

1835

**AGREEMENT**

**between**

**TOWNSHIP OF LAKEWOOD**

**and**

**AFSCME COUNCIL 71**



**PREAMBLE: Purpose**

This Agreement has as its purpose 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.

**I. AFSCME RECOGNITION**

The Township recognizes the American Federation of State, County and Municipal Employees Council 71 as the sole bargaining agent for all permanent full and part time white collar employees, police mechanics, and building maintenance workers in accordance with PERC RO 91-164 dated 28 May 1991, and all other titles that the parties may later mutually add, excluding all Department and Division Heads, Managerial Executives, Craft Blue Collar, Police and EMT employees, Confidentials and Supervisors within the meaning of the Act, and other employees.

**II. UNION DUES**

A. Pursuant to NJS 52:14-19.9(e), as amended, the Township agrees to deduct the union's monthly dues and initiation fees from the pay of the employees who authorize the Township in writing to do so. Deductions shall be made weekly. All amounts deducted shall be remitted to the union once a month no later than the tenth day of the month following deduction. The Township agrees to furnish the union upon request, monthly, with a list of all employees whose dues and initiation fees have been deducted. The Township also agrees to furnish the union upon request, not more than monthly, with a list of newly hired employees and terminated employees. The union will advise the Township in writing of the amount of the initiation fees and monthly dues.

B. Pursuant to the "New Jersey Employer-Employee Relation Act" as amended, all non-members of the Union shall pay to the Union a representation fee in lieu of dues for services rendered by the Union in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the Union to its own members, less the cost of benefits financed through the dues, fees and assessments and available to or benefitting only its members, but in no event shall such fee exceed 85% of the regular membership dues, fees and assessments.

### III. GRIEVANCE PROCEDURE

#### A. Definitions

1. A grievance is defined as any dispute, controversy or issue involving the interpretation, application or violation, (alleged or otherwise) of any provision of this Agreement or regarding employment or the application of any rules, regulations, ordinance and/or statute which actually affects working conditions.

2. A "grievant" is defined as any bargaining unit employee or party to this agreement who has a grievance as defined herein. The Union may file a grievance on behalf of an injured or unavailable employee and may file a class grievance on behalf of two or more employees if the grievance involves common issues of fact and law.

3. A "written grievance" shall comply with the following criteria:

- a. It shall set forth the name of the employee (s) and/or party alleged to be aggrieved.
- b. It shall set forth the date of the occurrence or event giving rise to the grievance.
- c. It shall set forth a concise statement of the facts giving rise to the grievance.
- d. It shall state the specific section of the agreement, policy or administrative decision which forms the basis of the grievance.
- e. It shall set forth the specific relief requested.

4. Disputes concerning terms and conditions of employment governed by state or federal statute or state or federal administrative regulations, incorporated by reference in this Agreement either expressly or by operation of law, shall not proceed beyond Step 2.

#### B. Steps

STEP 1. An employee having a grievance shall present it orally, either individually or in the presence of the union steward or a member of the union committee, to his immediate supervisor, within fifteen (15) days after the occurrence of the matter which has been grieved. If such grievance is not forthcoming within 15 days, it shall be considered null and void.

STEP 2. If the grievance is not satisfactorily adjusted, within five (5) working days after presentation to the immediate supervisor, the grievance shall be presented in writing to the Township Manager by the union steward or committee member involved in Step 1 of the grievance. The Township Manager shall, upon receipt of the grievance, designate a time within fifteen (15) working days for discussion of the grievance with the aggrieved employee and the union committee or representative.

STEP 3. If the grievance is not adjusted to the satisfaction of the employee and the committee, the employee, through his union committee, shall proceed by filing a written grievance with the Council Committee within fifteen (15) working days of the decision made by the Township Manager. The Council Committee, the aggrieved employee and the union's representative shall meet within fifteen (15) working days after meeting with the manager. The decision rendered shall be advisory and not binding.

Step 1 and Step 2 may be presented, and a mutually agreeable time will be arranged between the department head, the representative and the union committee, and the Township Manager.

C. An aggrieved employee shall suffer no loss of pay as a result of work time spent in his own behalf in any hearing.

D. Failure of an aggrieved party to pursue the grievance to the next step, in accordance with the time limits set forth herein, shall constitute abandonment of the grievance, unless both parties agree to a waiver.

#### IV. SENIORITY

A. All newly hired employees shall be considered as probationary employees for the first three (3) months of service. Upon completion of the probationary period, such employees' seniority shall date from their original date of hiring. Seniority to be an important factor in filling permanent assignments provided the individual has the skill and ability to perform the task.

When employees are laid off, in accordance with Civil Service, employees in each classification with the longest service shall be laid off last and rehired first. All such lay-offs shall be based upon the classification seniority list herein described, and all furloughed employees shall be rehired in the reverse order in which they are laid off. No new employees shall be hired until all laid off employees within a classification shall first have been recalled.

B. A newly hired employee who previously worked with the Township but who was terminated or resigned for any reason shall be considered a new employee, and all calculations of benefits based on seniority shall be from the date of last hire. However, in accordance with Township Ordinance 5-5.7, his service shall be considered continuous for the purpose of vacation.

C. No benefits shall accrue to a temporary employee for sick leave, vacations, pension plan or other benefits other than when an employee's employment shall be made provisional, in which case all benefits shall relate back to the time of initial hiring.

D. New employees shall remain probationary after completion of three (3) months of service from the date of last hiring. Upon completion of said period, such employees shall enjoy seniority status from the date of last hiring. Employees shall have no seniority rights during this probationary period. Their employment may be terminated at any time in the sole discretion of the Township. Discharge during the probationary period shall not be subject to the civil service procedure, nor to grievance procedure.

E. The employer shall maintain an accurate, up-to-date seniority roster, showing the date of hire, classification and rate of pay of each employee covered by the Agreement and the Employer shall furnish copies of same to the Union in July of each year.

F. Reinstatements and re-employment shall be in accordance with Township Ordinances 5-5.6 and 5-5.7.

## V. LONGEVITY

Longevity shall be in accordance with the Township Personnel Policies and ordinances governing the employees covered by this agreement for employees hired prior to May 1, 1991. Longevity shall not be granted to any employee whether part time or full time hired on or after May 1, 1991. The employees hired prior to May 1, 1991 will continue to receive longevity pay in accordance with years of service and percentage of base pay.

### LONGEVITY PRIOR TO MAY 1, 1991

- 1.5% (upon completion of third year, beginning of fourth)
- 3 % (upon completion of seventh year, beginning of eighth)
- 4.5% (upon completion of eleventh year, beginning of twelfth)
- 6 % (upon completion of fifteenth year, beginning of sixteenth)
- 7.5% (upon completion of nineteenth year, beginning of twentieth)
- 7.5% (twenty years and over)

## VI. WAGES

The parties agree that current employees in the bargaining unit shall receive salaries as set forth in Schedule A through Schedule E.

## VII. HOURS OF WORK AND OVERTIME

A. 5-10.1 Regular Workweek. The normal workweek of the township shall be a five day period of consecutive work days.

Administration, 35 hours.  
Clerical, 35 hours.

Communications Operators, 40 hours

Inspection and Health Departments, 37 ½ hours.  
Clerical, 35 hours.

Building Maintenance, 40 hours.

Engineering Department, 35 hours.  
Construction Inspectors 37 ½ hours.  
Clerical, 35 hours.

Employees will receive a week's notification of any change in shifts.

5-10.2 Emergency. The manager or a department head may require any officer or employee to be in attendance for work on any day or days whenever he determines that a public exigency or emergency so requires.

B. All overtime shall be authorized in advance by a supervisor or department head.

C. Time and one-half premium pay shall be paid for all hours in excess of eight (8) hours worked in one day. Time and one-half premium pay shall be paid for any work performed on the sixth day. Employees who work on the seventh day shall receive double time premium for these hours. See Article XII for Holiday provisions.

D. The Township reserves the right to require qualified employees to work overtime whenever conditions so warrant, provided such right shall not be exercised capriciously. If an employee feels that his treatment under this clause has been improper or unfair he may utilize the grievance and advisory machinery to adjust his claim.

E. Pay Periods.

The township normally shall pay its employees on a payroll schedule that is once every week or a total of 52 times annually.

F. Computation of Daily and Hourly Rates.

Each payroll period normally shall consist of five (5) working days, so that the daily rate of pay of each employee normally shall be 1/260th of his annual salary. The hourly rate shall be computed by dividing the daily rate by the number of hours in the employee's prescribed workday.

G. Lunch

Lunch periods shall be for one hour.

H. Travel Allowance

Employees who are required to utilize their personal automobiles for job-related tasks shall be compensated in the following manner: \$.21/mile, except if an employee receives a car allowance. These titles, with the amounts appended, include:

Senior Assessing Aide	\$128.33/mo.	\$1,540/yr.
Dep. Municipal Tax Assessor	183.33/mo.	"
Welfare Interviewer	128.33/mo.	"
Assistant Welfare Director		\$ 550/yr.
Code Enforcement Officer & Sidewalk Inspector	\$188.33/mo.	\$2,200/yr.
Bldg. Subcode Official/ Fire Protection Subcode Official	"	"
Plumbing Subcode Official	"	"
Housing Inspector Bilingual in Sp.&Eng.	"	"
Building Inspector	"	"
Senior Code Enforcement Officer	"	"
Code Enforcement Officer	"	"
Fire Protection Inspector	"	"
Plumbing Inspector	"	"

Nothing herein shall prohibit the Township from providing the use of a Township vehicle in lieu of the above compensation.

I. Compensatory Time

The maximum amount of compensatory time an employee may accrue at any one time shall be two hundred and forty (240) hours as authorized by the Fair Labor Standards Act (FLSA). The amount includes compensatory time accrued at both straight time and premium time



rates. If a supervisor authorizes work beyond normal working hours, the supervisor and subordinate must reach agreement as to whether the extra time will be compensated by use of compensatory time or overtime pay. Any employee who has accrued the maximum number of compensatory hours set forth above shall be paid overtime pay for all additional overtime hours worked in accordance with FLSA.

For the purposes of this section the following terms will have following meanings:

"Overtime" means time worked by an employee in excess of regular work week consisting of 35, 37.5 or 40 hours.

"Overtime Pay" means additional money paid to employees for overtime worked, paid at straight time or premium time (time and one-half or double time) rates.

"Compensatory Time" means leave time granted to an employee for having worked overtime provided at straight time or premium time rates."

### VIII. PERSONAL LEAVE

Each employee shall be entitled to three (3) paid personal days per year in addition to the holidays authorized pursuant to this contract. These personal days shall be approved by the employee's department head. Prior notice of 48 hours must be given. Personal days may not be taken before or after a holiday or vacation time, without department head approval. Personal days may not be taken in increments of less than ½ hour, and shall not accumulate from year to year.

#### VIII A. UNIFORM ALLOWANCE

A. Building Maintenance Workers:

1. Township provides basic uniform of:

- 3 pair of slacks
- 3 long sleeve shirts
- 3 short sleeve shirts
- 1 jacket

Township replaces uniform parts as they are worn and turned in for replacement.

2. Employee receives a uniform maintenance allowance of \$300/year paid semi-annually.

3. In lieu of (1) and (2) above, Township reserves the right to provide uniforms through a uniform service.

4. Employees will be reimbursed for the purchase of approved work boots for no more than \$55 paid not more than every six (6) months or up to \$110 annually.
- B. Inspectors in Department of Inspection:
1. Township will reimburse covered employee for the purchase of clothing for work related purposes only, to a maximum of \$300 per year.
- C. Mechanic in Department of Police:
1. Same benefit as for Building Maintenance Workers.
- D. Communication Operator Typing in Department of Police:
1. Township provides basic uniform of:
- |                       |                         |
|-----------------------|-------------------------|
| 3 pair of slacks      | 6 Department patches    |
| 3 long sleeve shirts  | 6 Communication patches |
| 3 short sleeve shirts | 1 pair of shoes         |
| 1 v-neck sweater      | 1 name tag              |
| 2 turtleneck sweaters | 1 belt                  |

Township replaces uniform parts as they are worn and turned in for replacement.

## IX. VACATIONS

### A. Amount of Vacation Leave.

All eligible, full-time employees of the Township shall be granted leave with pay for vacation purposes during each calendar year in accordance with the following schedule, based on length of employment as of date of employment. During the first year's employment, vacation may be taken as accumulated.

<u>Length of Employment</u>	<u>Vacation Time</u>
1 day up to 10 years	12 working days
10 years and one day up to 15 years	18 working days
15 years and one day and up	24 working days

All cumulative vacation permitted by Civil Service regulations shall be counted in satisfaction of the vacations provided for herein and shall not be in addition thereto.

In determining length of service for this purpose, the total years of service of each employee in all capacities shall be added.

B. Part-Time, Temporary or Probationary Employees.

Permanent part-time employees are eligible for vacation leave on a pro-rated basis. Temporary or seasonal employees shall not be entitled to vacation leave.

C. Accumulation.

Accumulation of vacation leave beyond that earned in a two-year period shall be permitted only with the consent of the appointing authority. Township employees, whether part-time or full-time, hired on or after May 1, 1991, shall not be permitted to carry over vacation leave beyond that which has been earned in a one-year period. Notwithstanding anything contained herein to the contrary, carryover rights as they pertain to accumulated vacation leave for all Township employees hired prior to May 1, 1991 are not affected by the foregoing limitations.

D. Choice of Time.

Vacations shall be scheduled by the manager and department heads so as to cause the least interference with the efficient conduct of township business. So far as possible, the preference of employees shall be accepted, with the preferences of those employees having seniority given first recognition. Subject to the approval of the appointing authority, vacation leave may be taken from time to time in units of ½ day minimums. Vacation time after the first year's employment shall be credited in full as of January of each year.

## X. ABSENCES

Leaves of Absence.

A. Sick Leave.

1. As used in this subsection, "sick leave" means paid leave that may be granted to each full-time classified and full-time unclassified employee who through sickness or injury becomes incapacitated to a degree that makes it impossible to perform the duties of his position or who is quarantined by a physician because he has been exposed to a contagious disease. Part-time

permanent employees are eligible for sick leave on a pro-rated basis. Part-time and full-time temporary employees are not eligible for sick leave. Sick leave may be taken in ½ hour increments.

2. Full-time employees shall accumulate sick leave on the basis of 15 days of sick leave per year. In the first year of employment, employees shall be entitled to one day of sick leave for each month of employment.

3. Sick leave can be accumulated without limit during each employee's length of service. At the time of separation from service, the employee shall be entitled to pay on the basis of one-half (½) day per full day of verifiable sick leave accumulated and not previously used; however, in no event shall this amount exceed \$15,000 per employee for any employee hired after 1 January 1995.

4. Accumulated sick leave may be used by an employee for personal illness, illness in an employee's immediate family, quarantine restrictions, pregnancy or disabling injuries. The term "immediate family" shall mean and refer only to the employee's spouse, child, parent or brother or sister, mother or father-in-law, grandchildren, or any member of the immediate household. Immediate family sick leave shall not exceed five (5) working days in one calendar year without approval of the manager.

5. When an employee is absent from work because of illness for more than three (3) consecutive days, his supervisor may require the employee to submit a certificate from the employee's physician or the town physician relating to his illness. In the case of illness of a chronic or recurring nature causing an employee's periodic or repeated absence for one day or less, his department director may require one medical certificate for every six-month period.

B. Death in the Family Leave.

1. Every employee shall be granted leave with pay upon the death of a member of the family. Such leave shall be from the day of death up to and including the day of burial, but not to exceed three (3) continuous days. If the funeral is outside the State of New Jersey, additional travel time up to a maximum of five (5) continuous days, may be granted upon receiving prior approval for same by the department head. Family shall include: spouse, children, parents, brothers, sisters, brothers-in-law, sisters-in-law and spouse's parents, grandchildren, and grandparents of employee or spouse or the death of a relative who resides with the employee or spouse or with whom the employee resides. Leave of absence may be more than three (3) continuous days and five (5) continuous days for travel time, if such death occurs outside the State of New Jersey. Each case is to be decided on its own merits and circumstances, and shall not set a precedent.

C. Special Leave.

1. In the event that an employee is unable to work due to a weather emergency or civil emergency, he may charge the time off to accumulated vacation leave or personal day, provided that he properly notifies his supervisor of his inability to work.

2. In the event that an employee wishes to observe a religious or national holiday for which no regular holiday has been declared, the employee may charge the time off to accumulated vacation or personal leave, provided the employee gives proper notification to the employee's supervisor.

D. Leave of Absence as Result of Injury in Line of Duty.

1. When full-time employee is injured in the line of duty, said employee shall receive those benefits provided in the Statutes, NJS 34:15-12.

E. Maternity Leave.

1. Maternity leave may be granted for a period of six months provided that the request for such leave is made in writing to the appointed authority no later than the end of the 7th month of pregnancy. This leave may be extended for an additional six months with the approval of the manager and appointing authority. Requests for maternity leave must be favorably endorsed by the manager and approved by the appointing authority before becoming effective. If granted, such leave shall be without pay. Under no circumstances shall an employee work beyond the end of the eighth month of pregnancy.

F. Military Leave.

1. Any permanent employee, part-time or full-time, who is a member of the National Guard, Naval Militia, Air National Guard, or a reserve component of any of the Armed Forces of the United States and is required to engage in field training, shall be granted a military leave of absence with regular pay for the period of such training as is authorized by law. The paid leave of absence shall be in addition to his vacation. Permanent part-time employees shall receive pay for such leave on a prorated basis.

2. When a full-time or part-time permanent employee has been called to active duty or inducted into the military or naval forces of the United States, he shall be granted an indefinite leave of absence without pay for the duration of such active military service, provided that he does not voluntarily extend such service. Each employee shall be reinstated without loss of

privileges or seniority provided he reports for duty with the township within 60 days following his honorable discharge from military service. It is requested that he notify the township of his intent to report for duty 30 days prior to his discharge from military service.

G. Leave without Pay.

1. Leave without pay may be granted to full-time and part-time permanent employees and to full-time unclassified employees. Normally, it shall be granted only when the employee has used his accumulated sick or vacation leave in the case of illness, or his vacation leave if leave without pay is requested for reasons other than illness. Written request for leave without pay shall be initiated by the employee, favorably endorsed by the manager and approved by the appointing authority. Such leave, except for military leave without pay, shall not be approved for a period of longer than six months at one time. The township committee may extend such leave for an additional six months or any portion thereof.

H. Requests for Leave.

1. A request for any type of leave shall be made on a form prescribed by the manager. Such request, whenever possible, shall be made far enough in advance to permit approval, and at the same time to permit coverage for the particular employment so that municipal service shall not suffer. In the case of sick leave, the employee shall notify his supervisor immediately if he is unable to report for work. An employee may request an unpaid leave under the New Jersey Family Leave Act, such leave to be in accordance with the statute.

## XI. HOLIDAYS

A. Paid Holidays.

The following official holidays with pay shall be observed by the township:

New Year's Day	Labor Day
M.L. King, Jr. Day	Columbus Day
Lincoln's Birthday	General Election Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Post-Thanksgiving Day
Independence Day	Christmas Day

If a holiday falls on a Sunday, it shall be observed on the following Monday. If a holiday falls on a Saturday, it shall be observed on the preceding Friday. Communication Operators will observe holidays on the day of occurrence, which will in no way affect the scheduling of Communication Operators to work on holidays.

B. Compensation for Working on Holidays.

Where it is necessary in order to maintain regular service to require an employee to work on an official holiday, such employee shall be compensated for the holiday plus additional time at straight time for all hours worked, either by pay or compensatory time. Scheduling of compensatory holiday time shall not be unreasonably denied. In the event that an employee cannot be scheduled to use compensatory holiday time in any given year, said employee shall be paid for all days not taken.

C. Not Charged against Vacation or Sick Leave.

In the event that an official holiday is observed during an employee's vacation, he shall be entitled to an additional vacation day, and should an official holiday occur while an employee is on sick leave, he shall not have that holiday charged against his sick leave.

D. Requirement for Holiday Pay.

To be eligible to receive holiday pay an employee shall work the regularly scheduled work day before the holiday and the regularly scheduled work day after the holiday, unless he has been excused by his supervisor or unless his supervisor is satisfied that his absence was justified.

E. Police dispatchers shall be entitled to Easter Sunday with pay, in accordance with police schedules.

## XII. INSURANCE

A. All insurance programs contained in the policies and ordinances of the Township shall remain in full force and effect. The township retains the right to change carriers or be self-insured at any time during the term of this agreement. Any significant change in the level of benefits is subject to the grievance procedure contained herein.

B. Hospital, Medical, Dental Benefits.

1. All Township employees and members of their immediate family shall be entitled to Hospital, Medical and Dental Benefits in accordance with the terms and provisions of the plan currently in effect.

2. The health insurance indemnity plan set forth in Section A and B1. above and C below shall be modified in accordance with the following provisions effective 1 January 1996.

a. Medical/Hospitalization coverage shall be subject to utilization management incorporating the following techniques:

- I. Hospitalization pre-certification
- ii. Second surgical opinion
- iii. Large case management
- iv. Continued stay review
- v. High risk pregnancy management

b. Major Medical deductibles will be \$150 for single coverage and \$300 for family coverage. Co-insurance of 80%/20% of the next \$3,000 and 100% thereafter.

c. Prescription coverage

Pharmacy co-pay of 5% of cost of prescription

d. All other features of the 1994 Township plan of benefits will remain unchanged.

C. Group Health Insurance.

Hospitalization, Surgery, Rider J, Major Medical and Prescription (and 2,000 life insurance for employees)

Dental Insurance for employees and dependents.

Optical Insurance for employees and dependents.

D. Employees who retire after 25 or more years of full-time service with the Township of Lakewood, except in the case of elected officials, shall be entitled to remain enrolled in any health insurance available to township employees at the date of their retirement, upon the completion of the requisite application forms.



With regard to employees who retire after 25 or more years of full time service, notwithstanding anything contained herein to the contrary, the Township of Lakewood shall assume financial responsibility only for the payment of that amount which would constitute the employee's contribution to the health benefits package. The employee shall assume financial responsibility for the payment of that amount attributable to the enrollment of any family members in said health benefits plan.

### **XIII. EMPLOYMENT, PROMOTIONS AND MANAGERIAL RIGHTS**

#### Civil Service.

The New Jersey State Civil Service Law and the Civil Service Rules of the State of New Jersey applicable to municipalities provide the basic framework for employment in the Township government. This chapter and all its provisions shall at all times be subject to the Civil Service Rules of the State of New Jersey, which prescribe basic minimum standards. To the extent that this Article may in any respect provide minimum standards which are less than those embodied in the Civil Service Rules of the State of New Jersey, the latter rules shall be deemed applicable; however, to the extent that the provisions of this Article contain benefits or provisions which are in excess of the minimum requirements of the Civil Service Rules of the State of New Jersey, the provisions of this Article shall be deemed to be controlling.

#### Management Rights.

The following principals shall constitute the policies of the Township of Lakewood:

- A. Employment in the Township government shall be based on merit and fitness, free of personal and political considerations.
- B. Just and equitable incentives and conditions shall be established and maintained in order to promote efficiency and economy in the operation of the Township government.
- C. Positions with similar duties and responsibilities shall be classified and compensated on a uniform basis.
- D. Appointments, promotions and other personnel actions requiring the application of the merit principle shall be based on systematic tests and evaluations of knowledge and performance, and where appropriate these shall be carried out through the township's participation in the New Jersey State Civil Service System.

E. Every effort shall be made to stimulate high morals by fair administration of this Article, and by consideration of the rights and interests of employees, consistent with the best interests of the public and the Township.

F. The right to schedule work hours and transfer employees.

G. Discipline employees for poor performance, violations of rules of conduct and abuse of sick leave, patterns of lateness and behavior inconsistent with policies of the Township and best interests of the community.

H. Determine the size of the work force and the technology to carry out the mission of the department and Township.

I. Appointment. Except as is otherwise provided by law or provided herein, all officers and employees appointed to positions of employments for the township, after the effective date of this section, shall be bona fide residents of the Township of Lakewood. A bona fide resident for the purpose of this section is a person having a permanent domicile within the Township and one which has not been adopted with the intention of again taking up or claiming a previous residence acquired outside of the township.

J. Eligibility of Applicants for Positions and Employments in the Classified Service of the Township. The Township Committee hereby limits the eligibility of applicants for positions and employments in the classified service of the township to bona fide residents except as otherwise provided herein or by law.

K. Unavailability of Qualified Residents for Available Specified Positions or Employments: Nonresident Employees to Become Bona Fide Residents Within One Year of Appointment. Whenever the governing body shall by resolution determine that there cannot be recruited a sufficient number of qualified residents for available specific positions or employments, the township officials or the Civil Service Commission, as the case may be, shall advertise for other qualified applicants who shall be classified as follows:

1. Other residents of Ocean County.
2. Other residents of counties contiguous to Ocean County.
3. Other residents of the State.
4. All other applicants.

The township shall first appoint all those in class 1., and then those in each succeeding class in the order above listed after all qualified applicants in the preceding class or classes have been appointed or have declined an offer of appointment.

It shall be specified at the time of employment that all nonresidents subsequently appointed to positions of employment for the Township of Lakewood, after the effective date of this section, shall become bona fide residents of the township within one year of their appointment.

L. Failure to Maintain Residency; Notification; Grounds for Discharge. Failure of any such employee to maintain residency in the township shall be cause for removal or discharge from service provided the township officials give the employee written notification that failure to again take up bona fide residency in the township within six months of such notification will result in removal or discharge from service.

M. Specific Positions and Employment Requiring Special Talent or Skills; Filling Without Reference to Residency. Whenever the Township Committee shall determine by resolution that there are certain positions or employments requiring special talents or skills which are necessary for the operations of the township and which are not likely to be found among the residents of the township, such positions or employments so determined shall be filled without reference to residency.

Any such resolution shall set forth in detail the reasons upon which such a determination is made.

N. Preference in Promotion to Bona Fide Residents. When promotions are based on merit as determined by suitable promotion tests or other objective criteria, officers and employees who are bona fide residents shall be given preference over a nonresident in any instance when all measurable criteria are equal. The preference granted by this section shall in no ways diminish, reduce, or affect the preference granted pursuant to any other provision of law.

O. Preemption by Order of Court or of State or Federal Agency to Eliminate Discrimination. Any requirements concerning eligibility, appointment or promotion contained in this section shall be subject to any order issued by any court, or by any State or Federal agency pursuant to law, with respect to a requirement of action to eliminate discrimination in employment based upon race, creed, color, national origin, ancestry, marital status, sex, or sexual preference, except that any such nonresident appointees shall become bona fide residents of the township within one year of appointment.

P. All time clocks shall be removed. However, Departments will maintain a sign-in and sign-out sheet for all employees. All recordings of time sheets shall be the responsibility of the department supervisor. All regulations applying to the time clock are rescinded.

Appointment.

A. Basis for Original Appointment. Original appointments to vacancies in the Township service shall be based upon merit, fitness and ability, which shall be determined by competitive examinations insofar as practicable, and shall be in accordance with the Civil Service Rules of the State of New Jersey.

B. Temporary Appointments. In the absence of an appropriate list or for the filling of temporary or seasonal positions, or temporarily in the case of emergencies, vacancies may be filled by temporary appointments by the appointing authority. Such temporary appointments shall have a maximum duration of four months.

C. Provisional Appointments. Pending the establishment of an appropriate eligible list, vacancies in permanent positions may be filled by provisional appointments. Such appointments shall continue only until an appropriate eligible list is established. Such provisional employees shall possess minimum qualifications established for the vacant position.

D. Probationary Period.

1. All employees appointed permanently to the classified service shall serve a probationary period of 90 days. At the expiration of the probationary period, the appointing authority, in consultation with the manager, may discontinue the service of any such employee if in the appointing authority's opinion the employee is unwilling or unable to perform the duties of his position in a satisfactory manner, or if the employee is of such reputation and habits as not to merit continuance in the service of the township.

2. A 90-day probationary period shall also apply to an employee promoted to a higher classification. Such probationary status will in no way affect the rights and status in the original or lower classification.

#### XIV. MANAGEMENT OF TOWNSHIP'S AFFAIRS

It is recognized that the management of the township government, the control of its properties and the maintenance of order and efficiency, is solely a responsibility of the township. Accordingly, the township retains the rights including but not limited to, the selection and direction of the working forces, including the right to hire, suspend or discharge for just cause; assignment, promotion or transfer, to determination of the amount of overtime to be worked; the relief of employees from duty because of lack of work or for other legitimate reasons; decision regarding the number and location of its facilities, stations, etc.; determination of the work to be performed within the unit; maintenance and repair; amount of supervision necessary; scheduling shifts; machinery and tool equipment, methods, schedule of work, together with the selection, procurement, designing, engineering and the control of equipment and materials, the purchase of services of others, contract or otherwise, except as they may be otherwise specifically limited in this agreement.

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

**XV. DURATION OF AGREEMENT**

This agreement shall be in full force and effect as of 1 January 1995 and shall remain in effect to and including 31 December 1997.

**AGREEMENT:**

*[Signature]*  
AFSCME COUNCIL #71

7/6/95  
DATE

ATTEST: *[Signature]*

*[Signature]*  
TOWNSHIP OF LAKEWOOD

7/6/95  
DATE

ATTEST: \_\_\_\_\_

gld:afscme95

SCHEDULE A

<u>TITLE</u>	<u>GRADE</u>
ACCOUNT CLERK	2
ADMINISTRATIVE CLERK - TYPING	5
ASSISTANT ASSESSOR	5
ASSISTANT WELFARE DIRECTOR	5
BUILDING INSPECTOR	6A
BUILDING INSPECTOR, BILINGUAL SPANISH & ENG.	6A
BUILDING MAINTENANCE WORKER	1B
BUILDING SUBCODE OFFICIAL	8A
CLERK TYPIST	1
CLERK TYPIST, BILINGUAL	1
CODE ENFORCEMENT OFFICER	4A
COMMUNICATIONS OPERATOR-TYPING	3C
COMMUNICATIONS OPERATOR TRAINEE	2C
DEPUTY MUNICIPAL COURT ADMINISTRATOR	5
FIRE PROTECTION INSPECTOR	6A
FIRE SUBCODE OFFICIAL	7A
LEGAL SECRETARY	4
MUNICIPAL COURT ATTENDENT	2B
PERMIT CLERK	2
PLUMBING INSEPECTOR	6A
PLUMBING SUBCODE OFFICIAL	8A
POLICE MECHANIC	5B
POLICE RECORDS CLERK	2
PRINCIPAL ACCOUNT CLERK-TYPIST	4
PRINCIPAL ASSESSING CLERK	4
PRINCIPAL CLERK	3
PRINCIPAL CLERK TRANSCRIBER	4
PRINCIPAL CLERK TYPIST	3
PRINCIPAL CLERK TYPIST, BILINGUAL	3
PRINCIPAL PAYROLL CLERK	4
PRINCIPAL TAX CLERK	4
PURCHASING ASSISTANT	3
RECEPTIONIST - BILINGUAL	1
RECEPTIONIST - TYPING	1
SECRETARY, BOARD OR COMMISSION	3
SENIOR ACCOUNT CLERK	3
SENIOR ASSESSING CLERK	3
SENIOR BUILDING MAINTENANCE WORKER	4B Z.B

<u>TITLE</u>	<u>GRADE</u>
SENIOR CLERK-BILINGUAL	3
SENIOR CLERK/INTERPRETER(BILINGUAL)	3
SENIOR CLERK/STENO (BILINGUAL)	3
SENIOR CLERK TRANSCRIBER	3
SENIOR CLERK TYPIST	2
SENIOR CLERK TYPIST (BILINGUAL)	2
SENIOR CODE ENFORCEMENT OFFICER	5A
SENIOR DRAFTING TECHNICIAN	4
SENIOR POLICE RECORDS CLERK/TYPING	3
SENIOR TAX CLERK	3
SUPERVISOR OF ACCOUNTS	5
SUPERVISING ASSESSING CLERK	4
TAX CLERK	2
TECHNICAL ASSIS.-OFF.OF CONSTRUCTION OFF.	3
TELEPHONE OPERATOR	1
WELFARE INTERVIEWER	4
WELFARE INTERVIEWER(BILINGUAL)	4
WELFARE INVESTIGATOR	4

p:afsgtit(afscme95)  
revised 7/11/95



SCHEDULE B  
ESTIMATED 1994 EQUIVALENT  
RANGE

GRADE	MINIMUM	MAXIMUM
1	14,000	22,400
2	15,400	24,640
3	16,940	27,104
4	18,634	29,814
5	20,497	32,795
6	22,547	36,075
7	24,802	39,683
8	27,282	43,652

\*\*\*\*\*

3A	18,150	29,040
4A	19,964	31,942
5A	21,960	35,137
6A	24,157	38,652
7A	26,573	42,517
8A	29,231	46,769

\*\*\*\*\*

1B	16,002	25,603
2B	17,602	28,163
3B	19,362	30,980
4B	21,299	34,078
5B	23,425	37,480

1995 SCHEDULE C - RANGE

HIRING

<u>GRADE</u>	<u>MINIMUM</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
1	14,000	15,150	19,350	23,550	
2	15,400	16,550	21,170	25,790	
3	16,940	18,090	23,172	28,254	
4	18,634	19,784	25,374	30,964	
5	20,497	21,647	27,796	33,945	
6	22,547	23,697	30,461	37,225	
7	24,802	25,952	33,393	40,833	
8	27,282	28,432	36,617	44,802	
*****					
3A	18,150	19,382	24,827	30,272	
4A	19,964	21,196	27,185	33,174	
5A	21,960	23,192	29,781	36,369	
6A	24,157	25,389	32,637	39,884	
7A	26,573	27,805	35,777	43,749	
8A	29,231	30,463	39,232	48,001	
*****					
1B	16,002	17,316	22,117	26,917	
2B	17,602	18,916	24,197	29,477	
3B	19,362	20,676	26,485	32,294	
4B	21,299	22,613	29,003	35,392	
5B	23,426	24,739	31,767	38,794	
*****					
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
2C*	21,227				
3C**	22,859	24,491	26,123	27,273	

(Continuation of 1995 Schedule C - Range)

\*Entry level in Communication Operator Trainee. An employee remains in this title for only one (1) year. At the completion of the year the Department Head determines if the employee is to be promoted to Communication Operator - Typing.

\*\*1995 reflects Communication Operators receiving only step increases. Employees currently at the maximum of range receive an increase of \$1150 by being placed in step 4 effective 1/1/95.

1996 SCHEDULE D - RANGE

HIRING

GRADE	MINIMUM	MINIMUM	MIDPOINT	MAXIMUM
1	15,150	16,300	20,500	24,700
2	16,550	17,700	22,320	26,940
3	18,090	19,240	24,322	29,404
4	19,784	20,934	26,524	32,114
5	21,647	22,797	28,946	35,095
6	23,697	24,847	31,611	38,375
7	25,952	27,102	34,543	41,983
8	28,432	29,582	37,767	45,952

\*\*\*\*\*

3A	19,382	20,614	26,059	31,504
4A	21,196	22,428	28,417	34,406
5A	23,192	24,424	31,013	37,601
6A	25,389	26,621	33,869	41,116
7A	27,805	29,037	37,009	44,981
8A	30,463	31,695	40,464	49,233

\*\*\*\*\*

1B	17,316	18,630	23,431	28,231
2B	18,916	20,230	25,511	30,791
3B	20,676	21,990	27,799	33,608
4B	22,613	23,927	30,317	36,706
5B	24,739	26,053	33,081	40,108

\*\*\*\*\*

	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
2C	21,500 (273)				
3C	23,000	24,491 2 1/2	26,124 3	27,273	28,423

1997 SCHEDULE E - RANGE

	<u>HIRING</u>				
<u>GRADE</u>	<u>MINIMUM</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
1	16,300	17,450	21,650	25,850	
2	17,700	18,550	23,470	28,090	
3	19,240	20,390	25,472	30,554	
4	20,934	22,084	27,674	33,264	
5	22,797	23,947	30,096	36,245	
6	24,847	25,997	32,761	39,525	
7	27,102	28,252	35,693	43,133	
8	29,582	30,732	38,917	47,102	
*****					
3A	20,614	21,846	27,291	32,736	
4A	22,428	23,660	29,649	35,638	
5A	24,424	25,656	32,245	38,833	
6A	26,621	27,853	35,101	42,348	
7A	29,037	30,269	38,241	46,213	
8A	31,695	32,927	41,696	50,465	
*****					
1B	18,630	19,944	24,745	29,545	
2B	20,230	21,544	26,825	32,105	
3B	21,990	23,304	29,113	34,922	
4B	23,927	25,241	31,631	38,020	
5B	26,053	27,367	34,395	41,422	
*****					
	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>
2C	22,500				
3C	23,750	25,205	26,660	28,115	29,673

**SCHEDULES A - E (continued)**

**BASE GRADE - 35 HOURS PER WEEK**

A - 37.5 HOURS PER WEEK

B - 40 HOURS PER WEEK

1. For the year 1995, each current employee (of the bargaining unit) on the day of signing of the contract, and hired prior to 1/1/95, shall receive an annual increase of \$1150 effective 1/1/95, subject to #2, 3, and 4 below. For the year 1996, \$1150 and for the year 1997, \$1250 will also be added to each employee's annual salary as of 1/1 of each respective year, subject to #2, 3, and 4 below.
  
2. If an employee's 1994\* salary is greater than the maximum of the 1994\* range for position's grade, the employee shall receive 90% of the dollar value of the annual salary increase the employee would have received without the limitation of the maximum.
  
3. If an employee's 1994\* salary is less than the minimum of the 1994\* range for the position's grade, the employee shall receive 110% of the dollar value of the annual salary increase the employee would have received without the existence of the minimum.
  
4. Employees receiving less than the 1995\* midpoint shall receive an increase of \$175 on or about (but within 30 days of) their 1995\* anniversary of the date of appointment (DOA), subject to satisfactory performance and a recommendation by the Department/Division Head to the Manager that such increase be granted.
  
5. Any employee promoted to a higher grade position shall receive the greater of 7.5% per grade or the minimum of the grade for the new position.

\*For 1996 compensation year, 1994 should read 1995 and 1995 should read 1996.

\*For 1997 compensation year, 1994 should read 1996 and 1996 should read 1997.