours at compensatory time and receive time and one-half for all over forty (40) hours.

The employee's base salary is the salary he receives before longevity has been paid.

Upon execution of this contract, employees required to work on a scheduled holiday, shall be paid time and one-half his base hourly pay for all hours worked. This will be in addition to his regular pay.

Effective January 1, 1981 employees required to work over their required hours in a work week may elect to receive payment at the straight time for time up to 40 hours or compensatory time. Should an employee accrue compensatory time in lieu of payments, such compensatory time shall not exceed ninety (90) hours.

ARTICLE XV  
CALL BACK

If an employee covered by this agreement is called back to work at a time other than his regular working hours, he shall be guaranteed a minimum of three (3) hours of compensatory time, payment at straight time, or two (2) hours at time and one-half, whichever applies as explained in Article XIV of this contract.

ARTICLE XVI  
LEAVE WITHOUT PAY

The appointing authority may grant the privilege of a Leave of Absence without pay to a permanent employee for a period not to exceed six (6) months at any one time.

1. Such leaves of absence may be renewed for an additional period not to exceed six months only by formal action of the appointing authority with the approval of the governing body. No further renewal may be granted except upon the approval by the Department of Civil Service for reasons as established by Commission Regulations.

2. Request for such leave shall be in writing to the appointing authority no less than two (2) weeks in advance of the date for which such leave is desired, except in the event of an emergency, stating the reason for the leave and the time requested.

ARTICLE XVII  
DISCIPLINE AND DISCHARGE

Discipline and discharge of employees shall be as provided in Civil Service statutes, rules and regulations.

ARTICLE XVIII  
INSURANCE

1. All employees covered by this Agreement and eligible members of their family shall be entitled to full coverage of Blue Cross and Blue Shield hospitalization plans, including Rider "J" of the New Jersey Blue Cross and Major Medical Insurance, the premiums of which shall be paid for by the City.

2. The City acknowledges that the rules and regulations of the State Health Benefits Commission established that Chapter 88, P.L. 1974 does:

A. apply to all eligible present and future pensioners of the employer and their dependents.

B. continue as long as the State is paying the costs of its eligible pensioners and their dependents in accordance with the provisions of Chapter 75, Public Laws of 1972.

C. provide for local employer reimbursement of Federal Medicare premiums for eligible pensioners and/or their spouses, as well as the payment of health insurance premiums required by the program, on a basis comparable to the reimbursement made by the State to its eligible pensioners and their spouses in accordance with the provisions of Chapter 75, Public Laws of 1972.

D. require the local employer to pay the full cost of such premiums and Medicare charges.

3. The City hereby agrees to pay the premium or periodic charges for the benefits provided to all eligible retired employees and their dependents covered under the program, but not including survivors, if such employees retired from a State or locally-administered retirement system effective after the date the employer adopted the State Health Benefits Program on a benefit based on 25 years or more of service credited in such retirement system, excepting

ARTICLE XVIII  
INSURANCE (continued)

the employees who elected deferred retirement, but including employees who retired on disability pensions based on fewer years of service credited in such retirement system and also to reimburse such retired employees for their premium charges under Part B of the Federal Medicare Program covering the retired employees and their spouses in accordance with the regulations of the State Health Benefits Commission.

4. All employees covered by this Agreement and eligible members of their families will be covered by a Prescription Drug Plan. The premiums will be paid by the City.

5. All employees covered by this Agreement and eligible members of their families will be covered by a Dental Plan, effective January 1, 1981. The premiums will be paid by the City.

6. All other insurance benefits presently in effect shall be maintained throughout the period of the contract.



ARTICLE XIX  
ASSOCIATION PRIVILEGES

Copies of general orders, rules and regulations and communications affecting wages, hours and other terms and conditions of employment covered by this Agreement shall be furnished to the Association within two (2) working days of their promulgation.

ARTICLE XX  
RULES AND REGULATIONS

The City may establish and enforce binding rules and regulations in connection with its operation and maintenance of discipline, provided such rules and regulations are not in conflict with the provisions of this Agreement. Copies shall be furnished to the Association.

It is understood that employees shall comply with all rules and regulations made by the City from time to time. Employees shall promptly and efficiently execute the instructions and orders of the Director and supervisors. If an employee or employees believe a rule, regulations, instruction or order of an officer or other supervisor is unreasonable or unjust, the employee or employees shall comply with the rule, regulation, order or instruction, but with further provision that such employee or employees may regard the rule, regulation, order or instruction as a grievance which shall be handled in accordance with the grievance procedure set forth in Article V of this contract.

In the event that an employee or employees shall refuse to comply with a rule or regulation, or shall refuse to execute promptly and efficiently an instruction or order of an officer or other supervisor, the City shall have the right, at its option, to suspend, or discharge the offending employee or employees, subject only to the right of the employee or employees to have the suspension or discharge treated as a grievance. This shall not operate as a stay of the suspension or discharge.

ARTICLE XXI  
SICK LEAVE

Sick leave shall be as provided for in Civil Service Statutes, Rules and Regulations as follows: 4:1-17.18-

Verification of Sick Leave

"(a) An employee who has been absent on sick leave for five or more consecutive work days may be required to submit acceptable medical evidence substantiating illness."

"1. An employee who has been absent on sick leave for periods totaling more than 15 days in one calendar year consisting of periods less than five days shall have his or her sick leave record reviewed by the respective appointing authority and thereafter may be required to submit acceptable medical evidence for any additional sick leave in that year. In cases where an illness is of a chronic or recurring nature causing recurring absences of one day or less, only one submission of such proof shall be necessary for a period of six months."

"2. The appointing authority may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action."

"(b) In the case of leave of absence due to exposure to contagious disease, a certification from the Department of Health shall be required."

"(c) In the case of death in the immediate family, reasonable proof shall be required."

"(d) The appointing authority may require an employee who has been absent because of personal illness, as a condition of his return to duty to be examined, at the expense of the agency, by a physician designated by the appointing authority. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees."

ARTICLE XXII  
MILITARY LEAVE

Military Leave shall be as provided by Civil Services  
Rules and Regulations.

ARTICLE XXIII  
FUNERAL LEAVE

Leave with pay, not exceeding three (3) days, shall be granted to any employee in the event of a death in his immediate family without penalty of sick leave or vacation time.

Immediate family for purposes of the above is defined as follows:

1. Mother and Father
2. Husband or Wife
3. Children
4. Brother or Sister
5. Mother-in-law and Father-in-law
6. Grandmother and Grandfather
7. Sister-in-law and Brother-in-law
8. Grandchildren of employee or spouse

This provision also applies for any other relative who resides with the employee.

One (1) working day shall be allowed in the event of the death of an Aunt or Uncle.

Special cases will be referred to the director.

Sick leave with pay as provided for in this section is intended to be used for the purpose of handling necessary arrangements and attending the funeral of the deceased member of the immediate family and shall neither be accumulated to nor deducted from his normal sick leave above. If the employee does not attend the funeral of the deceased, pay allowance (as provided in this section) will not be allowed.

ARTICLE XXIV  
MATERNITY LEAVE

Upon request in writing to the appointing authority, a regular, full-time employee shall be entitled to a maternity leave of absence not to exceed six (6) months. The employee may request that such leave shall be with pay to the extent of accrued sick leave, otherwise, the time on leave shall be without pay. When an employee is informed by a physician that she is pregnant, the employee shall immediately inform her director in writing of same. The Director, upon learning that an employee is pregnant, shall require a written statement from the treating physician attesting to the fact that said employee is physically capable of continuing employment and is able to perform all the duties of her position. The Director shall advise the treating physician of the employee's title and duties prior to the physician preparing the statement as referred to hereinabove.

Employee on maternity leave must return to work not more than thirty (30) days after birth or termination of pregnancy, whichever occurs sooner, unless the employee submits a statement in writing from the treating physician stating the need for an extended leave and indicating the length of such extension.

An employee returning to work from maternity leave must present to the director a physician's statement certifying her ability to resume all normal duties. Seniority shall be accrued while the employee is on paid leave, but shall be retained during leave without pay.

ARTICLE XXV  
JURY DUTY

1. An employee who is called to Jury Duty shall immediately notify his supervisor.

2. An employee who is excused from Jury Duty service on any day shall report for work on such day.

3. An employee shall not be required to report back for work on any day he is in attendance at Court for jury duty service, regardless of the employee's shift.

4. Any payment received for jury duty must be turned into the employer through the employee's department head less allowance for travel and meal expense.

5. The employer retains the right to request that the employee be excused from jury duty because he is required on the job.

ARTICLE XXVI  
BAN ON STRIKES

It is recognized that the need for continued and uninterrupted operation of the City's departments and agencies is of paramount importance to the citizens of the community and that there should be no interference with such operation.

1. Adequate procedures having been provided for the equitable settlement of grievances arising out of this agreement, parties hereto agree that they will not engage in, encourage, sanction or suggest strikes, slowdowns, lockouts, or mass resignations, mass absenteeisms or other similar action which would involve suspension of or interference with normal work performance.

2. The City shall have the right to discipline or discharge any employee encouraging, suggesting, fomenting or participating in a strike, slowdown or other interference.



ARTICLE XXVII  
SAVINGS CLAUSE

In the event that any Federal or State legislation, governmental regulation or Court decision cause invalidation of any Article, said Article or portion of this Agreement shall have no force or effect. However, the invalidity of any Article or portion of this Agreement shall not affect the validity of the remaining Articles or portions of this Agreement, they will remain in full force and effect for the duration of this contract.

ARTICLE XXVIII  
DISCRIMINATION AGAINST ASSOCIATION MEMBERS

The City agrees that neither it nor any of its supervisors or representatives shall interfere with, coerce, intimidate or discriminate against any employee because of membership or activity in the Association.

ARTICLE XXIX  
WAGES

---

Effective April 1, 1980, ranges from 1-30 to and including Range 6-30 shall be increased by \$500.00 across the board. Ranges 7-30 to 12-30, inclusive, shall be increased \$450.00 across the board. Ranges 13-30 to 18-30, inclusive, shall be increased \$400.00 across the board. Range 1-35 to 6-35, inclusive, shall be increased \$450.00 across the board.

Effective October 1, 1980, Ranges from 1-30 to and including Ranges 6-30 shall be increased \$300.00 across the board. Ranges 7-30 to 12-30, inclusive, shall be increased \$250.00 across the board. Ranges 13-30 to 18-30, inclusive, shall be increased \$200.00 across the board. Ranges 1-35 to 6-35, inclusive, shall be increased \$250.00 across the board.

Effective April 1, 1981, ranges from 1-30 to and including Range 6-30 shall be increased by \$500.00 across the board. Ranges 7-30 to 12-30, inclusive, shall be increased \$450.00 across the board. Ranges 13-30 to 18-30, inclusive, shall be increased \$400.00 across the board. Range 1-35 to 6-35, inclusive, shall be increased \$450.00 across the board.

Effective October 1, 1981, ranges from 1-30 to and including Ranges 6-30 shall be increased \$300.00 across the board. Ranges 7-30 to 12-30, inclusive, shall be increased \$250.00 across the board. Ranges 13-30 to 18-30, inclusive shall be increased \$200.00 across the board. Ranges 1-35 to 6-35, inclusive, shall be increased \$250.00 across the board.

CITY HALL EMPLOYEES ASSOCIATION

EXHIBIT "A"

EFFECTIVE APRIL 1, 1980

<u>RANGE NO.</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>
1-30	13,300	14,600	325	4
2-30	13,000	14,300	325	4
3-30	12,500	13,800	325	4
4-30	12,200	13,500	325	4
5-30	11,900	13,200	325	4
6-30	11,600	12,900	325	4
7-30	11,275	12,575	325	4
8-30	10,900	12,200	325	4
9-30	10,575	11,875	325	4
10-30	10,275	11,575	325	4
11-30	9,950	11,250	325	4
12-30	9,700	11,000	325	4
13-30	9,350	10,650	325	4
14-30	9,100	10,400	325	4
15-30	8,850	10,150	325	4
16-30	8,500	9,800	325	4
17-30	8,200	9,500	325	4
18-30	8,100	9,400	325	4
1-35	10,112	11,612	375	4
2-35	9,915	11,415	375	4
3-35	9,740	11,240	375	4
4-35	9,565	11,065	375	4
5-35	8,750	10,250	375	4
6-35	9,200	10,700	375	4

CITY HALL EMPLOYEES ASSOCIATION

EXHIBIT "B"

EFFECTIVE OCTOBER 1, 1980

<u>RANGE NO.</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>
1-30	13,600	14,900	325	4
2-30	13,300	14,600	325	4
3-30	12,800	14,100	325	4
4-30	12,500	13,800	325	4
5-30	12,200	13,500	325	4
6-30	11,900	13,200	325	4
7-30	11,525	12,825	325	4
8-30	11,150	12,450	325	4
9-30	10,825	12,125	325	4
10-30	10,525	11,825	325	4
11-30	10,200	11,500	325	4
12-30	9,950	11,250	325	4
13-30	9,550	10,850	325	4
14-30	9,300	10,600	325	4
15-20	9,050	10,350	325	4
16-30	8,700	10,000	325	4
17-30	8,400	9,700	325	4
18-30	8,300	9,600	325	4
1-35	10,362	11,862	375	4
2-35	10,165	11,665	375	4
3-35	9,990	11,490	375	4
4-35	9,815	11,315	375	4
5-35	9,000	10,500	375	4
6-35	9,450	10,950	375	4

CITY HALL EMPLOYEES ASSOCIATION

EXHIBIT "C"

EFFECTIVE APRIL 1, 1981

<u>RANGE NO.</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>
1-30	14,100	15,400	325	4
2-30	13,800	15,100	325	4
3-30	13,300	14,600	325	4
4-30	13,000	14,300	325	4
5-30	12,700	14,000	325	4
6-30	12,400	13,700	325	4
7-30	11,975	13,275	325	4
8-30	11,600	12,900	325	4
9-30	11,275	12,575	325	4
10-30	10,975	12,275	325	4
11-30	10,650	11,950	325	4
12-30	10,400	11,700	325	4
13-30	9,950	11,250	325	4
14-30	9,700	11,000	325	4
15-30	9,450	10,750	325	4
16-30	9,100	10,400	325	4
17-30	8,800	10,100	325	4
18-30	8,700	10,000	325	4
1-35	10,812	12,312	375	4
2-35	10,615	12,115	375	4
3-35	10,440	11,940	375	4
4-35	10,265	11,765	375	4
5-35	9,450	10,950	375	4
6-35	9,900	11,400	375	4

CITY HALL EMPLOYEES ASSOCIATION

EXHIBIT "D"

EFFECTIVE OCTOBER 1, 1981

<u>RANGE NO.</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>	<u>STEPS</u>
1-30	14,400	15,700	325	4
2-30	14,100	15,400	325	4
3-30	13,600	14,900	325	4
4-30	13,300	14,600	325	4
5-30	13,000	14,300	325	4
6-30	12,700	14,000	325	4
7-30	12,225	13,525	325	4
8-30	11,850	13,150	325	4
9-30	11,525	12,825	325	4
10-30	11,225	12,525	325	4
11-30	10,900	12,200	325	4
12-30	10,650	11,950	325	4
13-30	10,150	11,450	325	4
14-30	9,900	11,200	325	4
15-30	9,650	10,950	325	4
16-30	9,300	10,600	325	4
17-30	9,000	10,300	325	4
18-30	8,900	10,200	325	4
1-35	11,062	12,562	375	4
2-35	10,865	12,365	375	4
3-35	10,690	12,190	375	4
4-35	10,515	12,015	375	4
5-35	9,700	11,200	375	4
6-35	10,150	11,650	375	4

EFFECTIVE APRIL 1, 1980

EXHIBIT "E"

CITY HALL EMPLOYEES RANK & FILE

SALARY SCHEDULE

<u>RANGE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>T/O</u>	<u>TITLE</u>
1-30	13,300	14,600	2	Data Processing Programmer
-----				
2-30	13,000	14,300	1	Building Inspector/Zoning Officer
			2	Ass't Comprehensive Planner
			1	Senior Building Inspector
			2	Senior Sanitary Inspector
-----				
3-30	12,500	13,800	3	Administrative Analyst
			1	Administrative Analyst-Health
			2	Assistant Engineer
			3	Building Inspector
			1	Relocation Officer
			3	Electrical Inspector
			1	Housing Inspector
			2	Principal Accountant
			1	Senior Air Pollution Inspector
			3	Senior Assistant Assessor
			2	Supervising Clerk/Bookkeeper
-----				
4-30	12,200	13,500		
-----				
5-30	11,900	13,200	3	Assistant Planner
			2	Relocation Assistants
-----				
6-30	11,600	12,900	4	Administrative Secretary- Dept. of Administration Dept. of Finance Dept. of Health, Welf. & Hsg. City Clerk
			4	Legal Stenographers
			1	Secretary to City Engineer
			1	Secretarial Assistant
			1	Supervisor of Senior Citizen Activities



CITY HALL RANK & FILE SALARY  
SCHEDULE -- 4/1/80

EXHIBIT "E" (continued-p. 2)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
7-30	11,275	12,575	1	1 Assistant Violations Clerk
			1	Investigator-Venereal Disease
			1	Plumbing Inspector
			1	Sanitary Inspector
			1	Analyst (Grant Applications)
			1	Senior Purchasing Assistant
-----				
8-30	10,900	12,200	1	Ass't Sec'y to A.B.C.
			1	Supervising Account Clerk
			2	Supervising Clerk
			1	License Inspector
			1	Supervisor of Water & Sewage Billing & Collection
-----				
9-30	10,575	11,875	4	Administrative Clerk
			1	Ass't Pension Fund Superv.
			4	Air Pollution Inspector
			2	Ass't Sup't of Wts & Meas.
			10	Field Representatives-- Housing & Inspections
			1	Investigator-Consumer Protection
			10	Principal Clerk Stenographer
			1	Senior Computer Operator
			1	Principal Engineering Clerk
			1	Key punch Machine Supervisor
-----				
10-30	10,275	11,575	3	Assistant Assessor
			2	Senior Planning Aide
			2	Principal Engineering Aide
			1	Principal Engineering Draftsman
			1	Supervisor of Accounts
-----				
11-30	9,950	11,250	1	Chief Clerk-Hsg. & Inspection
			1	Computer Operator
			1	Collector of Delinquent A/C
			1	Food & Drug Inspector
			1	Planning Aide
			1	Meat Inspector
			6	Principal Account Clerk
			6	Principal Clerk
			1	Principal Cashier

CITY HALL RANK & FILE SALARY  
 SCHEDULE -- 4/1/80

EXHIBIT "E" (continued-page 3.)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
12-30	9,700	11,000	1	Deputy Registrar of Vital Statistics
			1	Draftsman M/W
			1	Engineering Draftsman M/W
			1	Key Punch Supervisor
			1	Planning Draftsman
			2	Sanitary Inspector Trainees
			1	Senior Cashier
			1	Senior Engineering Draftsman
			1	Senior Mail Clerk
			1	Senior Transportation Insp.
			1	Water Meter Reader Foreman
			1	Water Utility Inspector
			1	Senior Assessing Clerk
			-----	
13-30	9,350	10,650	5	Cashier
			3	Principal Clerk Bookkeeper
			1	Secretary to the Mayor
			5	Senior Account Clerk
			1	Senior Account Clerk-Cashier
				Stenographer
			1	Senior Account Clerk-Typing
			1	Senior Engineering Aide
			8	Senior Clerk Stenographers
			1	Senior Telephone Operator
			1	Tax Searcher
			2	Transportation Inspector
			6	Water Meter Reader
			10	Welfare Investigators
1	Senior Citizen Program Aide			
-----				
14-30	9,100	10,400	1	Assessing Clerk (Typing)
			1	Senior Keypunch Machine Operator
-----				
15-30	8,850	10,150	2	Clerk/Telphone Operators
			3	Keypunch Machine Operator
			1	Mail Clerk
			1	Dental Assistant
			1	Microfilm Operator
			2	Principal Clerk Typist- Bi-Lingual/Spanish & Engl.
			2	Principal Clerk
			1	Telephone Operator
2	Principal Clerk Typist			
-----				

CITY HALL RANK & FILE SALARY  
SCHEDULE--4/1/80

EXHIBIT "E" (continued-p. 4)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
16-30	8,500	9,800	24 1 8	Clerk Stenographer Senior Clerk Senior Clerk Typist
17-30	8,200	9,500	4 20 1	Account Clerk Clerk Typist Engineering Aide
18-30	8,100	9,400	8	Clerk
* * * * *				
1-35	10,112	11,612	2	Property Clerks/Police Dept.
2-35	9,915	11,415	2 1	Clerk Stenographer Senior Clerk Typist
3-35	9,740	11,240	8	Clerk Transcriber
4-35	9,565	11,065	8	Clerk Typist
5-35	8,750	10,250	6	Parking Violations Officer
6-35	9,200	10,700	12	Recreation Center Directors

EXHIBIT "F"

CITY HALL EMPLOYEES RANK & FILE

SALARY SCHEDULE

EFFECTIVE OCTOBER 1, 1980

<u>RANGE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>T/O</u>	<u>TITLE</u>
1-30	13,600	14,900	2	Data Processing Programmer
-----				
2-30	13,300	14,600	1	Building Inspector/Zoning Officer
			2	Ass't Comprehensive Planner
			1	Senior Building Inspector
			2	Senior Sanitary Inspector
-----				
3-30	12,800	14,100	3	Administrative Analyst
			1	Administrative Analyst-Health
			2	Assistant Engineer
			4	Building Inspector
			1	Relocation Officer
			3	Electrical Inspector
			1	Housing Inspector
			2	Principal Accountant
			1	Senior Air Pollution Inspector
			3	Senior Assistant Assessor
			2	Supervising Clerk/Bookkeeper
-----				
4-30	12,500	13,800		
-----				
5-30	12,200	13,500	3	Assistant Planner
			2	Relocation Assistant
-----				
6-30	11,900	13,200	4	Administrative Secretary- Dept. of Administration Dept. of Finance Dept. of Health, Welf & Hsg. City Clerk
			4	Legal Stenographer
			1	Secretarial Assistant
			1	Supervisor of Senior Citizen Activities
			1	Secretary to City Engineer

## CITY HALL EMPLOYEES RANK &amp; FILE

SALARY SCHEDULE--10/1/80

EXHIBIT "F" (continued-p. 2)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
7-30	11,525	12,825	1	Assistant Violations Clerk
			1	Investigator-Venereal Disease
			1	Plumbing Inspector
			3	Sanitary Inspector
			1	Analyst (Grant Application)
			1	Senior Purchasing Assistant
-----				
8-30	11,150	12,450	1	Ass't Sec'y to A.B.C.
			1	Supervising Account Clerk
			2	Supervising Clerk
			1	License Inspector
			1	Supervisor of Water & Sewage Billing & Collection
-----				
9-30	10,825	12,125	4	Administrative Clerk
			1	Ass't Pension Fund Suprv.
			4	Air Pollution Inspector
			2	Ass't Sup't of Wts. & Meas.
			10	Field Representative-Housing and Inspections
			1	Investigator-Consumer Protection
			10	Principal Clerk Stenographer
			1	Senior Computer Operator
			1	Principal Engineering Clerk
			1	Keypunch Machine Supervisor
-----				
10-30	10,525	11,825	3	Assistant Assessor
			2	Senior Planning Aide
			2	Principal Engineering Aide
			1	Principal Engineering Draftsman
			1	Supervisor of Accounts
-----				
11-30	10,200	11,500	1	Chief Clerk-Hsg. & Inspection
			1	Computer Operator
			1	Collector of Delinquent A/C
			1	Food & Drug Inspector
			1	Planning Aide
			1	Meat Inspector
			6	Principal Account Clerk
			6	Principal Clerk
			1	Principal Cashier

CITY HALL EMPLOYEES RANK & FILE  
SALARY SCHEDULE--10/1/80

EXHIBIT "F" (continued-p. 3)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
12-30	9,950	11,250	1	Deputy Registrar of Vital Statistics
			1	Draftsman M/W
			1	Engineering Draftsman M/W
			1	Keypunch Supervisor
			1	Planning Draftsman
			2	Sanitary Inspector Trainees
			1	Senior Cashier
			1	Senior Engineering Draftsman
			1	Senior Mail Clerk
			1	Senior Transportation Insp.
			1	Water Meter Reader Foreman
			1	Water Utility Inspector
			1	Senior Assessing Clerk
13-30	9,550	10,850	5	Cashier
			3	Principal Clerk Bookkeeper
			1	Secretary to the Mayor
			5	Senior Account Clerk
			1	Senior Account Clerk/ Cashier-Stenographer
			1	Senior Account Clerk/Typing
			1	Senior Engineering Aide
			8	Senior Clerk Stenographer
			1	Senior Telephone Operator
			1	Tax Searcher
			2	Transportation Inspector
			6	Water Meter Reader
			10	Welfare Investigator
1	Senior Citizen Program Aide			
14-30	9,300	10,600	1	Assessing Clerk (Typing)
			1	Sr. Keypunch Mach. Operator
15-30	9,050	10,350	2	Clerk/Telephone Operator
			3	Keypunch Mach. Operator
			1	Mail Clerk
			1	Dental Ass't (Full Time)
			1	Microfilm Operator
			1	Telephone Operator
			1	Principal Clerk Typist Bi-Lingual-Spanish/English
			2	Principal Clerk
			2	Principal Clerk Typists

CITY HALL EMPLOYEES RANK & FILE  
SALARY SCHEDULE--10/1/80

EXHIBIT "F" (continued-p. 4)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
16-30	8,700	10,000	24 1 8	Clerk Stenographer Senior Clerk Senior Clerk Typist
17-30	8,400	9,700	4 20 1	Account Clerk Clerk Typist Engineering Aide
18-30	8,300	9,600	8	Clerk
* * * * *				
1-35	10,362	11,862	2	Property Clerk/Police Dept.
2-35	10,165	11,665	2 1	Clerk Stenographer Senior Clerk Typist
3-35	9,990	11,490	8	Clerk Transcriber
4-35	9,815	11,315	8	Clerk Typist
5-35	9,000	10,500	4	Parking Violations Officer
6-35	9,450	10,950	12	Recreation Center Director

EXHIBIT "G"

CITY HALL EMPLOYEES RANK & FILE

SALARY SCHEDULE

EFFECTIVE APRIL 1, 1981

<u>RANGE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>T/O</u>	<u>TITLE</u>
1-30	14,100	15,400	2	Data Processing Programmer
-----				
2-30	13,800	15,100	1	Building Inspector/Zoning Officer
			2	Ass't Comprehensive Planner
			1	Senior Building Inspector
			2	Senior Sanitary Inspector
-----				
3-30	13,300	14,600	3	Administrative Anaylst
			1	Administrative Analyst-Health
			2	Assistant Engineer
			4	Building Inspector
			1	Relocation Officer
			3	Electrical Inspector
			1	Housing Inspector
			2	Principal Accountant
			1	Senior Air Pollution Inspector
			3	Senior Assistant Assessor
			2	Supervising Clerk/Bookkeeper
-----				
4-30	13,000	14,300		
-----				
5-30	12,700	14,000	3	Assistant Planner
			2	Relocation Assistant
-----				
6-30	12,400	13,700	4	Administrative Secretary-- Dept. of Finance Dept. of Administration Dept. of Health,Welf.&Hsg. City Clerk
			4	Legal Stenographers
			1	Secretary to City Engineer
			1	Secretarial Assistant
			1	Supervisor of Senior Citizen Activities



CITY HALL EMPLOYEES RANK & FILE  
SALARY SCHEDULE - 4/1/81

EXHIBIT "G" (continued-p. 2)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
7-30	11,975	13,275	1 1 1 3 1 1	Assistant Violations Clerk Investigator-Venereal Disease Plumbing Inspector Sanitary Inspector Analyst (Grant Application) Senior Purchasing Assistant
8-30	11,600	12,900	1 1 2 1 1	Ass't Sec'y to A.B.C. Supervising Account Clerk Supervising Clerk License Inspector Supervisor of Water & Sewage Billing & Collection
9-30	11,275	12,575	4 1 4 2  10 1 10 1 1 1	Administrative Clerk Ass't Pension Fund Suprv. Air Pollution Inspector Ass't Sup'tof Wts. & Meas.  Field Representative- Housing & Inspection Investigator-Consumer Protection Principal Clerk Stenographer Senior Computer Operator Principal Engineering Clerk Keypunch Machine Supervisor
10-30	10,975	12,275	3 2 2 1 1	Assistant Assessor Senior Planning Aide Principal Engineering Aide Principal Engineering Draftsman Supervisor of Accounts
11-30	10,650	11,950	1 1 1 1 1 1 6 6 1	Chief Clerk-Hsg. & Inspection Computer Operator Collector of Delinquent Accoun Food & Drug Inspector Planning Aide Meat Inspector Principal Account Clerk Principal Clerk Principal Cashier

CITY HALL EMPLOYEES RANK & FILE  
SALARY SCHEDULE-4/1/81

EXHIBIT "G" (continued-page 3.)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
12-30	10,400	11,700	1	Deputy Registrar of Vital Statistics
			1	Draftsman M/W
			1	Engineering Draftsman M/W
			1	Keypunch Supervisor
			1	Planning Draftsman
			2	Sanitary Inspector Trainee
			1	Senior Cashier
			1	Senior Engineering Draftsman
			1	Senior Mail Clerk
			1	Senior Transportation Inspector
			1	Water Meter Reader Foreman
			1	Water Utility Inspector
			1	Senior Assessing Clerk
			13-30	9,950
3	Principal Clerk Bookkeeper			
1	Secretary to the Mayor			
5	Senior Account Clerk			
1	Senior Account Clerk/ Cashier Stenographer			
1	Senior Account Clerk/Typing			
1	Senior Engineering Aide			
8	Senior Clerk Stenographer			
1	Senior Telephone Operator			
1	Tax Searcher			
2	Transportation Inspector			
6	Water Meter Reader			
10	Welfare Investigator			
1	Senior Citizen Program Aide			
14-30	9,700	11,000	1	Assessing Clerk (Typing)
			1	Senior Keypunch Machine Operator
15-30	9,450	10,750	2	Clerk/Telephone Operator
			3	Keypunch Machine Operator
			1	Mail Clerk
			1	Dental Assistant (Full Time)
			1	Microfilm Operator
			1	Telephone Operator
			2	Principal Clerk
			1	Principal Clerk Typist- Bilingual-Spanish/English
			2	Principal Clerk Typist

CITY HALL EMPLOYEES RANK & FILE  
SALARY SCHEDULE-4/1/81

EXHIBIT "G" (continued-p. 4.)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
16-30	9,100	10,400	24 1 8	Clerk Stenographer Senior Clerk Senior Clerk Typist
17-30	8,800	10,100	4 20 1	Account Clerk Clerk Typist Engineering Aide
18-30	8,700	10,000	8	Clerk
* * * * *				
1-35	10,812	12,312	2	Property Clerk-Police Dept.
2-35	10,615	12,115	2 1	Clerk Stenographer Senior Clerk Typist
3-35	10,440	11,950	8	Clerk Transcriber
4-35	10,265	11,765	8	Clerk Typist
5-35	9,450	10,950	4	Parking Violations Officer
6-35	9,900	11,400	12	Recreation Center Director

## EXHIBIT "H"

## CITY HALL EMPLOYEES RANK &amp; FILE

## SALARY SCHEDULE

EFFECTIVE OCTOBER 1, 1981

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
1-30	14,400	15,700	2	Data Processing Programmer
-----				
2-30	14,100	15,400	1	Building Inspector/Zoning Officer
			2	Ass't Comprehensive Planner
			1	Senior Building Inspector
			2	Senior Sanitary Inspector
-----				
3-30	13,600	14,900	3	Administrative Analyst
			1	Administrative Analyst-Health
			2	Assistant Engineer
			4	Building Inspector
			1	Relocation Officer
			3	Electrical Inspector
			1	Housing Inspector
			2	Principal Accountant
			1	Senior Air Pollution Inspector
			3	Senior Assistant Assessor
			2	Supervising Clerk/Bookkeeper
-----				
4-30	13,300	14,600		
-----				
5-30	13,000	14,300	3	Assistant Planner
			2	Relocation Assistant
-----				
6-30	12,700	14,000	4	Administrative Secretary Dept. of Administration Dept. of Finance Dept. of Health, Welf. & Hsg. City Clerk
			4	Legal Stenographer
			1	Secretary to City Engineer
			1	Secretarial Assistant
			1	Supervisor of Senior Citizen Activities

CITY HALL EMPLOYEES RANK &  
FILE SALARY SCHEDULE-10/1/81

EXHIBIT "H" (continued-page 2.)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
7-30	12,225	13,525	1	Assistant Violations Clerk
			1	Investigator-Venereal Disease
			1	Plumbing Inspector
			3	Sanitary Inspector
			1	Analyst (Grant Applications)
			1	Senior Purchasing Assistant
-----				
8-30	11,850	13,150	1	Ass't Sec'y to A.B.C.
			1	Supervising Account Clerk
			2	Supervising Clerk
			1	License Inspector
			1	Supervisor of Water & Sewage Billing & Collection
-----				
9-30	11,525	12,825	4	Administrative Clerk
			1	Pension Fund Supervisor
			4	Air Pollution Inspector
			2	Ass't Sup't of Wts. & Meas.
			10	Field Representative--Hsg. and Inspections
			1	Investigator-Consumer Protection
			10	Principal Clerk Stenographer
			1	Senior Computer Operator
			1	Principal Engineering Clerk
			1	Keypunch Machine Supervisor
-----				
10-30	11,225	12,525	3	Assistant Assessor
			2	Senior Planning Aide
			2	Principal Engineering Aide
			1	Principal Engineering Draftsman
			1	Supervisor of Accounts
-----				
11-30	10,900	12,200	1	Chief Clerk-Hsg. & Insp.
			1	Computer Operator
			1	Collector of Delinquent A/C
			1	Food & Drug Inspector
			1	Planning Aide
			1	Meat Inspector
			6	Principal Account Clerk
			6	Principal Clerk
			1	Principal Cashier

CITY HALL EMPLOYEES RANK & FILE  
SALARY SCHEDULE-10/1/81

EXHIBIT "H" (continued-page 3.)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
12-30	10,650	11,950	1	Deputy Registrar of Vital Statistics
			1	Draftsman M/W
			1	Engineering Draftsman M/W
			1	Keypunch Supervisor
			1	Planning Draftsman
			1	Sanitary Inspector Trainee
			1	Senior Cashier
			1	Senior Engineering Draftsman
			1	Senior Mail Clerk
			1	Senior Transportation Insp.
			1	Water Meter Reader Foreman
			1	Water Utility Inspector
			1	Senior Assessing Clerk
13-30	10,150	11,450	5	Cashier
			3	Principal Clerk Bookkeeper
			1	Secretary to the Mayor
			5	Senior Account Clerk
			1	Senior Account Clerk/Cashier Stenographer
			1	Senior Account Clerk/Typing
			1	Senior Engineering Aide
			8	Senior Clerk Stenographers
			1	Senior Telephone Operator
			1	Tax Searcher
			2	Transportation Inspector
			6	Water Meter Reader
			10	Welfare Investigators
1	Senior Citizen Program Aide			
14-30	9,900	11,200	1	Assessing Clerk (Typing)
			1	Senior Keypunch Mach. Operator
15-30	9,650	10,950	2	Clerk/Telephone Operator
			3	Keypunch Machine Operator
			1	Mail Clerk
			1	Dental Assistant (Full Time)
			1	Microfilm Operator
			1	Telephone Operator
			1	Principal Clerk/Typist-Bi-Lingual-Spanish/English
			2	Principal Clerk
			2	Principal Clerk Typist

CITY HALL EMPLOYEES RANK & FILE  
SALARY SCHEDULE-10/1/81

EXHIBIT "H" (continued-p. 4.)

RANGE	MINIMUM	MAXIMUM	T/O	TITLE
16-30	9,300	10,600	24 1 8	Clerk Stenographer Senior Clerk Senior Clerk Typist
-----				
17-30	9,000	10,300	4 20 1	Account Clerk Clerk Typist Engineering Aide
-----				
18-30	8,900	10,200	8	Clerk
-----				
* * * * *				
1-35	11,062	12,562	2	Property Clerk-Police Dept.
-----				
2-35	10,865	12,365	2 1	Clerk Stenographer Senior Clerk Stenographer
-----				
3-35	10,690	12,190	8	Clerk Transcriber
-----				
4-35	10,515	12,015	8	Clerk Typist
-----				
5-35	9,700	11,200	4	Parking Violations Officers
-----				
6-35	10,150	11,650	12	Recreation Center Director

ARTICLE XXX  
TRAVEL ALLOWANCE

Effective upon the signing of this Agreement, the employees covered by said agreement who are required to use privately-owned automobiles in the performance of their duties shall be reimbursed for such use at the rate of eighteen cents (18¢) per mile.



ARTICLE XXX-A  
TRAVEL ALLOWANCE (Meter Readers)

Effective upon the signing of this Agreement, employees of the Water Utility that are required to use public transportation in the performance of their duties, shall be reimbursed at the rate of two dollars (\$2.00) per day.

Said payment will only be made when employees work in the field and transportation is not provided.

ARTICLE XXXI  
EMBODIMENT OF AGREEMENT

This document constitutes the sole and complete agreement between the parties and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitment or agreement between the City and the Association or any individual employee covered by this Agreement is hereby superceded.

ARTICLE XXXII  
APPROPRIATION OF FUNDS

All wages and other financial benefits accruing to employees covered by this Agreement shall be specifically subject to the appropriation of adequate and necessary funds therefor by the Elizabeth City Council in its annual municipal budget or as otherwise allowed by law.

ARTICLE XXXIII  
TERM OF AGREEMENT

1. This Agreement shall be in full force and effect from April 1, 1980 through and including the 31st day of March 1982. If either party wishes to terminate, amend or otherwise modify the terms and conditions set forth herein at the time of expiration, he must notify either party in writing not less than sixty (60) days prior to such expiration date.

2. The Agreement shall remain in full force and effect on a day-to-day basis during collective negotiations between the parties extending beyond the date of expiration set forth herein, unless and until either party serves the other with written notice of termination, by registered mail, in which event, the Agreement shall terminate five (5) days following receipt of such notice.

IN WITNESS WHEREOF, the parties have caused their names to be signed on this 13th day of September 1980.

THE CITY OF ELIZABETH

BY: Thomas G. Dunn  
THOMAS G. DUNN, Mayor

ATTEST:

John J. Dwyer  
JOHN J. DWYER,  
City Clerk

UNION COUNCIL #8 NEW JERSEY  
CIVIL SERVICE ASSOCIATION

BY: Peggy Suckowski, President

CITY HALL EMPLOYEES ASSOCIATION

Joseph Kullback  
Emile F. Helle

CITY OF ELIZABETH	
APPROVED AS TO FORM	11/
PHYSICAL CONDITIONS	
TERMS & CONDITIONS	
DESCRIPTION	