

**AGREEMENT**

**BETWEEN**

**THE TOWNSHIP OF WINSLOW**

**AND**

**Communications Workers of America Local 1014**

**JANUARY 1, 2017 TO DECEMBER 31, 2019**

## TABLE OF CONTENTS

PREAMBLE	1
RECOGNITION	1
MANAGEMENT RIGHTS	1
EMPLOYEE RIGHTS	2
CHECK OFF	2
AGENCY SHOP	3
WORK SCHEDULE	4
OVERTIME	5
CALL IN TIME	6
RATES OF PAY	7
INSURANCE	9
SICK LEAVE WITH PAY	12
MILITARY LEAVE	14
JURY DUTY	14
COURT TIME	14
EMERGENCY LEAVE	15
BEREAVEMENT LEAVE	15
MATERNITY LEAVE	15
PERSONAL DAYS	15
FRINGE BENEFITS	16
SENIORITY	17
HOLIDAYS	18
DIFFERENTIAL PAY	19
VACATIONS	19
LONGEVITY	22
SAFETY AND HEALTH	22
EQUAL TREATMENT	23
GRIEVANCE PROCEDURE	23
WORKERS COMPENSATION	25
GENERAL PROVISIONS	25
PROBATIONARY EMPLOYEES	27
LEAVE OF ABSENCE WITHOUT PAY	27
SEPARABILITY AND SAVINGS	27
DURATION	28
SIGNATURE PAGE	29
ADDENDUM #1	30
TITLES AND RATES	31

## **PREAMBLE**

This Agreement entered into this \_\_\_\_\_ of \_\_\_\_\_, 2018, by and between the Township of Winslow, (hereinafter the "Township"), and Communications Workers of America Local 1014, New Jersey Civil Service Association, (hereinafter the "Union,"), has as its purpose the promotion of harmonious relations between the Township and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work, and other conditions of employment, and represents the complete and final understanding on all the bargainable issues between the Township and the Union.

## **ARTICLE I: RECOGNITION**

The Township recognizes the Union as being the exclusive bargaining representative for the purpose of establishing salaries, hours and other terms and conditions of employment for all employees in the classifications listed and attached hereto and made a part hereof, and for such additional classifications as the parties may later agree to include or exclude.

The Township shall notify the Union in writing prior to the creation of new titles, of classifications of employees, or of the filling of or the elimination of existing classifications, title or positions, but none of the above shall be subject to negotiation. Compensation for new titles or classifications shall not be established without prior negotiations with Union.

## **ARTICLE II: MANAGEMENT RIGHTS**

The Township reserves and retains all of its rights to manage the business of the Township. The sole and exclusive rights of the Township shall specifically include but not be limited to its right to select and determine the number and type of employees required; to assign work, including regular and overtime work; to establish and change work schedules and assignments; to transfer, promote or demote employees or to layoff for lack of work or other legitimate reasons; and to adopt and enforce reasonable rules for the maintenance of discipline and orderly operation of the Township employee, unless specifically limited by this agreement or by law.

### **ARTICLE III: EMPLOYEE RIGHTS**

**ARTICLE III A.** Pursuant to Chapter 303, Public Laws 1968, the Township hereby agrees that every employee shall have the right to freely organize, join and support CWA Local 1014 and its affiliates for the purpose of engaging in collective negotiations and other concerted activities for mutual aid and protection. As a duly selected body exercising governmental power under Color of Law of the State of New Jersey, the Township undertakes and agrees that it shall not directly nor indirectly discourage, deprive, nor coerce any employee in the enjoyment of any rights conferred by Chapter 303, Public Laws 1968, or other Laws of New Jersey or the Constitution of New Jersey and the United States; that it shall not discriminate against any employee with respect to hours of work, wages, and/or terms and conditions of employment by reason of his/her membership in The Union and its affiliates, collective negotiations with the Township or his/her institution of any grievance, complaint or proceeding under this Agreement or otherwise with respect to any terms and conditions of employment.

**ARTICLE III B.** A maximum of eight representatives of CWA Local 1014 shall be permitted time off with no loss of pay to prepare for and participate in negotiations related to the collective bargaining agreement provided the efficiency of the department is not affected thereby. The representatives shall not be paid for any time that extends beyond their regular work hours.

**ARTICLE III C.** Each employee shall have the right to inspect his/her personnel file on reasonable notice and at reasonable times, provided a supervisor is present at the time of the inspection.

**ARTICLE III D.** The Township agrees to notify the employee if any material adverse to the employee is placed in his/her personnel file.

**ARTICLE III E.** The Township shall maintain a separate file on each employee containing such records as health insurance payments, medical, psychological and psychiatric examinations or results, pre-employment inquiries and background investigations. These files shall not be made available to the public by the Township absent the employee's written permission and/or order of a court of competent jurisdiction over the Township.

### **ARTICLE IV: CHECK OFF**

**ARTICLE IV: A.** The Township agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with N.J.S.A. (R.S.) 52:14-15.9e, as amended.

**ARTICLE IV: B.** A check off shall commence for each employee who signs a properly dated authorization form, supplied by the Union and verified by the Treasurer of the Union during the month following the filing of such form with the Township.

**ARTICLE IV: C.** The aggregate deductions from all employees shall be remitted to the Treasurer of the Union together with the list of names of all employees for whom the deductions were made by the fifteenth (15<sup>th</sup>) day of the succeeding month after such deductions were made.

**ARTICLE IV: D.** If during the life of this Agreement there shall be any changes in the rate of membership dues, the Union shall furnish the Township written notice thirty (30) days prior to the effective date of such change and shall furnish to the Township either new authorizations from its members showing the authorized deduction of each employee, or an official notification on the letterhead of the Union and signed by the President of the Union or Local Representatives advising of such changed deduction.

**ARTICLE IV: E.** The Union will provide the necessary "Check off authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Township Payroll Department of the Union during the month following the filing of such card with the Township.

**ARTICLE IV: F.** Any such individual written authorization may be withdrawn at any time by the filing of notice of such withdrawal with the Township Treasurer. The filing of notice of withdrawal shall be effective to terminate deductions in accordance with the N.J.S.A. 52:14-15.9e as amended.

**ARTICLE IV: G.** The Union shall indemnify, defend, save and hold the Township harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the Township if in reliance upon information furnished by the Union or official notification on the letterhead of the Union and signed by the President of the Union or Local Representative.

#### **ARTICLE V: AGENCY SHOP**

**ARTICLE V: A.** The Township agrees to deduct the fair share fee from the earnings of those employees who work 20 hours per week or more and who elect not to become members of the Union and transmit the fee to the majority representative.

**ARTICLE V: B.** The deduction shall commence for each employee who elects not to become a member of the Union during the month following written notice from the Union of the amount of the fair share assessment. A copy of the written notice of the amount of fair share assessment must also be furnished to the New Jersey Public Employment Relations Commission.

**ARTICLE V: C.** The fair share fee for services rendered by the Union shall be in an amount equal to the regular membership dues, initiation fees and assessment of the Union, less the cost of benefits financed through the dues available only to members of the Union, but in no event shall the fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.

**ARTICLE V: D.** The sum representing the fair share fee shall not reflect the costs of financial support of political causes of candidates, except to the extent that it is necessary for the Union to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration, and to secure for the employees it represents advances in wages, hours, and other conditions of employment which ordinarily cannot be secured through collective negotiations with the Township.

**ARTICLE V: E.** Prior to January 1<sup>st</sup> and July 31<sup>st</sup> of each year, the Union shall provide advance written notice to the New Jersey Public Employment Relations Commission, the Township, and to all employees within the unit the information necessary to compute the fair share fee for services enumerated above.

**ARTICLE V: F.** The Union shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Union. This appeal procedure shall in no way involve the Township or require the Township to take any action other than to hold the fee in escrow pending resolution of the appeal.

**ARTICLE V: G.** The Union shall indemnify, defend, save and hold the Township harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Township in reliance upon salary deduction authorization cards or the fair share assessment information as furnished by the Union to the Township, or in reliance upon the official notification on the letterhead of the Union and signed by the President of the Union, advising of such changed deduction.

#### **ARTICLE VI: WORK SCHEDULE**

**ARTICLE VI: A.** The regularly scheduled work week shall consist of:

1. General Office Personnel, 35 hour work week Monday through Friday, with one (1) hour lunch, starting at 8:30 a.m. and ending at 4:30 p.m.
2. Police Clerical, 40 hour work week Monday through Friday with half hour (1/2) lunch, starting at 8:00 a.m. and ending at 4:30 p.m.
3. Department of Public Works, Department of Parks and Recreation, 40 hour work week Monday through Friday with half hour (1/2) for lunch starting at 7:00 a.m. and ending at 3:30 p.m.
4. Water and Sewer, 40 hour work week starting at 7:00 a.m. and ending at 3:30 p.m. with half hour (1/2) for lunch. The Township reserves the right to add an additional shift and schedule employees as needed.
5. Building Maintenance Workers, 40 hour work week starting at 8:00 a.m. and ending at 5:00 p.m. with one (1) hour lunch. The Township reserves the right to establish alternative shifts as needed.

**ARTICLE VI: B.** The regular starting time for the work shifts will not be changed without first negotiating such changes with the Union.

**ARTICLE VI: C.** Where more than one work shift per day within a given classification exists, employees will be given preference of shifts in accordance with their seniority. Such preference will be exercised only when vacancies occur or when for other reasons changes in the number of employees per shift are being made.

**ARTICLE VI: D.** All employees covered by this Agreement shall receive a salary predicated on the appropriate hourly rate for their title multiplied by the actual number of hours that comprise the scheduled work week.

**ARTICLE VI: E.** The work schedule of days, hours and shifts shall continue for the duration of this contract unless otherwise amended by mutual consent through collective negotiations between the Township and the Union.

**ARTICLE VII: OVERTIME**

**ARTICLE VII A.** Overtime refers to any time worked beyond the regular hours of duty, and as defined by Federal and State Law, and is granted only when an employee is ordered to work by a Department Head.

**ARTICLE VII B.** Time and one-half the full time employee's rate of pay shall be paid for the work under any of the following conditions:

1. All work performed in excess of the employee's regular hours of duty in any one day.
2. All work performed in excess of the employee's regular hours of duty in any one work week. Hours for which time and one-half or double time is paid shall not be included in the base weekly hours.
3. All work performed on Saturday, except for those employees assigned on continuous operations.
4. Those employees whose regularly scheduled shift of duties requires them to work on a holiday shall receive time and one-half pay for the hours worked on that holiday, in addition to the holiday pay. Other employees who are required to work on a holiday shall receive time and one-half for the hours worked on that holiday in addition to a day's pay for the holiday as such.
5. Overtime is paid in 15 minute increments when it falls immediately before or immediately after the employee's scheduled work time. The employee must work at least 15 minutes to be paid .25 hours of overtime.

**ARTICLE VII C.** Double time the employee's regular hourly rate of pay shall be paid for work performed on Sunday or in excess of all work in two consecutive shifts. This does not apply to those employees assigned on continuous operations.

**ARTICLE VII D.** Employees shall have the option of taking compensatory time in lieu of cash payment for overtime. If an employee chooses compensatory time in any instance, the amount of such time will be computed on the basis as set forth above. Compensatory time must be scheduled and approved by the applicable Department Head. Compensatory time may be taken in no less than 30 minute increments except that an employee's remaining balance may be taken if less than 30 minutes. If an employee uses compensatory time in conjunction with sick time and is absent for three (3) consecutive work days, the Township will require acceptable doctor's

certification. Employees must provide notice by calling in prior to their start time, except where the nature of the work involved requires continuous operations on a twenty-four (24) hour per day, seven (7) day per week basis, in which case employees must call at least one hour in advance of their start time. Approval shall not be unreasonably denied. Management retains the right to deny last minute requests for just cause.

**ARTICLE VII E.** Overtime work shall be distributed as equally as possible among employees with the same classification. Employees may be required to work a reasonable amount of overtime. An employee may be excused from an overtime assignment provided he/she has presented a valid reason which has been approved by the Department Head. The Department Head may require an employee with the least seniority to work an overtime assignment.

**ARTICLE VII F.** Voluntary overtime shall be distributed by classification and seniority from most senior on a rotating basis beginning with the employee immediately following the last senior employee that worked. The employee must respond to the offer of voluntary overtime in a timely manner. If the employee declines overtime, the employee's name shall go to the bottom of the overtime list. Mandatory overtime shall be distributed by classification and seniority to the least senior employee on rotating basis beginning with the employee immediately following the last employee that worked.

**ARTICLE VII G.** Overtime shall be paid no later than the second pay period after the applicable overtime shift was worked.

**ARTICLE VII H.** In addition to the above, the Township recognized its obligation under the Fair Labor Standards Act with respect to this Article.

### **ARTICLE VIII: CALL IN TIME**

If an employee is recalled to duty, he/she shall receive a minimum guarantee of two (2) hours compensation at the overtime rate, provided said recall duty is not immediately prior to or immediately after the employee's normal shift. Time worked immediately before or immediately after normal shift will be paid overtime once the employee has reached 15 minutes of time. The Township shall have the right to retain the employee on duty for the minimum time period.

### **ARTICLE IX: RATES OF PAY**

**ARTICLE IX: A.** The pay scales for all employees covered by this Agreement shall be as the pay scales currently exist unless negotiated otherwise during the term of this Agreement.

**ARTICLE IX: B.** Rates of compensation as set forth in this Agreement are fixed on the basis of full-time service in a full time position. If any position is, by action of the Township established on the basis of less than full-time service, or if, with the approval of the Township, the incumbent of any full-time position is accepted for employment on a part-time basis only, the rate of compensation provided for the position (unless otherwise stated) shall be proportionately reduced in computing the rate of compensation payable for part-time service.



**ARTICLE IX: C.** Any employee who performs work in a higher paid non-supervisory classification than his /her normal assignment shall receive the higher rate for all time worked. Any employee working in a higher paid non-supervisory classification shall receive a minimum of one hour's pay at the higher rate.

Any employee who performs work in a higher paid supervisory classification as authorized by the department head and who performs such work for a full work day or more shall receive the higher rate for all time worked during that shift. The Township shall provide a form to be signed by the department head or his designee to confirm authorization prior to the employee performing such work. A copy of the authorization form shall be provided to the employee at the time the supervisory work is assigned. Any employee who is instructed to perform a lower hourly rated job shall continue to receive his/her normal hourly rate.

**ARTICLE IX: D.** Employees covered under this Agreement will receive pay changes or increases as follows:

**Beginning January 1, 2017** all employees under this Collective Bargaining Agreement shall receive a salary/wage increase of 2.00% over the 2016 rate and the 2017 wage schedule rates shall be increased by 2.00% over the 2016 rates.

**Beginning January 1, 2018** all employees under this Collective Bargaining Agreement shall receive a salary/wage increase of 2.00% over the 2017 rate and the 2018 wage schedule rates shall be increased by 2.00% over the 2017 rates

**Beginning January 1, 2019** all employees under this Collective Bargaining Agreement shall receive a salary/wage increase of 2.00% over the 2018 rate and the 2019 wage schedule rates shall be increased by 2.00% over the 2018 rates.

All current employees at the time of the signing of this agreement shall be provided retroactive pay in accordance with the foregoing percentage increases based on the actual pay they received during the period January 1, 2017 through March 4, 2018. All employees that retired during the period January 1, 2017 through March 4, 2018 shall be provided retroactive pay in accordance with the foregoing percentage increases based on the actual pay they received during the period January 1, 2017 through their retirement date. All employees that resigned during the period January 1, 2017 through March 4, 2018 and were employed by the Township for more than one year during that period shall be provided retroactive pay in accordance with the foregoing percentage increases based on the actual pay they received during the period January 1, 2017 through March 4, 2018.

A salary scale consistent with the foregoing and setting the salaries for each title in accordance with this paragraph is attached hereto as **Addendum #1**. For employees hired into CWA Local 1014 bargaining unit after December 31, 2017, a new wage schedule rate structure will apply. The new wage schedule rates, for all existing titles and for the rates or steps, during each year of this agreement, will be 15% less than the rates or steps in that year in the wage schedule for

employees hired before January 1, 2018. **Addendum #1** columns designated "Hired after 12/31/17" will be the rates or steps that apply to those employees hired after December 31, 2017. Retroactive payments consistent with this Agreement will be paid as set forth in forth in **Addendum #1**.

**ARTICLE IX: E.** All employees subject to this Agreement shall mark their anniversary date of employment with the Township on January 1<sup>st</sup> of each year, for salary purposes.

**ARTICLE IX: F.** Effective January 1, 2007 all employees who perform "on-call" service shall receive a payment of \$4.00/hour for time spent "on-call." This provision shall apply only to employees in the Water and Sewer Departments who are required to be "on-call." However, should any other employee be required by the Township to be "on-call" in the future, they shall also be entitled to the same "on-call" pay. Effective January 1, 2017 the "on-call" rate will increase to \$5.00 per hour.

**ARTICLE IX: G.**

1. The Township agrees to deduct any amounts so authorized by any employee, in writing, for the CWA Political Action Committee (P.A.C.). The total amount deducted will be forwarded to the designated individual per written instruction of CWA, once per month, at a time convenient to the Winslow Township Payroll.

2. Any employee recalled from lay-off status within one (1) year from the date of his or her most recent lay-off from the Township, shall receive the pay rate applicable from the applicable step from which he or she was laid off at the time of the lay-off.

**ARTICLE IX: H.** The Township and the Union agree to form a labor-management committee during 2008 for the purpose of reviewing the rates of compensation for each title as set forth in this agreement. The committee will consider adjustments to the rates of compensation based on procedures established by the committee; however, the action of the committee, the final outcome and the timeline for implementation are subject to the approval of both the Township and the Union.

**ARTICLE X: INSURANCE**

**ARTICLE X: A. 1.** The existing benefits, unless otherwise amended herein, for health insurance, dental, prescription, life insurance, and disability shall continue to be available at their current level. All plans shall be a copay or deductible based on the plan elected by the employee. Each employee shall receive a copy of his/her coverage from the insurance carriers spelling out the benefits. It shall be mandatory for employees to use the mail order pharmacy for maintenance medications.

Effective January 1, 2009, the prescription plan shall be a \$5.00 co-pay plan for generic brands and a \$10.00 co-pay for name brands whereby the employee shall be responsible to pay the first \$5.00 for each generic brand prescription and \$10.00 for each brand name prescription covered under said plan. Employees using the insurance provided mail in program for prescriptions shall

be subject to a \$5.00 co-pay for a ninety-day supply. Other copays and deductibles may apply based on the benefit election chosen by the employee.

Effective January 1, 2009, the Traditional Plan and the HMO will be eliminated.

Effective January 1, 2009, employees will be required to utilize free standing testing labs and surgical centers, unless otherwise required by a physician, and will be encouraged to use urgent care centers in accordance with the PPO plan requirements.

Effective January 1, 2009 employees will be required to co-pay \$5 per primary care physician visit and \$10 per specialist visit.

Effective January 1, 2012 all full-time benefit eligible employees are required to pay for a portion of the cost of their health insurance benefits according to Chapter 78.

Effective January 1, 2013, all copays for prescription, doctor visits and specialist visits are based on the PPO the employee elected during open enrollment. Each plan has its own set of copays for each benefit.

The maximum payment under employee provided dental coverage shall be \$1,500.00 annually.

**ARTICLE X: A. 2:** State established Chapter 78 tiers will still apply

- 2017 – benefit costs and premium rates will remain as already in place for the remainder of the year
- 2018 – the annual premium costs of benefits will be capped at a 2% increase over the 2017 premium rates
  - PPO2
    - Coverage level: employee only - \$16,810.78
    - Coverage level: employee/spouse - \$26,014.65
    - Coverage level: employee/child(ren) - \$25,174.62
    - Coverage level: employee/family - \$40,101.91
  - PPO3
    - Coverage level: employee only - \$14,366.82
    - Coverage level: employee/spouse - \$19,956.46
    - Coverage level: employee/child(ren) - \$19,347.16
    - Coverage level: employee/family - \$34,293.54
- 2019 – the annual premium costs of benefits will be capped at a 4% increase over the 2018 premium rates
  - PPO2
    - Coverage level: employee only - \$17,483.21

- Coverage level: employee/spouse - \$27,055.24
- Coverage level: employee/child(ren) - \$26,181.60
- Coverage level: employee/family - \$41,705.99
- PPO3
  - Coverage level: employee only - \$14,941.50
  - Coverage level: employee/spouse - \$20,754.72
  - Coverage level: employee/child(ren) - \$20,121.04
  - Coverage level: employee/family - \$35,665.28

**ARTICLE X: B. 1.** Upon retirement an employee with 25 years of service to the Township and his/her spouse shall receive the same medical coverage in effect on the date of the employee's retirement and a co-pay rate of 65% paid by the Township and 35% paid by the retiree until the retiree and/or the spouse is eligible for Medicare/Medicaid or both at which time the Township shall pay for any claims not covered by Medicare or Medicaid plus prescription and dental coverage for the retiree and the spouse as the case may be at the same level of coverage in effect on the date of the employee's retirement. The retiree must certify annually in writing to the Township that he/she is not covered by any other medical insurer. If the retiree is covered by another medical insurer, the Township coverage shall terminate. There is included an option for the retiree to purchase at a co-pay rate of 65% Township and 35% retiree the family plan in the event the children have not gone beyond the age of coverage for same. Upon retirement, the level of coverage in place cannot be increased after retirement. Coverage levels can be decreased at any time. Dependents may be added to coverage only if the coverage level in effect at retirement does not increase.

**ARTICLE X: B 2.** Upon retirement an employee who has reached the age of 62 years or older with at least 20 years of service with the Township, and his/her spouse, shall receive the same medical coverage in effect on the date of the employee's retirement, at a co-pay rate of 55% paid by the Township and 45% paid by the retiree. The coverage shall cease for the retiree and dependents when the retiree becomes eligible for Medicare/Medicaid or both, and any and all supplemental coverage payments for which the Township is responsible to pay on behalf of the retiree shall cease at that time. This provision applies only to those employees who choose to retire under the terms of this subsection. Upon retirement, the level of coverage in place cannot be increased after retirement. Coverage levels can be decreased at any time. Dependents may be added to coverage only if the coverage level in effect at retirement does not increase.

**ARTICLE X: D.** The Township shall establish a bankable retainer fund to provide a retiree with the funds to be used exclusively for the payment of the retiree's required health insurance co-payment obligation. Employees who forego the payment of their accumulated sick leave, pursuant to Article XI, Section I, may, upon retirement, include the one hundred (100%) percent value of all their accumulated sick leave in a bankable retainer, up to a maximum of \$50,000.00. The bankable retainer can be supplemented by deferring all or a part of the employee's other terminal leave payments. In the event of the death of a retired employee before the exhaustion of his/her bankable retainer fund, the remaining balance may be used by the retired employee's spouse to pay for COBRA benefits through the Township; however, *the remaining balance will not be paid out in cash.*

**ARTICLE X: E.** Any employee may choose, in writing, and only during periods of regular open insurance enrollment, to drop Township health insurance and prescription coverage and receive a monetary payment in lieu thereof. Employees who elect to drop Township health and/or prescription coverage must provide the Township with proof of other health and/or prescription coverage if they are dropping coverage during the plan year. Employees who elect to opt out of Township health insurance and prescription coverage cannot re-enroll in the Township's health insurance and prescription program until the start of the next calendar year's open enrollment following the date of the employee's election to opt out. Further, re-enrollment in the Township's health insurance and prescription program must be precipitated by a "life-changing event" as that term is defined in the Township's health insurance program if re-enrollment occurs during the plan year and not during open enrollment.

The monetary payment to employees who elect to drop Township health insurance prescription coverage and dental coverage shall be \$750.00 per year for single coverage; \$1,000.00 per year for parent/child coverage; \$1,250.00 per year for husband/wife coverage; \$1,700.00 per year for family coverage.

Employees who elect to opt out of husband/wife or family coverage, but whose spouse is also an employee of the Township, shall be entitled to only an \$800.00 cash payment in lieu of participation in the Township's health insurance and prescription coverage program. Employees hired after January 1, 2013 will not have the option to receive this waiver credit.

All payments pursuant to this Section shall be paid to the employee in the first regular paycheck in December of each year, subject to appropriate deductions. Employees who re-enroll in the Township's health insurance program after January 1 of a given calendar year will be entitled to a pro-rated portion of the cash payment to which he or she is entitled, paid in the first regular paycheck in December of that calendar year, subject to appropriate deductions.

**ARTICLE X: G.** The Township will establish, to the extent practicable, through a third-party insurance company, supplemental group life insurance which employees may purchase as a payroll deduction. The Township will take reasonable steps to secure the lowest cost per member insurance benefit, but employees will be responsible for purchasing and maintaining such supplemental life insurance.

#### **ARTICLE XI: SICK LEAVE WITH PAY**

**ARTICLE XI: A.** Sick leave is hereby defined to mean absence of any employee from duty because of personal illness which prevents his/her doing the usual duties of his/her position, exposure to contagious disease, or a short period of emergency attendance upon a member of his/her immediate family who is critically ill and requires the presence of the employee.

**ARTICLE XI: B.** The term "immediate family" is hereby defined to include the following: mother, father, mother-in-law, father-in-law, brother, sister, brother-in-law, sister-in-law, spouse, child, foster child, grandparent, ward or legal guardian, or grandchild.

**ARTICLE XI: C.** Any shift employee who is absent for reasons that entitle him/her to sick leave shall notify his/her supervisor promptly, but not later than one (1) hour before the employee's usual reporting time except in cases of extreme emergency where the employee is not able to do so. Other employees will provide the notification within 30 minutes of their scheduled starting time. Notification can be given by the employee calling their supervisor and leaving a message on their voicemail. The phone system automatically time stamps the voicemail message and may also send an email to the supervisor or the voicemail message. Failure to give such notice may cause a denial of the use of sick leave for that absence and may constitute cause for disciplinary action.

**ARTICLE XI: D.** Sick leave shall accrue for regular full-time employees at the rate of one (1) day per month during the first calendar year of employment and one and one quarter (1¼) days per month per year in every calendar year thereafter; and shall accumulate from year to year. Part-time permanent employees shall be entitled to sick leave on a prorated basis after 9 months of service according to Civil Service guidelines. Employees covered by this Agreement shall be entitled to the use of all sick time, including the current year at the beginning of the first pay period of each year in accordance with Civil Service rules and regulations. Employees who are eligible for and receive disability benefits from the Township shall not have the period of disability leave charged against their sick leave entitlement except as provided in Paragraph F below. Employees on approved disability leave shall continue to accumulate sick leave for a period of time not to exceed twenty-six (26) weeks. Paid sick time cannot be used within the employee's first 90 days of employment. Employee must pass 90 day probation period to receive paid time off.

**ARTICLE XI: E.** If any employee is absent for three (3) consecutive work days a doctor's certificate must be provided to the Administrative Office, [or after fifteen (15) days sick leave in any one (1) year] the Township may require acceptable evidence on the form prescribed. The length of time the employee was absent shall be stated on a doctor's certificate. In any case where there is shown a pattern of abuse, the employer may require a doctor's certificate in order for the employee to receive paid sick leave.

**ARTICLE XI: F.** In the event the employee has exhausted his/her accumulated sick leave and is sick, the absence will be charged to the employee's vacation leave, personal time or comp time available, if any. A doctor's certification must accompany each absence if being used in lieu of sick time.

**ARTICLE XI: G.** Accumulated sick leave may be used by an employee receiving disability benefits from the Township to make up the 1/3 difference between those benefits and full pay after the employee has reached 30 calendar days of sick leave. If after the 30 days, the employee is not receiving 1/3 of a sick day through payroll they will be billed for their portion of the health insurance premiums. Pension deductions and pension loan deductions will also not be taken.

**ARTICLE XI: H.** As it applies to non work related accident disability insurance, a thirty (30) calendar day eligibility waiting period does not exist. Employees on approved disability leave shall continue to accumulate sick days and credited service time for the purposes of longevity, for a period of time not to exceed twenty-six (26) weeks.

**ARTICLE XI: I.** Sick leave claimed by reason of quarantine or exposure to contagious disease may be approved upon the certification of the local Public Health Department.

**ARTICLE XI: J.** Full time temporary employees in the Township service shall be entitled to sick leave in the same amount and for the same reasons as provided for permanent employees. Does not include employees hired by special resolution.

**ARTICLE XI: K.** Employees who retire shall have 100% value of all sick time up to a maximum of \$50,000 accumulated from January 1, 1987 forward included in a bankable retainer to be used exclusively for the payment of the employee's retirement medical coverage in accordance with the provisions of **Article X, Section D.**

Sick time not used shall accumulate until retirement in good standing. Upon retirement in good standing, employees under this contract who chose not to participate in the "bankable retainer" may elect to sell back their unused sick time at seventy-five (75%) percent up to a maximum of \$25,000. Employees hired after 5/21/2010 have a maximum sick leave payout of \$15,000 as per P.L. 2010, c.3

- Employees who opt out of the retiree health program or who pass away prior to the exhaustion of the employee's bankable retainer fund shall only receive payment for the terminal leave payment (balances) other than sick leave. Employees may only cash out their sick leave at retirement. For the purpose of determining eligibility for sick leave sell back at retirement, an employee shall be considered as retiring and be eligible for sick leave sell back if that employee is eligible for a pension from the State pension system and begins collecting his or her pension upon termination with the Township. Also eligible is any employee who applies for a disability pension and whose application is subsequently approved by the State pension system.

**ARTICLE XI: L.** For the purposes of allowing donations of sick and/or vacation leave to employees suffering from catastrophic health conditions or injuries, the Township has established a donated leave program in accordance with state regulations allowing such programs for local government.

**ARTICLE XI: M.** If a retiree passes away, and is enrolled in Health Insurance Coverage with the Township, a spouse and/or dependents covered under the retiree at the time of the retiree's passing shall remain covered under the insurance. Available funds in the bankable retainer will be used to pay for the coverage at the same percentage the retiree was paying. If there are no funds available in the bankable retainer, the covered individuals will be billed by the Township for coverage costs. Spouse coverage shall terminate if the spouse remarries. Dependent coverage shall terminate when the dependent ages out according to state law.

**ARTICLE XI: N.** Each year, at Open Enrollment retirees will have the option to choose lower cost plan options available to active employees during open enrollment. If an employee who retires after the signing of this Agreement, leaves a grandfathered plan, they cannot re-enroll in that plan a later time. Current active plans are PPO2 and PPO3.

**ARTICLE XII: MILITARY LEAVE**

A permanent employee who enters upon active duty in the United States Military Service in time of war or emergency or who is actively engaged in Reserve or National Guard duty will be granted a leave of absence in accordance with law.

**ARTICLE XIII: JURY DUTY**

Employees shall be given time off without loss of pay when performing Jury Duty in the following circumstances:

1. In State Court, the employee shall serve without loss of pay and is allowed to retain any stipend for services.
2. In Federal Court, the employee shall receive full pay plus a maximum stipend of five (\$5.00) dollars paid by the Federal Court. All monies received by the employee in excess of five (\$5.00) dollars paid by the Federal Court in services as a Federal Juror shall be returned to the Township Treasurer's Office.
3. Official court documentation must be received in either circumstance on the first business day the employee returns to work. If documentation is not received, the employee will not be paid for the day(s).

**ARTICLE XIV: COURT TIME**

Employees shall be given time off without loss of pay when commanded to appear as a witness and not a party before a court, legislative committee or judicial or quasi-judicial body.

**ARTICLE XV: EMERGENCY LEAVE**

Employees shall be given time off without loss of pay when performing civilian duty in relation to national defense or other emergency when so ordered by the Governor of the State of New Jersey or the President of the United States.

**ARTICLE XVI: BEREAVEMENT LEAVE**

**ARTICLE XVI: A.** In the event of death of a member of an employee's immediate family, the following leave of absence, with pay, shall be granted:

1. Ten (10) working days off with pay shall be granted in the event of the death of an employee's spouse, parent, child, or step child. Such leave must be taken in the same time frame as the day of the death and/or the day of the funeral, and must be completed no longer than ten (10) days following the day of the funeral.
2. Five (5) working days off with pay shall be granted in the event of the death of an employee's brother, sister, grandmother, grandfather, step parent, foster child, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, spouse's grandmother, spouse's grandfather and spouse's step parents, grandchildren and legal wards. Such leave must be taken in the same time frame as the day of the death and/or the day of the funeral, must be completed no longer than five (5) days following the day of the funeral.



3. One (1) working day off with pay shall be granted in the event of the death of an employee's aunt, uncle, niece, nephew or cousin. Such leave must be taken in the same time frame as the day of the death and/or the day of the funeral, must be completed no longer than the day following of the funeral.

4. Employees need to provide proof of Death in family and relationship to the deceased for bereavement leave. Obituary or letter from funeral director would be accepted.

#### **ARTICLE XVII: MATERNITY LEAVE**

Maternity leave shall be treated as sick leave when properly certified by a physician.

#### **ARTICLE XVIII: PERSONAL DAYS**

All full-time employees shall be granted five (5) personal days per year. Unused personal days may be carried over and used in the next year only. The 5<sup>th</sup> Personal Day was issued in Lieu of Lincoln's Birthday. Lincoln's Birthday was observed in 2012 and 2013.

Personal days may be taken in no less than thirty (30) minute increments, except that any remaining balance may be taken if less than thirty (30) minutes. If an employee uses personal days in conjunction with sick time and is absent for three (3) consecutive work days, the Township will require acceptable doctor's certification. Employees must provide notice by calling in no later than thirty (30) minutes prior to their start time, except where the nature of the work involved requires continuous operations on a twenty-four (24) hour per day, seven (7) day per week basis, in which case employees must call at least one hour in advance of their start time. Approval shall not be unreasonably denied. Management retains the right to deny last minute requests for just cause.

#### **ARTICLE XIX: FRINGE BENEFITS**

**ARTICLE XIX: A.** Each employee shall be entitled to one fifteen (15) minute break for each half-day period of work (morning and afternoon and equivalent periods of shift work). Unused break times shall not be credited or accumulated.

**ARTICLE XIX: B.** Employees required to travel on authorized, necessary Township business and who are required to use their personal vehicle only when the Township van is not available, shall be reimbursed at the applicable IRS rate plus out-of-pocket expenses if accompanied by acceptable documentation.

**ARTICLE XIX: C.** Where employees, as a condition of their job, are required to use their vehicles for official Township business, the Township will provide appropriate insurance coverage for such use as a supplement to the employee's vehicle liability insurance.

**ARTICLE XIX: D.** Employee pension contributions and repayment of loans from the pension program will be deducted in equal payments from the first two (2) salary payments to any employee each month.

**ARTICLE XIX: E.** The Township agrees to deduct the monthly credit union deductions from the pay of those employees who request in writing that such deductions be made subject to legality of the deductions and, if subsequently determined that said deductions cannot be made, the Township should be under no obligation to make same.

**ARTICLE XIX: F.** The Township agrees to provide transportation to and from training schools as incidental to the employee's position. For any schools at any area, the Township agrees to provide members covered under this Agreement, the daily round trip transportation in the form of a Township vehicle or payment for mileage at the applicable IRS rate when such employee must use his/her own vehicle for same. The Township shall have the right to approve the particular training course and the employee involved. The purchase order procedure shall be used.

**ARTICLE XIX: G.** Uniforms – Those employees who, as a requisite of employment are required by the Township to wear specified uniforms (as opposed to conforming to a specified reasonable dress code) shall be furnished those uniforms as set forth below. The Township will keep a record of the title or persons required to wear uniforms and will furnish a list to the Union President annually upon request. At the Township's option, the Township may provide uniforms. An initial issue of uniforms will be allotted for all employee groups listed in this article for 2017 and 2018. After 2018 the "initial issue" will only be given to new hires, except that boots will continue to be issued as provided below with the exception of boots. All uniforms will have Township emblem only, no names.

**ARTICLE XIX: G 1.** The Township shall provide initial issue uniforms to all full-time permanent, non-clerical employees in Public Works, Parks and Recreation, Public Buildings and Grounds, and Water and Sewer Departments. Included in the initial issue, the Township shall provide one (1) hooded pull-over sweatshirt and one (1) insulated zipped sweatshirt for sanitation laborers, Water and Sewer Pumping Station Repairers (1 and 2), Water Meter Repairers, Water Repairers, Mechanics, Garage Attendants, Truck Drivers, Motor Boom Operators, all classes of Equipment Operator, Senior Park Maintenance Workers, Recreation Maintenance Workers, and Laborers (1 and 2). After the initial issue employees will be able to purchase replacement sweatshirts at the Employee's cost through a payroll deduction.

**ARTICLE XIX: G 2.** The Township shall provide five (5) tee shirts for Non-Clerical employees in Public Works, Parks, Mechanics and Water and Sewer Departments – all with Township emblem only. After initial issue the employees will be able to purchase replacement t-shirts at the Employee's cost through payroll deduction.

**ARTICLE XIX: G 3.** The Township also agrees to provide two (2) pair of work boots for Public Works, Parks and Recreation, Mechanics and Public Buildings and Grounds non clerical workers. The work boots will be replaced on or about January 1<sup>st</sup> and June 30<sup>th</sup> each year. Employees in the Water and Sewer Department will be provided two (2) pairs of work boots on or about January 1st.

**ARTICLE XIX: H.** Employees in the Construction Department whose duties require that they regularly work outside the office shall be provided for initial issue only the same sweatshirts as DPW, two (2) short sleeve polo shirts and two (2) long sleeve polo shirts. They will continue to receive boots consistent with the provisions above for Public Works employees. They will also receive an initial issue only of a (1) coat.

**ARTICLE XIX: I.** Employees in Police Records will switch to business casual dress.

**ARTICLE XIX: J.** Code Enforcement, Animal Control Officers, shall receive an initial issue of two (2) long sleeve shirts and two (2) short sleeve shirts, two (2) pairs of pants, one (1) pair of boots and one (1) coat.

**ARTICLE XIX: K.** The above listed uniforms will be issued for 2017 and 2018 years only. After 2018, with the exception of work boots, all uniforms, including t-shirts, sweatshirts and coats, must be obtained at the employee's expense.

**ARTICLE XIX: L.** The Township will make a washer and dryer available for the Water Tower and Public works building for washing contaminated and heavily soiled clothing the employee does not wish to take home. Use of the washer and dryer shall not reduce work productivity.

## **ARTICLE XX: SENIORITY**

**ARTICLE XX: A.** Seniority is defined as an employee's total length of service with the employer, beginning with his/her original date of hire.

**ARTICLE XX: B.** An employee having broken service with the Township (as distinguished from leave of absence or suspension) shall not accrue seniority credit for the time when he/she was not employed by the Township.

**ARTICLE XX: C.** If a question arises concerning the seniority of two or more employees who are hired on the same date, the following shall apply: if both employees were hired prior to the effective date of this Agreement, seniority shall be determined by the order in which such employees are shown on the Township's payroll records and seniority preference given accordingly. In the event two or more employees have the same total length of service, seniority preference shall be given in alphabetical order of the employee's last name at the time of hire. For employees hired on the same date, subsequent to the effective date of this Agreement, seniority preference will be determined by alphabetical order of the employee's last name.

**ARTICLE XX: D.** The Township shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification, and pay rate and shall furnish copies of same to the Representative upon request or if the seniority list changes at any time.

**ARTICLE XX: E.** Except where New Jersey Civil Service Statutes require otherwise, in cases where provisional promotions, demotions, lay offs, recalls and vacation schedules are concerned, any employee with the greatest amount of seniority shall be given preference provided he/she has

the ability to perform the work involved and further provided that the exercise of such will have no adverse effect on productivity.

**ARTICLE XXI: HOLIDAYS**

**ARTICLE XXI A.** The following are paid holidays:

New Year's Day, Martin Luther King's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, the Friday after Thanksgiving Day, the Friday after Christmas when Christmas is on a Thursday and Christmas. To receive holiday pay, an employee must work his/her scheduled workday immediately before and after such a holiday unless otherwise properly excused with a doctor's certification. Lincoln's Birthday was removed as of 2014.

**ARTICLE XXI B.** Holidays which fall within an employee's vacation period will not be charged against the employee's vacation time.

**ARTICLE XXI C.** It is understood that there shall be only one (1) day of celebration in the event the holidays are celebrated on a day other than the actual day of said holiday, and no additional day shall be received because of the adjustment on the day of celebration.

**ARTICLE XXI D.** Holidays which fall on Saturday shall be celebrated on the preceding Friday. Holidays which fall on a Sunday shall be celebrated on the following Monday.

**ARTICLE XXI E.** Any employee who fails to work on any scheduled holiday shall not receive holiday pay.

**ARTICLE XXI F.** Hourly wage earning employees shall get holiday pay based on their normally scheduled hours per day. After 90 days of employment with the Township.

**ARTICLE XXI G.** Effective July 16, 2008, an employee who is not scheduled to work a holiday that is observed by other employees during the Monday-Friday period may substitute another day as the observed holiday. The substitute day must be taken during the same pay week as the observed holiday. Selection of the specific day shall be mutually agreed upon by the employee and his/her supervisor. Employees working in continuous operations shall celebrate the holidays on the actual date the holiday falls.

**ARTICLE XXII: DIFFERENTIAL PAY**

**ARTICLE XXII: A.** Differential pay shall be as follows:

1. Employees assigned to the 3<sup>rd</sup> shift beginning on or about midnight shall receive hourly differential pay of 5% of base pay but not less than fifty cents (\$.50) per hour.
2. Employees assigned to the 2<sup>nd</sup> shift beginning on or about 4:00 p.m. shall receive hourly differential pay of 2 ½% of base pay but not less than twenty five (\$.25) cents per hour.

3. If an employee's hours of work overlap between the 1<sup>st</sup> and 2<sup>nd</sup> shift, or 2<sup>nd</sup> and 3<sup>rd</sup> shift, for the convenience of the employer, differential pay shall be paid for those hours.

**ARTICLE XXII: B.** Differential pay shall be accumulated and be paid one time per year in the final paycheck of the appropriate contract year.

### **ARTICLE XXIII: VACATIONS**

**ARTICLE XXIII: A.** Effective July 16, 2008, permanent full-time employees shall be entitled to the following annual vacation with pay:

1. All employees who have up to one (1) year of service shall receive one paid vacation day for each month of service at their straight time rate of pay.
2. After one (1) year and up to five (5) years of continuous service, employees shall receive twelve (12) vacation days at the employee's straight time rate of pay.
3. All employees who have five (5) years of continuous service shall receive three (3) weeks' vacation at the straight time rate of pay.
4. All employees who have more than five (5) years of service shall receive one (1) additional days' vacation for each additional year of service over five (5) years, not to exceed five (5) additional days or four (4) weeks' vacation after ten (10) years of service.
5. All employees who have more than sixteen (16) years of continuous service shall receive four (4) weeks plus one day vacation at the straight time rate of pay.
6. All employees who have more than seventeen (17) years of continuous service shall receive four (4) weeks plus two days' vacation at the straight time rate of pay.
7. All employees who have more than eighteen (18) years of continuous service shall receive four (4) weeks plus three days' vacation at the straight time rate of pay.
8. All employees who have more than nineteen (19) years of continuous service shall receive four (4) weeks plus four days' vacation at the straight time rate of pay.
9. All employees after twenty (20) years of service shall receive five (5) weeks of vacation.
10. Employees are required to give advance notice when taking vacation time off. If the employee is taking a half ½ day, they must notify their immediate supervisor as soon as their shift starts or earlier. If requesting 1 (one) day of vacation at least 1 (one) days' notice must be given. If requesting 2 (two) days of vacation at least 2 (two) days' notice must be given, etc. If one (1) week of vacation is being requested, at least 1 weeks' notice must be given. If two (2) weeks of vacation is being requested,

at least two (2) weeks' notice must be given. All requests must be approved by the appropriate department head.

<b>ANNIVERSARY</b>	<b># OF DAYS</b>	<b>7 HR DAY</b>	<b>7.5 HR DAY</b>	<b>8 HR DAY</b>
<b>DATE OF HIRE UP TO 1ST ANNIVERSARY</b>	<b>1 day per month until 1 year anniversary</b>			
<b>1-4</b>	12 days	84 hrs	90hrs	96 hrs
<b>5</b>	15 days	105 hrs	112.5 hrs	120 hrs
<b>6</b>	16 days	112 hrs	120 hrs	128 hrs
<b>7</b>	17 days	119 hrs	127.5 hrs	136 hrs
<b>8</b>	18 days	126 hrs	135 hrs	144 hrs
<b>9</b>	19 days	133 hrs	142.5 hrs	152 hrs
<b>10-15</b>	20 days	140 hrs	150 hrs	160 hrs
<b>16</b>	21 days	147 hrs	157.5 hrs	168 hrs
<b>17</b>	22 days	154 hrs	165 hrs	176 hrs
<b>18</b>	23 days	161 hrs	172.5 hrs	184 hrs
<b>19</b>	24 days	168 hrs	180 hrs	192 hrs
<b>20</b>	25 days	175 hrs	187.5 hrs	200 hrs
<b>AS PER CIVIL SERVICE 1st month of hire</b>				
starting date 1st - 8th of the month - 1 full day				
starting date 9th - 23 of the month - 1/2 day				
starting date 24th - 31st - 0 days				

- Temporary full-time employees shall be entitled to vacation leave to the same extent such leave is provided for permanent employees. Temporary and permanent part-time employees shall receive vacation leave on a prorated basis, in accordance with the above schedule and according to Civil Service Guidelines of 1 year of service prior to being eligible for time off. Except those who were hired as seasonal and emergency personnel under a special resolution.

**ARTICLE XXIII: B.** Where in a calendar year the vacation leave or any part thereof is not used, such vacation periods shall accumulate and shall be granted during the next succeeding calendar year only. Employees must inform their Department Head of their desire to roll over vacation leave into the succeeding year. For such purpose, prior to the employee's anniversary date, the Township shall provide each employee with the required form to be submitted to the

Department Head by those employees seeking to have vacation leave roll over into the succeeding year.

**ARTICLE XXIII: C.** If an employee dies having accumulated vacation leave, which has not been deposited into the Township's bankable retainer fund, the cash value of the employee's accrued and unused vacation time shall be paid to the employee's estate at the employee's regular salary rate at the time of death.

**ARTICLE XXIII: D.** Vacation time may be taken in days or one day at a time. In addition, up to four vacation days may be taken in (eight) half-days if half-days are permitted by the department head. A request for a half of a vacation day must be requested no later than the start of the workday affected. If an employee uses vacation days in conjunction with sick time and is absent for three (3) consecutive work days, the Township will require acceptable doctor's certification – unless the vacation days were scheduled previously and approved by the employee's Department Head.

**ARTICLE XXIII: E.** Vacation selection shall be in accordance with current practice in each department.

**ARTICLE XXIV: LONGEVITY**

Prior to 1/1/13 longevity was handled as noted in previous contracts. Longevity removed as of 01/01/2013.

**ARTICLE XXV: SAFETY AND HEALTH**

**ARTICLE XXV: A.** The Township shall at all times maintain safe and healthful working conditions, and will provide employees with any equipment or devices reasonably necessary in order to insure their safety and health.

**ARTICLE XXV: B.** In the case of an emergency affecting employees covered by this Agreement, which has been declared by appropriate local authorities, it shall be the Township's duty to notify all Department Heads as soon as practicable with respect to an appropriate course of action.

**ARTICLE XXV: C.** Employees must wear all safety equipment provided to them by the Township. Failure to do so shall subject the employee to possible disciplinary action, up to and including discharge.

**ARTICLE XXV: D.** The Township at the request of the employee, will provide yearly lab testing and physical exams for employees in the Water and Sewer Department. These tests shall include and be limited to:

AIDS virus  
Tetanus shot  
Hepatitis B

Water Department employees shall receive additional tests for reasonable health and safety assurances.

**ARTICLE XXV: E.** A Labor-Management Committee will be established to consist of members appointed by the Township and members appointed by the Union. The number of members will be as mutually agreed upon by the Township and the Union. The Committee shall meet once per quarter and minutes of each meeting shall be posted.

**ARTICLE XXVI: EQUAL TREATMENT**

**ARTICLE XXVI: A.** The Township and the Union agree that there shall be no discrimination against any employee because of race, creed, color, religion, sex, national origin, age, sexual orientation or affectation, disability, or political affiliation.

**ARTICLE XXVI: B.** The Township and the Union agree that all members covered under this Agreement have the right, without fear of penalty or reprisal, to form, join and assist any employee organization, or to refrain from any such activity. There shall be no discrimination by the Township or the Union against any member because of the member's membership or non-membership or activity or non-activity in the Union.

**ARTICLE XXVI: C.** The Township may establish reasonable and necessary rules of work and conduct for employees, consistent with the laws of the State of New Jersey, including all relevant amendments.

**ARTICLE XXVI: D.** This Agreement shall be equitably applied to all employees covered by this Agreement.

**ARTICLE XXVII: GRIEVANCE PROCEDURE**

**ARTICLE XXVII: A.** The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment under this Agreement.

**ARTICLE XXVII: B.** Nothing herein shall be constructed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the department.

**ARTICLE XXVII: C.** (1) With regard to employees, the term "grievance" as used herein means an appeal by an individual employee or group of employees from the interpretation, application, or alleged violation of policies, agreements and administrative decisions affecting them. With regard to the Township, the term "grievance" as used herein means a complaint or controversy arising over the interpretation, application, or alleged violation of the terms and conditions of this Agreement.

(2) With respect to employee grievances, no grievance may proceed beyond Step One herein unless it constitutes a controversy over the interpretation, application, or alleged violation of the terms and conditions of this Agreement. Disputes concerning items and conditions of



employment controlled by Statute or Administrative regulation, incorporated by reference in this Agreement either expressly or by operation of law, shall not be processed beyond Step One herein.

**ARTICLE XXVII: D.** The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement, and shall be followed in its entirety unless any step is waived by mutual consent.

**STEP ONE:** The aggrieved party, which may include an individual employee, the Union, or the Township, shall institute action under the provisions hereof within ten (10) working days after the event giving rise to the grievance has occurred, and an earnest effort shall be made to settle the differences between the aggrieved party and, if the grievance is filed by an aggrieved employee, the supervisor, for the purpose of resolving the matter informally. Failure to act within said ten (10) working days shall be deemed to constitute an abandonment of the grievance.

**STEP TWO:** If no agreement can be reached informally within ten (10) working days of the initial discussion between the parties, the aggrieved party may present the grievance in writing within ten (10) working days to the appropriate Department Head. The written grievance at this Step shall contain the relevant facts and a summary of the preceding oral discussion, the applicable Section of this contract violated, and the remedy requested by the aggrieved party. The Department Head will answer the grievance in writing within ten (10) working days of receipt of the written grievance.

**STEP THREE:** If either party wishes to appeal the decision at Step Two, such appeal shall be presented in writing to the appropriate Department Director within ten (10) working days thereafter. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The Department Director shall respond in writing to the grievance within ten (10) working days of the submission.

**STEP FOUR:** If the grievance is not settled through Steps One, Two or Three, the Union shall have the right within thirty (30) working days to submit the dispute to arbitration pursuant to the rules and regulations of the Public Employment Relations Commission. The costs for the services of the arbitrator shall be borne equally by the Township and the Union. Any other expenses, including but not limited to the presentation of witnesses, shall be paid by the parties incurring same.

**ARTICLE XXVII: E.**

1. The parties direct the arbitrator to decide, as a preliminary question, whether he/she has the jurisdiction to hear and decide the matter in dispute.
2. The arbitrator shall be bound by the provision of this Agreement and the Constitution and the laws of the State of New Jersey, and be restricted to the application of the facts presented to him/her involved in the grievance. The arbitrator shall not have the authority to add, modify, detract from, amend, supplement, or alter this Agreement or any amendment or supplemental agreement hereto. The decision of the arbitrator shall be in writing with reasons stated therefor and shall be final and binding on the parties.

**ARTICLE XXVII: F.** Union Representatives shall be permitted to confer with members of the Grievance Committee, employees and Township Officials on specific grievances in accordance with the grievance procedure set forth herein during work hours of employees, without loss of pay, provided the conduct of said business does not diminish the effectiveness of the Township of Winslow or require the recall of off-duty employees.

**ARTICLE XXVII: G.** The time limits expressed herein shall be strictly adhered to. If any grievance has not been initiated within the time limits specified, or the grievance is not processed to the next succeeding step in the grievance procedure within the time limits prescribed thereunder, then the disposition of the grievance at the last proceeding step shall be deemed to be conclusive. If a decision is not rendered within the time limits prescribed for decision at any step in the grievance procedure, then the grievance shall be deemed to have been granted. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits for processing the grievance at any step in the grievance procedure.

**ARTICLE XXVII: H.** The Township agrees to allow a Union Representative a reasonable amount of time off from work without loss of pay, and, upon prior notice to the appropriate Township supervisor, to attend to Union business, provided such time does not interfere with the Union Representative's anticipated work assignments.

**ARTICLE XXVII: I.** The Township agrees that all employees covered by this Agreement shall, upon prior notice to and approval of the Township, be granted reasonable time off from work without loss of pay to attend group meetings of the Union.

The Township agrees to make a conference room available to the Union for Union business upon advance request and subject to the conference room being available.

#### **ARTICLE XXVIII: WORKERS' COMPENSATION**

**ARTICLE XXVIII A.** When an employee is injured on duty, he/she shall receive workers' compensation benefits due plus the difference between the amounts received as workers' compensation and his/her salary during the period of temporary disability up to a maximum of 45 working days.

**ARTICLE XXVIII B.** In the event of continued disability beyond the 45 day period, the eligible employee will continue to receive workers' compensation benefits. If the employee is entitled to use and authorizes the Township to charge time to accumulated sick leave, the employee may receive the 1/3 difference between the amount received as workers' compensation and his/her salary.

#### **ARTICLE XXIX: GENERAL PROVISIONS**

**ARTICLE XXIX: A.** It is agreed that the Township and the Union may meet from time to time upon reasonable request of either party to discuss matters of general interest and concern, matters which are not necessarily a grievance as such. Such meetings shall be initiated upon the written

request of either party, submitted at least seven (7) days in advance to the other party, which notice shall reflect the precise agenda of the meeting.

**ARTICLE XXIX: B.** Employees who are covered by this Agreement shall perform the duties and responsibilities outlined in the New Jersey Department of Personnel job specification for their positions.

**ARTICLE XXIX: C.** Agents of the Union who are not employees of the Township will be permitted to visit the employees during working hours at their work stations for the purpose of discussing Union Representation matters, as long as there is no undue interference with the Township's business and upon proper notice to the Township. Whenever an employee of the Township who is a Union Representative is mutually scheduled to participate during work hours in negotiations, grievance proceedings, conferences or meetings, he shall suffer no loss in regular pay or be charged with sick leave or vacation time. Employees will be allowed to leave their workstations for the attendance at such meetings and will be allowed a reasonable period of leave prior to and thereafter for the timely attendance at such meetings.

**ARTICLE XXIX: D.** Union shop stewards will be permitted to use a maximum of 96 hours per year (in total for all shop stewards) to attend monthly shop steward meetings without loss of pay. Union shop stewards and trustees will be permitted to attend the annual union one-day seminar without loss of pay; however, the number of shop stewards and trustees granted such permission shall be limited to six.

**ARTICLE XXIX: E.** Employees returning from authorized leave of absence as set forth herein will be restored to their original classification at the appropriate rate of pay upon return, with no loss of seniority, or other employee's rights, privileges or benefits.

**ARTICLE XXIX: F.** No employee shall be suspended, fined, demoted, discharged or otherwise disciplined except for just cause. No meetings shall be held between any supervisor and any employee at which disciplinary action may be taken unless the employee has been provided the opportunity to request the presence and participation of a Union Representative prior to the commencement of the meeting. If the employee requests the presence and participation of a Union Representative, such meeting shall not begin until such Union Representative is present.

**ARTICLE XXIX: G.** The Township agrees to print and supply to the Union no less than 125 copies of this Agreement within sixty (60) days of ratification.

**ARTICLE XXIX: H.** The Township agrees to reimburse employees for fifty percent (50%) of the tuition expense of college courses and/or vocational or technical training which are job related. To be eligible for such reimbursement, the courses and/or training are subject to review and approval by the Mayor and Township Committee in the discretion of each in advance of enrollment, and the employee must achieve a grade of "C" or better or, if graded Pass/Fail, the employee must pass the course. If the course is required by the Township, the cost will be paid in full by the Township.

**ARTICLE XXIX: I.** Temporary employees shall not be entitled to paid sick, holiday or personal leave, during their first ninety (90) days of employment based on Civil Service Guidelines.

Except those hired under a special resolution. Temporary employees shall be entitled to pro-rated sick, holiday or personal leave from that point forward. Any temporary employee who leaves Township employment and then is rehired as a temporary employee shall not have to re-qualify in order to receive paid leave as set forth above. Uniforms and one (1) pair of work shoes will be ordered for temporary employees when mandated by the position for safety reasons within two (2) weeks from the date of hire. Upon request, uniforms and work shoes must be returned to the Township at the time of separation. This does not apply to those who were hired as seasonal and emergency personnel under a special resolution.

**ARTICLE XXIX: J.** All employees will be required to have direct deposit.

#### **ARTICLE XXX: PROBATIONARY EMPLOYEES**

**ARTICLE XXX: A.** All employees with less than 90 days of employment shall be considered probationary employees.

**ARTICLE XXX: B.** Probationary employees shall receive the following benefits as provided for under state law: sick leave, vacation and workers' compensation. Paid sick leave and vacation time cannot be taken until the employee has successfully passed their probation period.

#### **ARTICLE XXXI: LEAVE OF ABSENCE WITHOUT PAY**

**ARTICLE XXXI: A.** A permanent employee holding a position in the classified service who is temporarily incapacitated and cannot perform his/her duties due to either physical or psychological reasons may be granted a special leave of absence, without pay, for a period not to exceed six (6) months. Said special leave may be extended for another period, not to exceed six (6) months, with the approval of the Township. The Township may request that a doctor's certificate be provided by the employee in connection with any special leave of absence granted or extended under this Section.

**ARTICLE XXXI: B.** Any permanent employee desiring such special leave of absence, without pay, shall submit his/her request, in writing, stating the reasons why, in his/her opinion, the request should be granted along with the anticipated day of his/her return to duty. Under Chapter 78 all employees are required to pay their portion of benefit costs. If the employee is not being paid through payroll this amount will be billed to the employee on a monthly basis.

#### **ARTICLE XXXII: SEPARABILITY AND SAVINGS**

Each and every clause of this Agreement shall be deemed separate from each and every other clause of this Agreement. To the extent that any clause or clauses shall be finally determined to be in violation of any law, such clause or clauses shall be deemed of no force and effect and unenforceable only to the extent such determination is made. In the event of such a determination, the validity and enforceability of the remaining provisions of this Agreement, shall not be impaired, including any and all provisions of the remainder of the clause(s), sentence(s), or paragraph(s) in which the offending language appears.

**ARTICLE XXXIII: DURATION**

This Agreement shall be in force and effect as of January 1, 2017 and shall remain in effect through and including December 31, 2019 without any reopening date. The Agreement shall continue in full force and effect from year to year thereafter, until one party or the other gives notice, in writing, no sooner than one hundred fifty (150) days nor later than one hundred twenty (120) days prior to the expiration of this Agreement of a desire to change, modify or terminate this Agreement.

In Witness Whereof the parties hereunto set their hands and seals this \_\_\_\_\_ day of 2018.

Karl Walko  
KARL WALKO, President

Barry Wright  
Barry Wright, Mayor

James Mulvey  
CWA 1014 Local President *National Rep.*

Joseph Gallagher  
Joseph Gallagher, Township Administrator

Deborah Wells  
CWA 1014 NEGOTIATING TEAM MEMBER

John C. Smith  
CWA 1014 NEGOTIATING TEAM MEMBER

David Henry  
CWA 1014 NEGOTIATING TEAM MEMBER

Nancy L. Morgan  
CWA 1014 NEGOTIATING TEAM MEMBER

Woodrow Cudde  
CWA 1014 NEGOTIATING TEAM MEMBER

\_\_\_\_\_  
CWA 1014 NEGOTIATING TEAM MEMBER

\_\_\_\_\_  
CWA 1014 NEGOTIATING TEAM MEMBER

## **Addendum #1**

When an employee is promoted or changes title classification, the employee shall begin at step one in the new title as long as step one is at a higher rate than the employee currently is.

Retroactive salary adjustments will be paid to employees subject to this Agreement as soon as is practicable following ratification of this Agreement by the Union and by the Township. It is anticipated by the Union and the Township that retroactive salary adjustments will be paid by no later than March 20, 2018.

**CWA Agreed to Increases to Existing Scale/Agreed to New Rate Scale**

**ADDENDUM #1**

	Existing				Hired after 12/31/17	
	2017	2018	2019	2018 -	2019	
	2016	2.00%	2.00%	Existing	2.00%	
<b>ADMINISTRATIVE SECRETARY- 40 hrs</b>						
STEP 1	\$ 26.38	\$ 26.91	\$27.45	\$ 27.99	\$ 23.33	\$ 23.79
STEP 2	\$ 28.59	\$ 29.16	\$29.74	\$ 30.34	\$ 25.28	\$ 25.79
STEP 3	\$ 30.79	\$ 31.41	\$32.04	\$ 32.68	\$ 27.23	\$ 27.78
STEP 4 AND ABOVE	\$ 33.00	\$ 33.66	\$34.34	\$ 35.02	\$ 29.18	\$ 29.77
<b>ADMINISTRATIVE SECRETARY - 35 hrs</b>						
STEP 1	\$ 26.47	\$ 27.00	\$27.54	\$ 28.09	\$ 23.40	\$ 23.87
STEP 2	\$ 28.67	\$ 29.25	\$29.83	\$ 30.43	\$ 25.36	\$ 25.86
STEP 3	\$ 30.88	\$ 31.50	\$32.13	\$ 32.77	\$ 27.31	\$ 27.86
STEP 4 AND ABOVE	\$ 33.09	\$ 33.75	\$34.43	\$ 35.11	\$ 29.26	\$ 29.85
<b>ANIMAL CONTROL OFFICER - 40 hrs</b>						
STEP 1	\$ 22.38	\$ 22.83	\$23.29	\$ 23.75	\$ 19.79	\$ 20.19
STEP 2	\$ 24.24	\$ 24.72	\$25.22	\$ 25.72	\$ 21.43	\$ 21.86
STEP 3	\$ 26.09	\$ 26.61	\$27.15	\$ 27.69	\$ 23.07	\$ 23.54
STEP 4 AND ABOVE	\$ 28.00	\$ 28.56	\$29.13	\$ 29.72	\$ 24.76	\$ 25.26
<b>ASSISTANT ASSESSOR - 35 hrs</b>						
STEP 1	\$ 25.87	\$ 26.39	\$26.92	\$ 27.45	\$ 22.88	\$ 23.34
STEP 2	\$ 28.02	\$ 28.58	\$29.15	\$ 29.74	\$ 24.78	\$ 25.28
STEP 3	\$ 30.17	\$ 30.78	\$31.39	\$ 32.02	\$ 26.68	\$ 27.22
STEP 4 AND ABOVE	\$ 32.38	\$ 33.03	\$33.69	\$ 34.36	\$ 28.64	\$ 29.21
<b>BUILDING INSPECTOR - 40 hrs</b>						
STEP 1	\$ 26.28	\$ 26.81	\$27.34	\$ 27.89	\$ 23.24	\$ 23.71
STEP 2	\$ 28.47	\$ 29.03	\$29.62	\$ 30.21	\$ 25.17	\$ 25.68
STEP 3	\$ 30.65	\$ 31.26	\$31.89	\$ 32.53	\$ 27.11	\$ 27.65
STEP 4 AND ABOVE	\$ 32.90	\$ 33.56	\$34.23	\$ 34.92	\$ 29.10	\$ 29.68
<b>BUILDING MAINTENANCE WORKER -40 hrs</b>						
STEP 1	\$ 18.48	\$ 18.85	\$19.22	\$ 19.61	\$ 16.34	\$ 16.67
STEP 2	\$ 20.01	\$ 20.41	\$20.82	\$ 21.24	\$ 17.70	\$ 18.05
STEP 3	\$ 21.53	\$ 21.96	\$22.40	\$ 22.85	\$ 19.04	\$ 19.42
STEP 4 AND ABOVE	\$ 23.08	\$ 23.54	\$24.01	\$ 24.49	\$ 20.41	\$ 20.82
<b>CASHIER -35 hrs</b>						
STEP 1	\$ 20.68	\$ 21.10	\$21.52	\$ 21.95	\$ 18.29	\$ 18.66
STEP 2	\$ 22.39	\$ 22.84	\$23.30	\$ 23.76	\$ 19.80	\$ 20.20
STEP 3	\$ 24.09	\$ 24.57	\$25.07	\$ 25.57	\$ 21.31	\$ 21.73
STEP 4 AND ABOVE	\$ 25.81	\$ 26.33	\$26.86	\$ 27.39	\$ 22.83	\$ 23.29
<b>CLERK 2 -35 hrs</b>						
STEP 1	\$ 21.30	\$ 21.73	\$22.16	\$ 22.60	\$ 18.84	\$ 19.21
STEP 2	\$ 23.07	\$ 23.53	\$24.00	\$ 24.48	\$ 20.40	\$ 20.81
STEP 3	\$ 24.82	\$ 25.32	\$25.82	\$ 26.34	\$ 21.95	\$ 22.39
STEP 4 AND ABOVE	\$ 26.63	\$ 27.16	\$27.71	\$ 28.26	\$ 23.55	\$ 24.02



	Existing				Hired after 12/31/17	
		2017	2018	2019	2018 -85%	2019
	2016	2.00%	2.00%	2.00%	Existing 20	2.00%
<b>CLERK 3 - 35 hrs</b>						
STEP 1	\$ 22.47	\$ 22.92	\$ 23.38	\$ 23.85	\$ 19.87	\$ 20.27
STEP 2	\$ 24.32	\$ 24.81	\$ 25.31	\$ 25.81	\$ 21.51	\$ 21.94
STEP 3	\$ 26.18	\$ 26.70	\$ 27.24	\$ 27.78	\$ 23.15	\$ 23.61
STEP 4 AND ABOVE	\$ 28.09	\$ 28.65	\$ 29.22	\$ 29.81	\$ 24.84	\$ 25.34
<b>CODE ENFORCEMENT OFFICER - 40</b>						
STEP 1	\$ 20.99	\$ 21.41	\$ 21.84	\$ 22.28	\$ 18.57	\$ 18.94
STEP 2	\$ 22.73	\$ 23.18	\$ 23.64	\$ 24.12	\$ 20.10	\$ 20.50
STEP 3	\$ 24.45	\$ 24.94	\$ 25.44	\$ 25.94	\$ 21.62	\$ 22.05
STEP 4 AND ABOVE	\$ 26.22	\$ 26.75	\$ 27.28	\$ 27.83	\$ 23.19	\$ 23.66
<b>CODE ENFORCEMENT OFFICER TRAINEE-40 hrs</b>						
STEP 1	\$ 17.35	\$ 17.70	\$ 18.05	\$ 18.41	\$ 15.34	\$ 15.65
STEP 2	\$ 18.77	\$ 19.15	\$ 19.53	\$ 19.92	\$ 16.60	\$ 16.94
STEP 3	\$ 20.21	\$ 20.61	\$ 21.03	\$ 21.45	\$ 17.87	\$ 18.23
STEP 4 AND ABOVE	\$ 21.67	\$ 22.10	\$ 22.54	\$ 22.99	\$ 19.16	\$ 19.54
<b>DEPUTY MUN CRT ADMINISTRATOR TYPING - 35 hrs</b>						
STEP 1	\$ 26.53	\$ 27.06	\$ 27.60	\$ 28.16	\$ 23.46	\$ 23.93
STEP 2	\$ 28.71	\$ 29.28	\$ 29.87	\$ 30.46	\$ 25.39	\$ 25.89
STEP 3	\$ 30.89	\$ 31.51	\$ 32.14	\$ 32.78	\$ 27.32	\$ 27.87
STEP 4 AND ABOVE	\$ 33.09	\$ 33.75	\$ 34.43	\$ 35.11	\$ 29.26	\$ 29.85
<b>EQUIPMENT OPERATOR - 40 hrs</b>						
STEP 1	\$ 26.53	\$ 27.06	\$ 27.61	\$ 28.16	\$ 23.47	\$ 23.93
STEP 2	\$ 28.75	\$ 29.33	\$ 29.91	\$ 30.51	\$ 25.43	\$ 25.94
STEP 3	\$ 30.97	\$ 31.59	\$ 32.22	\$ 32.87	\$ 27.39	\$ 27.94
STEP 4 AND ABOVE	\$ 33.20	\$ 33.86	\$ 34.54	\$ 35.23	\$ 29.36	\$ 29.95
<b>HEAVY EQUIPMENT OPERATOR 40</b>						
STEP 1	\$ 30.57	\$ 31.19	\$ 31.81	\$ 32.45	\$ 27.04	\$ 27.58
STEP 2	\$ 33.12	\$ 33.79	\$ 34.46	\$ 35.15	\$ 29.29	\$ 29.88
STEP 3	\$ 35.70	\$ 36.41	\$ 37.14	\$ 37.88	\$ 31.57	\$ 32.20
STEP 4 AND ABOVE	\$ 38.28	\$ 39.04	\$ 39.82	\$ 40.62	\$ 33.85	\$ 34.53
<b>HOUSING INSPECTOR - 40 hrs</b>						
STEP 1	\$ 26.28	\$ 26.81	\$ 27.34	\$ 27.89	\$ 23.24	\$ 23.71
STEP 2	\$ 28.47	\$ 29.03	\$ 29.62	\$ 30.21	\$ 25.17	\$ 25.68
STEP 3	\$ 30.65	\$ 31.26	\$ 31.89	\$ 32.53	\$ 27.11	\$ 27.65
STEP 4 AND ABOVE	\$ 32.90	\$ 33.56	\$ 34.23	\$ 34.92	\$ 29.10	\$ 29.68
<b>KEYBOARDING CLERK 1 - PART TIME</b>						
STEP 1	\$ 17.38	\$ 17.73	\$ 18.09	\$ 18.45	\$ 15.37	\$ 15.68
STEP 2	\$ 18.86	\$ 19.24	\$ 19.63	\$ 20.02	\$ 16.68	\$ 17.02
STEP 3	\$ 20.35	\$ 20.76	\$ 21.18	\$ 21.60	\$ 18.00	\$ 18.36
STEP 4 AND ABOVE	\$ 21.84	\$ 22.28	\$ 22.73	\$ 23.18	\$ 19.32	\$ 19.70

	Existing				Hired after 12/31/17	
	2016	2017 2.00%	2018 2.00%	2019 2.00%	2018 -85% Existing 20	2019 2.00%
<b>KEYBOARDING CLERK 1 -35 hours</b>						
STEP 1	\$ 18.04	\$ 18.41	\$ 18.77	\$ 19.15	\$ 15.96	\$ 16.28
STEP 2	\$ 19.52	\$ 19.91	\$ 20.31	\$ 20.72	\$ 17.27	\$ 17.61
STEP 3	\$ 21.01	\$ 21.43	\$ 21.86	\$ 22.30	\$ 18.58	\$ 18.95
STEP 4 AND ABOVE	\$ 22.50	\$ 22.95	\$ 23.41	\$ 23.88	\$ 19.90	\$ 20.30
<b>KEYBOARDING CLERK 1 -40 hours</b>						
STEP 1	\$ 17.96	\$ 18.32	\$ 18.68	\$ 19.06	\$ 15.88	\$ 16.20
STEP 2	\$ 19.44	\$ 19.83	\$ 20.22	\$ 20.63	\$ 17.19	\$ 17.53
STEP 3	\$ 20.93	\$ 21.35	\$ 21.77	\$ 22.21	\$ 18.51	\$ 18.88
STEP 4 AND ABOVE	\$ 22.42	\$ 22.87	\$ 23.32	\$ 23.79	\$ 19.82	\$ 20.22
<b>KEYBOARDING CLERK 2-35 hrs</b>						
STEP 1	\$ 20.41	\$ 20.81	\$ 21.23	\$ 21.66	\$ 18.05	\$ 18.41
STEP 2	\$ 22.07	\$ 22.51	\$ 22.96	\$ 23.42	\$ 19.52	\$ 19.91
STEP 3	\$ 23.75	\$ 24.23	\$ 24.71	\$ 25.20	\$ 21.00	\$ 21.42
STEP 4 AND ABOVE	\$ 25.48	\$ 25.99	\$ 26.51	\$ 27.04	\$ 22.54	\$ 22.99
<b>KEYBOARDING CLERK 2-40 hrs</b>						
STEP 1	\$ 20.32	\$ 20.73	\$ 21.14	\$ 21.56	\$ 17.97	\$ 18.33
STEP 2	\$ 21.99	\$ 22.43	\$ 22.87	\$ 23.33	\$ 19.44	\$ 19.83
STEP 3	\$ 23.66	\$ 24.14	\$ 24.62	\$ 25.11	\$ 20.93	\$ 21.35
STEP 4 AND ABOVE	\$ 25.40	\$ 25.91	\$ 26.42	\$ 26.95	\$ 22.46	\$ 22.91
<b>KEYBOARDING CLERK 3-35 hrs</b>						
STEP 1	\$ 21.51	\$ 21.94	\$ 22.38	\$ 22.83	\$ 19.02	\$ 19.40
STEP 2	\$ 23.29	\$ 23.75	\$ 24.23	\$ 24.71	\$ 20.59	\$ 21.01
STEP 3	\$ 25.06	\$ 25.57	\$ 26.08	\$ 26.60	\$ 22.17	\$ 22.61
STEP 4 AND ABOVE	\$ 26.90	\$ 27.43	\$ 27.98	\$ 28.54	\$ 23.79	\$ 24.26
<b>KEYBOARDING CLERK 3-40 hrs</b>						
STEP 1	\$ 21.42	\$ 21.85	\$ 22.29	\$ 22.73	\$ 18.95	\$ 19.32
STEP 2	\$ 23.20	\$ 23.66	\$ 24.14	\$ 24.62	\$ 20.52	\$ 20.93
STEP 3	\$ 24.98	\$ 25.48	\$ 25.99	\$ 26.51	\$ 22.09	\$ 22.53
STEP 4 AND ABOVE	\$ 26.81	\$ 27.35	\$ 27.89	\$ 28.45	\$ 23.71	\$ 24.18
<b>LABORER 1 -40 hrs</b>						
STEP 1	\$ 20.34	\$ 20.75	\$ 21.16	\$ 21.59	\$ 17.99	\$ 18.35
STEP 2	\$ 22.02	\$ 22.46	\$ 22.91	\$ 23.37	\$ 19.47	\$ 19.86
STEP 3	\$ 23.70	\$ 24.17	\$ 24.65	\$ 25.15	\$ 20.96	\$ 21.38
STEP 4 AND ABOVE	\$ 25.43	\$ 25.94	\$ 26.46	\$ 26.99	\$ 22.49	\$ 22.94
<b>LABORER 2 - 40 hrs</b>						
STEP 1	\$ 22.83	\$ 23.28	\$ 23.75	\$ 24.22	\$ 20.19	\$ 20.59
STEP 2	\$ 24.71	\$ 25.21	\$ 25.71	\$ 26.23	\$ 21.85	\$ 22.29
STEP 3	\$ 26.60	\$ 27.13	\$ 27.67	\$ 28.23	\$ 23.52	\$ 23.99
STEP 4 AND ABOVE	\$ 28.55	\$ 29.12	\$ 29.71	\$ 30.30	\$ 25.25	\$ 25.76

	Existing				Hired after 12/31/17	
	2016	2017 2.00%	2018 2.00%	2019 2.00%	2018-85% Existing 20	2019 2.00%
<b>MAINTENANCE REPAIRER/MECHANIC - 40 hrs</b>						
STEP 1	\$ 29.66	\$ 30.25	\$30.86	\$ 31.47	\$ 26.23	\$ 26.75
STEP 2	\$ 32.14	\$ 32.78	\$33.44	\$ 34.11	\$ 28.42	\$ 28.99
STEP 3	\$ 34.64	\$ 35.33	\$36.03	\$ 36.76	\$ 30.63	\$ 31.24
STEP 4 AND ABOVE	\$ 37.13	\$ 37.87	\$38.63	\$ 39.40	\$ 32.84	\$ 33.49
<b>MAINTENANCE WORKER GROUNDS 1 -40 hrs</b>						
STEP 1	\$ 24.92	\$ 25.42	\$25.93	\$ 26.45	\$ 22.04	\$ 22.48
STEP 2	\$ 27.01	\$ 27.55	\$28.10	\$ 28.66	\$ 23.88	\$ 24.36
STEP 3	\$ 29.08	\$ 29.67	\$30.26	\$ 30.86	\$ 25.72	\$ 26.23
STEP 4 AND ABOVE	\$ 31.15	\$ 31.77	\$32.41	\$ 33.05	\$ 27.55	\$ 28.10
<b>MAINTENANCE WORKER GROUNDS 2-40 hrs</b>						
STEP 1	\$ 27.27	\$ 27.82	\$28.38	\$ 28.94	\$ 24.12	\$ 24.60
STEP 2	\$ 29.54	\$ 30.13	\$30.73	\$ 31.34	\$ 26.12	\$ 26.64
STEP 3	\$ 31.81	\$ 32.45	\$33.10	\$ 33.76	\$ 28.13	\$ 28.69
STEP 4 AND ABOVE	\$ 34.14	\$ 34.82	\$35.52	\$ 36.23	\$ 30.19	\$ 30.79
<b>MECHANIC -40 hrs</b>						
STEP 1	\$ 28.75	\$ 29.33	\$29.91	\$ 30.51	\$ 25.43	\$ 25.94
STEP 2	\$ 31.17	\$ 31.79	\$32.43	\$ 33.08	\$ 27.56	\$ 28.12
STEP 3	\$ 33.58	\$ 34.25	\$34.93	\$ 35.63	\$ 29.69	\$ 30.29
STEP 4 AND ABOVE	\$ 35.97	\$ 36.69	\$37.42	\$ 38.17	\$ 31.81	\$ 32.45
<b>MECHANIC-WELDER -40 hrs</b>						
STEP 1	\$ 30.57	\$ 31.19	\$31.81	\$ 32.45	\$ 27.04	\$ 27.58
STEP 2	\$ 33.12	\$ 33.79	\$34.46	\$ 35.15	\$ 29.29	\$ 29.88
STEP 3	\$ 35.70	\$ 36.41	\$37.14	\$ 37.88	\$ 31.57	\$ 32.20
STEP 4 AND ABOVE	\$ 38.28	\$ 39.04	\$39.82	\$ 40.62	\$ 33.85	\$ 34.53
<b>MOTOR BROOM DRIVER -40 hrs</b>						
STEP 1	\$ 28.06	\$ 28.62	\$29.19	\$ 29.77	\$ 24.81	\$ 25.31
STEP 2	\$ 30.28	\$ 30.88	\$31.50	\$ 32.13	\$ 26.77	\$ 27.31
STEP 3	\$ 32.52	\$ 33.17	\$33.83	\$ 34.51	\$ 28.76	\$ 29.33
STEP 4 AND ABOVE	\$ 34.78	\$ 35.47	\$36.18	\$ 36.91	\$ 30.76	\$ 31.37
<b>MUNICIPAL COURT ATTENDANT (PT)</b>						
STEP 1	\$ 15.49	\$ 15.80	\$16.11	\$ 16.43	\$ 13.69	\$ 13.97
STEP 2	\$ 16.81	\$ 17.15	\$17.49	\$ 17.84	\$ 14.87	\$ 15.16
STEP 3	\$ 18.13	\$ 18.50	\$18.87	\$ 19.24	\$ 16.04	\$ 16.36
STEP 4 AND ABOVE	\$ 19.48	\$ 19.87	\$20.27	\$ 20.67	\$ 17.23	\$ 17.57
<b>PLUMBING INSPECTOR-40 hrs</b>						
STEP 1	\$ 26.28	\$ 26.81	\$27.34	\$ 27.89	\$ 23.24	\$ 23.71
STEP 2	\$ 28.47	\$ 29.03	\$29.62	\$ 30.21	\$ 25.17	\$ 25.68
STEP 3	\$ 30.65	\$ 31.26	\$31.89	\$ 32.53	\$ 27.11	\$ 27.65
STEP 4 AND ABOVE	\$ 32.90	\$ 33.56	\$34.23	\$ 34.92	\$ 29.10	\$ 29.68
<b>PRINCIPAL ACCOUNT CLERK-35 hrs</b>						
STEP 1	\$ 22.47	\$ 22.92	\$23.38	\$ 23.85	\$ 19.87	\$ 20.27
STEP 2	\$ 24.32	\$ 24.81	\$25.31	\$ 25.81	\$ 21.51	\$ 21.94
STEP 3	\$ 26.18	\$ 26.70	\$27.24	\$ 27.78	\$ 23.15	\$ 23.61
STEP 4 AND ABOVE	\$ 28.09	\$ 28.65	\$29.22	\$ 29.81	\$ 24.84	\$ 25.34

	Existing				Hired after 12/31/17	
	2016	2017 2.00%	2018 2.00%	2019 2.00%	2018-85% Existing 20	2019 2.00%
<b>PRINCIPAL CASHIER- 35 hrs</b>						
STEP 1	\$ 22.47	\$ 22.92	\$23.38	\$ 23.85	\$ 19.87	\$ 20.27
STEP 2	\$ 24.32	\$ 24.81	\$25.31	\$ 25.81	\$ 21.51	\$ 21.94
STEP 3	\$ 26.18	\$ 26.70	\$27.24	\$ 27.78	\$ 23.15	\$ 23.61
STEP 4 AND ABOVE	\$ 28.09	\$ 28.65	\$29.22	\$ 29.81	\$ 24.84	\$ 25.34
<b>PRINCIPAL PURCHASING ASSISTANT - 40 hrs</b>						
STEP 1	\$ 29.99	\$ 30.59	\$31.20	\$ 31.82	\$ 26.52	\$ 27.05
STEP 2	\$ 32.51	\$ 33.16	\$33.82	\$ 34.49	\$ 28.75	\$ 29.32
STEP 3	\$ 35.01	\$ 35.71	\$36.43	\$ 37.15	\$ 30.96	\$ 31.58
STEP 4 AND ABOVE	\$ 37.56	\$ 38.31	\$39.08	\$ 39.86	\$ 33.22	\$ 33.88
<b>PUBLIC SAFETY TELECOMMUNICATOR(COMMUNICATI ON OPERATOR) FT-40 Hrs</b>						
STEP 1	\$ 22.66	\$ 23.11	\$23.58	\$ 24.05	\$ 20.04	\$ 20.44
STEP 2	\$ 24.56	\$ 25.05	\$25.55	\$ 26.06	\$ 21.72	\$ 22.15
STEP 3	\$ 26.43	\$ 26.96	\$27.50	\$ 28.05	\$ 23.38	\$ 23.84
STEP 4 AND ABOVE	\$ 28.34	\$ 28.91	\$29.49	\$ 30.08	\$ 25.07	\$ 25.57
<b>PUBLIC SAFETY TELECOMMUNICATOR(COMMUNICATI ON OPERATOR) PT</b>						
STEP 1	\$ 22.09	\$ 22.53	\$22.98	\$ 23.44	\$ 19.53	\$ 19.92
STEP 2	\$ 23.98	\$ 24.46	\$24.95	\$ 25.45	\$ 21.21	\$ 21.63
STEP 3	\$ 25.86	\$ 26.38	\$26.91	\$ 27.44	\$ 22.87	\$ 23.33
STEP 4 AND ABOVE	\$ 27.77	\$ 28.33	\$28.89	\$ 29.47	\$ 24.56	\$ 25.05
<b>TELECOMMUNICATOR TRAINEE(COMMUNICATION OPERATOR TRAINEE) FT-40 Hrs</b>						
STEP 1	\$ 18.48	\$ 18.85	\$19.22	\$ 19.61	\$ 16.34	\$ 16.67
STEP 2	\$ 20.01	\$ 20.41	\$20.82	\$ 21.24	\$ 17.70	\$ 18.05
STEP 3	\$ 21.53	\$ 21.96	\$22.40	\$ 22.85	\$ 19.04	\$ 19.42
STEP 4 AND ABOVE	\$ 23.08	\$ 23.54	\$24.01	\$ 24.49	\$ 20.41	\$ 20.82
<b>TELECOMMUNICATOR TRAINEE(COMMUNICATION OPERATOR TRAINEE) PT</b>						
STEP 1	\$ 17.90	\$ 18.26	\$18.63	\$ 19.00	\$ 15.83	\$ 16.15
STEP 2	\$ 19.44	\$ 19.83	\$20.22	\$ 20.63	\$ 17.19	\$ 17.53
STEP 3	\$ 20.96	\$ 21.38	\$21.81	\$ 22.24	\$ 18.54	\$ 18.91
STEP 4 AND ABOVE	\$ 22.51	\$ 22.96	\$23.41	\$ 23.88	\$ 19.90	\$ 20.30
<b>PUMP STATION REPAIRER/WATER METER -40 hrsREPAIRER/WATER REPAIRER</b>						
STEP 1	\$ 26.09	\$ 26.61	\$27.15	\$ 27.69	\$ 23.07	\$ 23.54
STEP 2	\$ 28.27	\$ 28.83	\$29.41	\$ 30.00	\$ 25.00	\$ 25.50
STEP 3	\$ 30.45	\$ 31.06	\$31.68	\$ 32.32	\$ 26.93	\$ 27.47
STEP 4 AND ABOVE	\$ 32.65	\$ 33.30	\$33.97	\$ 34.65	\$ 28.87	\$ 29.45
<b>RECORDS CLERK 2 -40 hrs</b>						
STEP 1	\$ 19.99	\$ 20.39	\$20.80	\$ 21.21	\$ 17.68	\$ 18.03
STEP 2	\$ 21.62	\$ 22.05	\$22.50	\$ 22.95	\$ 19.12	\$ 19.50
STEP 3	\$ 23.28	\$ 23.74	\$24.22	\$ 24.70	\$ 20.59	\$ 21.00
STEP 4 AND ABOVE	\$ 24.98	\$ 25.48	\$25.99	\$ 26.51	\$ 22.09	\$ 22.53

	Existing				Hired after 12/31/17	
	2016	2017 2.00%	2018 2.00%	2019 2.00%	2018-85% Existing 20	2019 2.00%
<b>RECORDS CLERK 3- 40 hrs</b>						
STEP 1	\$ 21.42	\$ 21.85	\$22.29	\$ 22.73	\$ 18.95	\$ 19.32
STEP 2	\$ 23.20	\$ 23.66	\$24.14	\$ 24.62	\$ 20.52	\$ 20.93
STEP 3	\$ 24.98	\$ 25.48	\$25.99	\$ 26.51	\$ 22.09	\$ 22.53
STEP 4 AND ABOVE	\$ 26.81	\$ 27.35	\$27.89	\$ 28.45	\$ 23.71	\$ 24.18
<b>REGISTRAR OF VITAL STATISTIC/SECRETARY- BOARD/COMMISSION -35 hrs</b>						
STEP 1	\$ 25.26	\$ 25.77	\$26.28	\$ 26.81	\$ 22.34	\$ 22.79
STEP 2	\$ 27.36	\$ 27.91	\$28.47	\$ 29.03	\$ 24.20	\$ 24.68
STEP 3	\$ 29.45	\$ 30.04	\$30.64	\$ 31.25	\$ 26.04	\$ 26.56
STEP 4 AND ABOVE	\$ 31.60	\$ 32.23	\$32.88	\$ 33.53	\$ 27.94	\$ 28.50
<b>SANITATION WORKER - 40 hrs</b>						
STEP 1	\$ 25.55	\$ 26.06	\$26.58	\$ 27.12	\$ 22.60	\$ 23.05
STEP 2	\$ 27.68	\$ 28.24	\$28.80	\$ 29.38	\$ 24.48	\$ 24.97
STEP 3	\$ 29.81	\$ 30.41	\$31.02	\$ 31.64	\$ 26.36	\$ 26.89
STEP 4 AND ABOVE	\$ 31.94	\$ 32.58	\$33.23	\$ 33.90	\$ 28.25	\$ 28.81
<b>SCHOOL TRAFFIC GUARD PT</b>						
STEP 1	\$ 13.44	\$ 13.71	\$13.99	\$ 14.27	\$ 11.89	\$ 12.13
STEP 2	\$ 14.59	\$ 14.88	\$15.18	\$ 15.48	\$ 12.90	\$ 13.16
STEP 3	\$ 15.73	\$ 16.04	\$16.36	\$ 16.69	\$ 13.91	\$ 14.19
STEP 4 AND ABOVE	\$ 16.92	\$ 17.26	\$17.60	\$ 17.96	\$ 14.96	\$ 15.26
<b>SECRETARIAL ASSISTANT-35 hrs</b>						
STEP 1	\$ 25.26	\$ 25.77	\$26.28	\$ 26.81	\$ 22.34	\$ 22.79
STEP 2	\$ 27.36	\$ 27.91	\$28.47	\$ 29.03	\$ 24.20	\$ 24.68
STEP 3	\$ 29.45	\$ 30.04	\$30.64	\$ 31.25	\$ 26.04	\$ 26.56
STEP 4 AND ABOVE	\$ 31.60	\$ 32.23	\$32.88	\$ 33.53	\$ 27.94	\$ 28.50
<b>SECRETARIAL ASSISTANT-40 hrs</b>						
STEP 1	\$ 25.18	\$ 25.68	\$26.19	\$ 26.72	\$ 22.26	\$ 22.71
STEP 2	\$ 27.27	\$ 27.82	\$28.38	\$ 28.94	\$ 24.12	\$ 24.60
STEP 3	\$ 29.36	\$ 29.95	\$30.55	\$ 31.16	\$ 25.96	\$ 26.48
STEP 4 AND ABOVE	\$ 31.51	\$ 32.14	\$32.79	\$ 33.44	\$ 27.87	\$ 28.42
<b>SECRETARY BOARD OF ADJUSTMENT/SECRETARY- BOARD/COMMISSION -35 hrs</b>						
STEP 1	\$ 25.26	\$ 25.77	\$26.28	\$ 26.81	\$ 22.34	\$ 22.79
STEP 2	\$ 27.36	\$ 27.91	\$28.47	\$ 29.03	\$ 24.20	\$ 24.68
STEP 3	\$ 29.45	\$ 30.04	\$30.64	\$ 31.25	\$ 26.04	\$ 26.56
STEP 4 AND ABOVE	\$ 31.60	\$ 32.23	\$32.88	\$ 33.53	\$ 27.94	\$ 28.50
<b>SENIOR ACCOUNT CLERK -35 hrs</b>						
STEP 1	\$ 21.30	\$ 21.73	\$22.16	\$ 22.60	\$ 18.84	\$ 19.21
STEP 2	\$ 23.07	\$ 23.53	\$24.00	\$ 24.48	\$ 20.40	\$ 20.81
STEP 3	\$ 24.82	\$ 25.32	\$25.82	\$ 26.34	\$ 21.95	\$ 22.39
STEP 4 AND ABOVE	\$ 26.63	\$ 27.16	\$27.71	\$ 28.26	\$ 23.55	\$ 24.02
<b>SENIOR ASSISTANT ASSESSOR -35</b>						
STEP 1	\$ 29.18	\$ 29.76	\$30.36	\$ 30.97	\$ 25.81	\$ 26.32
STEP 2	\$ 31.62	\$ 32.25	\$32.90	\$ 33.56	\$ 27.96	\$ 28.52
STEP 3	\$ 34.06	\$ 34.74	\$35.44	\$ 36.14	\$ 30.12	\$ 30.72
STEP 4 AND ABOVE	\$ 36.51	\$ 37.24	\$37.99	\$ 38.74	\$ 32.29	\$ 32.93

	Existing				Hired after 12/31/17	
		2017	2018	2019	2018 -85%	2019
	2016	2.00%	2.00%	2.00%	Existing 20	2.00%
<b>SENIOR BUILDING MAINTENANCE WORKER -40 hrs</b>						
STEP 1	\$ 24.92	\$ 25.42	\$25.93	\$ 26.45	\$ 22.04	\$ 22.48
STEP 2	\$ 27.01	\$ 27.55	\$28.10	\$ 28.66	\$ 23.88	\$ 24.36
STEP 3	\$ 29.08	\$ 29.67	\$30.26	\$ 30.86	\$ 25.72	\$ 26.23
STEP 4 AND ABOVE	\$ 31.15	\$ 31.77	\$32.41	\$ 33.05	\$ 27.55	\$ 28.10
<b>SENIOR CASHIER -35 hrs</b>						
STEP 1	\$ 21.30	\$ 21.73	\$22.16	\$ 22.60	\$ 18.84	\$ 19.21
STEP 2	\$ 23.07	\$ 23.53	\$24.00	\$ 24.48	\$ 20.40	\$ 20.81
STEP 3	\$ 24.82	\$ 25.32	\$25.82	\$ 26.34	\$ 21.95	\$ 22.39
STEP 4 AND ABOVE	\$ 26.63	\$ 27.16	\$27.71	\$ 28.26	\$ 23.55	\$ 24.02
<b>SENIOR CODE ENFORCEMENT</b>						
STEP 1	\$ 22.35	\$ 22.80	\$23.25	\$ 23.72	\$ 19.76	\$ 20.16
STEP 2	\$ 24.21	\$ 24.69	\$25.19	\$ 25.69	\$ 21.41	\$ 21.84
STEP 3	\$ 26.07	\$ 26.59	\$27.12	\$ 27.67	\$ 23.05	\$ 23.52
STEP 4 AND ABOVE	\$ 27.94	\$ 28.50	\$29.07	\$ 29.65	\$ 24.71	\$ 25.20
<b>SENIOR MECHANIC -40 hrs</b>						
STEP 1	\$ 30.57	\$ 31.19	\$31.81	\$ 32.45	\$ 27.04	\$ 27.58
STEP 2	\$ 33.12	\$ 33.79	\$34.46	\$ 35.15	\$ 29.29	\$ 29.88
STEP 3	\$ 35.70	\$ 36.41	\$37.14	\$ 37.88	\$ 31.57	\$ 32.20
STEP 4 AND ABOVE	\$ 38.28	\$ 39.04	\$39.82	\$ 40.62	\$ 33.85	\$ 34.53
<b>SENIOR PUMP REPAIRER/SR WATER REP/SR WATER METER REP - 40 hrs</b>						
STEP 1	\$ 27.27	\$ 27.82	\$28.38	\$ 28.94	\$ 24.12	\$ 24.60
STEP 2	\$ 29.54	\$ 30.13	\$30.73	\$ 31.34	\$ 26.12	\$ 26.64
STEP 3	\$ 31.81	\$ 32.45	\$33.10	\$ 33.76	\$ 28.13	\$ 28.69
STEP 4 AND ABOVE	\$ 34.14	\$ 34.82	\$35.52	\$ 36.23	\$ 30.19	\$ 30.79
<b>SENIOR STOCK CLERK -40 hrs</b>						
STEP 1	\$ 26.73	\$ 27.27	\$27.81	\$ 28.37	\$ 23.64	\$ 24.11
STEP 2	\$ 28.95	\$ 29.53	\$30.12	\$ 30.72	\$ 25.60	\$ 26.11
STEP 3	\$ 31.19	\$ 31.82	\$32.45	\$ 33.10	\$ 27.58	\$ 28.14
STEP 4 AND ABOVE	\$ 33.45	\$ 34.12	\$34.81	\$ 35.50	\$ 29.59	\$ 30.18
<b>SEWER REPAIRER 1/WATER REPAIRER 1-40 hrs</b>						
STEP 1	\$ 24.56	\$ 25.05	\$25.55	\$ 26.06	\$ 21.72	\$ 22.15
STEP 2	\$ 26.60	\$ 27.13	\$27.67	\$ 28.23	\$ 23.52	\$ 23.99
STEP 3	\$ 28.65	\$ 29.23	\$29.81	\$ 30.41	\$ 25.34	\$ 25.85
STEP 4 AND ABOVE	\$ 30.72	\$ 31.33	\$31.96	\$ 32.60	\$ 27.16	\$ 27.71
<b>SEWER REPAIRER 2/WATER REPAIRER 2-40 hrs</b>						
STEP 1	\$ 25.32	\$ 25.83	\$26.34	\$ 26.87	\$ 22.39	\$ 22.84
STEP 2	\$ 27.43	\$ 27.98	\$28.54	\$ 29.11	\$ 24.26	\$ 24.74
STEP 3	\$ 29.55	\$ 30.14	\$30.74	\$ 31.36	\$ 26.13	\$ 26.65
STEP 4 AND ABOVE	\$ 31.68	\$ 32.31	\$32.96	\$ 33.62	\$ 28.01	\$ 28.57
<b>SIGN MAKER-WOOD METAL-40 hrs</b>						
STEP 1	\$ 25.82	\$ 26.33	\$26.86	\$ 27.40	\$ 22.83	\$ 23.29
STEP 2	\$ 27.97	\$ 28.53	\$29.10	\$ 29.68	\$ 24.73	\$ 25.23
STEP 3	\$ 30.12	\$ 30.72	\$31.34	\$ 31.96	\$ 26.64	\$ 27.17
STEP 4 AND ABOVE	\$ 32.32	\$ 32.96	\$33.62	\$ 34.30	\$ 28.58	\$ 29.15

	<u>Existing</u>				<u>Hired after 12/31/17</u>	
	<u>2016</u>	<u>2017</u> <u>2.00%</u>	<u>2018</u> <u>2.00%</u>	<u>2019</u> <u>2.00%</u>	<u>2018-85%</u> <u>Existing 20</u>	<u>2019</u> <u>2.00%</u>
<b>STOCK CLERK- 40 hrs</b>						
STEP 1	\$ 25.17	\$ 25.67	\$26.18	\$ 26.71	\$ 22.25	\$ 22.70
STEP 2	\$ 27.26	\$ 27.81	\$28.36	\$ 28.93	\$ 24.11	\$ 24.59
STEP 3	\$ 29.35	\$ 29.94	\$30.53	\$ 31.14	\$ 25.95	\$ 26.47
STEP 4 AND ABOVE	\$ 31.50	\$ 32.13	\$32.77	\$ 33.43	\$ 27.86	\$ 28.41
<b>TRUCK DRIVER -40 hrs</b>						
STEP 1	\$ 27.60	\$ 28.16	\$28.72	\$ 29.29	\$ 24.41	\$ 24.90
STEP 2	\$ 29.79	\$ 30.38	\$30.99	\$ 31.61	\$ 26.34	\$ 26.87
STEP 3	\$ 31.98	\$ 32.62	\$33.27	\$ 33.93	\$ 28.28	\$ 28.84
STEP 4 AND ABOVE	\$ 34.23	\$ 34.91	\$35.61	\$ 36.32	\$ 30.27	\$ 30.87

