

AGREEMENT

BETWEEN

CITY OF ELIZABETH, NEW JERSEY

AND

UNION COUNCIL NO. 8 NEW JERSEY CIVIL SERVICE ASSOCIATION  
(CITY HALL EMPLOYEES)

JULY 1, 2001 THROUGH JUNE 30, 2005

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AGREEMENT entered into this \_\_\_\_\_ day of \_\_\_\_\_, 2001 by and between the CITY OF ELIZABETH, NEW JERSEY, hereinafter referred to as the "City" or "Employer", and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, hereinafter referred to as the "Association" or "Union", is designed to promote a harmonious relationship between the City, the Association and such of the City employees as are represented by the Association.

ARTICLE I

RECOGNITION

1. The City hereby recognizes Union Council No. 8, New Jersey Civil Service Association as the exclusive and sole representative for collective negotiations concerning salaries, hours and other terms and conditions of employment for all City Hall employees, but excluding all foremen and supervisors, managers and department heads.

2. Unless otherwise indicated, the terms "employee" or "employees", when used in this Agreement, refer to all persons represented by Union Council No. 8, New Jersey Civil Service Association.

## ARTICLE II

### ASSOCIATION SECURITY (MAINTENANCE OF MEMBERSHIP)

1. The Employer agrees to deduct from the salaries of employees, dues for the Association when authorized in writing to do so by each employee. Individual authorization forms shall be furnished and filed by the Association with the appropriate business office of the Employer.

2. An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from the payroll of the City of Elizabeth. Where an employee takes a leave of absence without pay for one month or more during any payroll deduction period, there shall be no obligation on the part of the City of Elizabeth to collect funds from his/her salary during such absence. Upon his return to employment at the termination of his/her leave, the City of Elizabeth shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

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

4. The above will be in compliance with N.J.S.A. 52:14-15.9e.

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

ARTICLE II

ASSOCIATION SECURITY (MAINTENANCE OF MEMBERSHIP) (Continued)

officers and employees shall be released from all liability to the employee-assignors and to the assignees under such assignments.

6. If any provision of this Article is invalid under Federal law or the laws of the State of New Jersey, said provisions shall be modified to comply with the requirements of Federal or State Law or shall be re-negotiated for the purpose of adequate replacement.

## ARTICLE IIA

### UNION SECURITY

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

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

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

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

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

6. The Union shall establish and maintain at all times a demand and return system as provided N.J.S.A. 34:13A-5.5(c) and 5.6 (L. 1979, c.477), and membership in the Union shall be available to all employees in the unit on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the Employer shall immediately cease making such deductions.



## ARTICLE III

### BULLETIN BOARDS

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

ARTICLE IV

ASSOCIATION BUSINESS LEAVE

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

2. Before any representative may leave his/her area or place of employment, he/she shall be required to obtain approval in advance from the Business Administrator or his/her designee.

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

- (a) Collective negotiations.
- (b) Time spent conferring with the City or employees on specific grievances as specified in the Grievance and Arbitration Procedures, Article V, provided that there shall be no unreasonable interference with work assignments, and in the event of a conflict, the work assignments shall have priority.

3. When an authorized representative is excused from his/her assigned duties, he/she shall:

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

## ARTICLE V

### GRIEVANCE PROCEDURE

1. Any grievance or dispute that may arise between the parties, including the application, meaning or interpretation of this Agreement, shall be initiated in the following manner within twenty (20) working days after the aggrieved employee knew or reasonably should have discovered its occurrence or such grievance shall be deemed abandoned with all loss of retroactivity

Step 1: The grievance shall be discussed at a time and place mutually agreed upon by both parties with the employee involved and a Union representative together with the supervisor designated by the City. If no answer is given within five (5) working days by the supervisor, the grievance shall be deemed to have been denied, and the Union may proceed to Step 2.

Step 2: If the grievance is not settled through Step 1, the same shall be reduced to writing by the Union, setting forth a statement of the grievance and submitted within five (5) working days after the answer and/or denial in Step 1 to the Director or any person designated by him. A meeting will be held within five (5) days of the submission. The answer to such grievance shall be made in writing, with a copy to the Union, within five (5) working days of the meeting. If no answer is given within five (5) working days by the Director, the grievance shall be deemed to have been denied and the Union may proceed to Step 3.

Step 3: If the grievance is not settled at Steps 1 and 2, then the Union shall have the right to submit such grievance to the Business Administrator within five (5) working days after the answer and/or denial in Step 2. A meeting will be held within five (5) days of the submission. A written answer to said grievance shall be served upon the individual and the Union within seven (7) working days after the meeting. If no answer is given within seven (7) working days by the Business Administrator, the grievance shall be deemed to have been denied at Step 3. Grievances involving minor discipline may be processed directly to Step 3 of the grievance procedure within five (5) working days from the date of Notice of Minor Discipline.

Step 4: If the grievance is not settled through Steps 1, 2 and 3, and the grievance does not involve a matter appealable to the New Jersey Department of Personnel/Merit System Board, then the Union shall have the right to request binding arbitration of the grievance within twenty (20) working days after the answer or denial at Step 3. If the parties are unable to

## ARTICLE V

### GRIEVANCE PROCEDURE (continued)

agree upon an arbitrator, an arbitrator shall be selected in accordance with the rules and regulations of the New Jersey Public Employment Relations Commission. Grievances involving minor discipline may be submitted to binding arbitration to the extent permitted by law. The arbitrator shall have full power to hear the dispute and make a final determination which shall be binding on both parties and upon the grievant. The arbitrator shall have no authority to add to, subtract from or modify the language of this Agreement in any way. The cost of arbitration shall be borne by the City and the Union equally. The Business Administrator shall be given written notice on the same date the Union files for arbitration.

Any appeal from the final decision of a Step 3 grievance with respect to a major disciplinary or discharge action shall be made to the New Jersey Department of Personnel/Merit System Board in accordance with its procedures, rules and regulations, and there shall be no right to arbitration of any grievances pertaining to major discipline or discharge.

2. Any disposition of a grievance as herein defined which is accepted by the Union, or from which no appeal is taken within the time periods set forth in this grievance procedure, shall be final and conclusive and binding upon the employee, the Union and the City. If the City fails to respond to a grievance within the time limits provided, the Union may process the grievance to the next step.

3. If any grievance or dispute involving the construction of statutes, either party may proceed in court for a judicial determination of such statutory construction and shall not submit the same to arbitration.

4. The time limits provided for herein may be extended by mutual agreement of the parties which must be in writing.

## ARTICLE VI

### WORK WEEK

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

## ARTICLE VII

### MANAGEMENT RESPONSIBILITY

1. It is recognized that the management of the City Hall, the control of its properties and the maintenance of order and efficiency are solely responsibilities of the City. Accordingly, the City retains the following rights, except as they may be abridged in this Agreement, including, but not limited to selection and direction of the force; to hire; to suspend or discharge for just cause; to assign, promote, demote or transfer; to determine the amount of overtime to be worked; to relieve employees from duty for reasons of economy as provided for in N.J.S.A. 11A:8-1 and N.J.A.C. 4A:8-1.1 *et seq.*, or for other legitimate reasons, not inconsistent with the terms and provision of this Agreement; to decide on the number and locations of facilities, to determine the work to be performed; amount of supervision necessary, equipment, methods, together with the selection, procurement, designing, engineering and control of equipment and materials; and to purchase services of others by contract or otherwise. It also retains the right to discontinue this service, at any time, for reasons of economy.

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

## ARTICLE VIII

### ACCESS

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

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

ARTICLE IX

LONGEVITY

1. All permanent employees covered by this Agreement shall be entitled to be paid longevity pay in accordance with the schedule contained in this Article. Longevity pay shall be applied on the basis of the employee's anniversary date of employment as follows -- if the employee's anniversary falls between January 1 and June 30, he/she shall be entitled to adjusted longevity pay retroactive to January 1; if the employee's anniversary date falls between July 1 and December 31, he/she shall be entitled to adjusted longevity pay retroactive to July 1. Longevity pay, in the case of salary increases, will be credited retroactively to the January 1st preceding the execution date of this contract and will accordingly be computed on the new base salary. Employees hired on or after July 1, 2001 shall not be entitled to longevity pay.

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

4th year of employment to completion of 7th year . . . . .	2%
8th year of employment to completion of 11th year . . . . .	4%
12th year of employment to completion of 15th year . . . . .	6%
16th year of employment to completion of 19th year . . . . .	8%
19th year of employment to completion of 24th year . . . . .	10%
25th year of employment and over. . . . .	12%



ARTICLE X

SENIORITY

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

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

- A. Discharge
- B. Resignation
- C. Absence for five (5) consecutive days without leave or notice
- D. Absence for illness, injury or leave without pay for more than one (1) continuous year.

2. Nothing in this paragraph shall restrict the powers of the Employer or the rights of the employee as set forth in New Jersey Department of Personnel Statutes, rules and regulations.

ARTICLE XI

HOLIDAYS

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

- |  |                               |
|--|-------------------------------|
| New Year's Day   | Columbus Day                  |
| Lincoln's Birthday   | Election Day                  |
| Washington's Birthday  | Veteran's Day                 |
| Good Friday  | Thanksgiving Day              |
| Memorial Day   | Friday after Thanksgiving     |
| Independence Day   | Christmas                     |
| Labor Day  | Martin Luther King's Birthday |
| Floating holiday to be determined annually by the Business Administrator |                               |

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

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

## ARTICLE XII

### PERSONAL DAYS

1. After one (1) year of service, computed from the last date of hire, full-time employees will be granted two (2) Personal Leave Days during each year of this contract for any of the following reasons:

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

2. These days shall not be accumulated or cashed out .

3. Effective January 1, 2002, full-time employees may be granted up to three (3) Personal Leave Days during each year of this Agreement after one (1) year of service computed from the last date of hire, for use for any of the reasons listed in Section 1, above. These Personal Leave Days shall not be accumulated or cashed out.

ARTICLE XIII

VACATIONS

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

First year -- One (1) working day per month

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

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

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

4. The vacation period shall be the calendar year from the 1st day of January to the 31st day of December. Vacations shall be scheduled by the Director, giving preference to

## ARTICLE XIII

### VACATIONS (continued)

employee choice according to seniority, where practicable and where consistent with continued, efficient operation.

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

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

ARTICLE XIV

OVERTIME

1. All hours worked over forty (40) hours in the work week shall be paid at the rate of one and a half times an employee's regular rate of pay.
2. Regular rate of pay is an employee's base salary plus longevity.
3. Upon execution of this contract, employees required to work on a scheduled holiday, shall be paid time and one-half his/her regular rate of pay for all hours worked. This will be in addition to his/her regular pay.
4. Employees required to work over their required hours in a work week may elect to receive payment at the straight time or compensatory time rate for time worked up to forty (40) hours. Should an employee accrue compensatory time in lieu of payments, such compensatory time shall not exceed ninety (90) hours.

ARTICLE XV

CALL BACK

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

ARTICLE XVI

LEAVE WITHOUT PAY

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

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

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



ARTICLE XVII

DISCIPLINE AND DISCHARGE

Discipline and discharge of employees shall be as provided in New Jersey Department of Personnel statutes, rules and regulations.

ARTICLE XVIII

INSURANCE

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

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

A. Apply to all eligible present and future pensioners of the Employer and their dependents.

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

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

D. Require the local Employer to pay the full cost of such premiums and Medicare charges.

ARTICLE XVIII

INSURANCE (continued)

3. The City hereby agrees to pay the premium or periodic charges for the benefits provided to all eligible retired employees and their dependents covered under the program, but not including survivors, if such employees retired from a State or locally administered retirement system effective after the date the Employer adopted the State Health benefits program on a benefit based on 25 years or more of service credited in such retirement system, and also to reimburse retired employees for their premium charges under Part B of the Federal Medicare Program covering the retired employees and their spouses in accordance with the regulations of the State Health Benefits Commission.

4. All employees covered by this Agreement and eligible members of their families will be covered by a Prescription Drug Plan. The premiums will be paid by the City. Effective January 1, 2002, the co-payment will be increased to \$3.00 for each prescription; effective January 1, 2004, the co-payment will be increased to \$5.00 for each prescription.

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

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

7. All eligible employees covered by this Agreement and eligible members of their families will be covered by a vision plan, as selected by the City, and provided that all appropriate eligibility requirements are met.

ARTICLE XIX

ASSOCIATION PRIVILEGES

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

## ARTICLE XX

### RULES AND REGULATIONS

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

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

3. In the event that an employee or employees shall refuse to execute promptly and efficiently any instruction or order of an officer or other supervisor, the City shall have the right, at its option, to suspend, or discharge the offending employee or employees.

## ARTICLE XXI

### SICK LEAVE

1. Sick leave shall be as provided for in the New Jersey Department of Personnel statutes, rules and regulations.

#### Donated Sick Leave

Employees are eligible to participate in the City's Donated Sick and Vacation Leave Program, in order to donate earned sick and/or vacation time to another City of Elizabeth employee who is suffering from a catastrophic health condition or injury which compels his/her prolonged absence from work. Details about the program are available from the Personnel Division or the Department Head.

#### Sick Leave Buy-Out

Effective July 1, 1997, an employee who retires or is laid off from employment with the City shall be reimbursed for accumulated unused sick time at the rate of fifty (50%) percent of the employee's daily rate of pay to a maximum payment of ten thousand (\$10,000) dollars. Payment shall be made within six (6) months of the effective separation date. For employees who are laid off, there is no length of service requirements. All employees must have at least thirty (30) accumulated sick days to be eligible for reimbursement.

Effective July 1, 1997, in the event of an employee's death while actively employed, the employee's estate shall be reimbursed for accumulated unused sick time at the rate of fifty (50%) percent of the employee's daily rate of pay to a maximum payment of (\$10,000) dollars. Payment shall be made within six (6) months of the employee's death.

ARTICLE XXII

MILITARY LEAVE

Military leave shall be as provided by applicable Federal and State Statutes and/or Department of Personnel Rules and Regulations

ARTICLE XXIII

FUNERAL LEAVE

1. Leave with pay, not to exceed five (5) days, shall be granted to an employee in the event of the death of the employee's current spouse, children, step or foster children, brothers, sisters, parents of an employee, and any dependents other than those previously identified residing in the employee's household. For purposes of this provision, a "dependent" is any individual whom the employee may claim as a dependent for federal income tax purposes.

2. Leave with pay, not to extend three (3) days, shall be granted to an employee in the event of the death of the employee's current parents-in-law, current brothers-in-law, current sisters-in-law, or grandparents, or grandchildren of employee or current spouse.

3. One (1) working day of Funeral leave shall be allowed in the event of the death of a blood-related aunt or uncle.

4. Special cases will be referred to the Director.

5. Leave with pay as provided for in this section is intended to be used for the purposes of handling necessary arrangements and attending the funeral of the deceased member of the immediate family and shall not be accumulated. If the employee does not attend the funeral of the deceased, pay allowance (as provided in this section ) will not be allowed.



ARTICLE XXIV

MATERNITY LEAVE

1. Upon request in writing to the City, a regular, full-time employee shall be entitled to a maternity leave of absence not to exceed six (6) months. The employee may request that such leave shall be with pay to the extent of accrued sick leave; otherwise, the time on leave shall be without pay.

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

3. Seniority shall be accrued while the employee is on paid leave, but shall only be retained during leave without pay.

ARTICLE XXV

EDUCATION

1. A. Employees enrolled for an associate's or a bachelor's degree program as a matriculated student in a government/employment related discipline shall be reimbursed as set forth below for the cost of tuition or part thereof at the State College rate when approved in advance, in writing by the Business Administrator. Such approval will not be unreasonably withheld.  
  
B. Reimbursement will be as follows:
  - (a) any grade of B or better – 100% of State College rate.
  - (b) A grade of C – 75% of State College rate.
  - (c) A grade less than a C - 0%
  
2. The taking of any such courses shall be on a voluntary basis only. Reimbursement shall be forfeited if the course requirements are not satisfactorily and fully completed.

ARTICLE XXVI

JURY DUTY

1. An employee who is called to jury duty shall immediately notify his/her supervisor.
2. An employee who is excused from jury duty service on any day shall report for work on such day.
3. An employee shall not be required to report back for work on any day he/she is in attendance at Court for jury duty service, regardless of the employee's shift.
4. The Employer retains the right to request that the employee be excused from jury duty because he/she is required on the job.

ARTICLE XXVII

BAN ON STRIKES

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

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

3. The City shall have the right to discipline or discharge any employee encouraging, suggesting, fermenting or participating in a strike, slow down or other interference.

## ARTICLE XXVIII

### SAVINGS CLAUSE

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

ARTICLE XXIX

DISCRIMINATION AGAINST ASSOCIATION MEMBERS

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

ARTICLE XXX

WAGES

1. All regular, full time employees covered by this Agreement shall receive an across-the-board increase in their respective ranges as follows:

3.75% effective July 1, 2001

4% effective July 1, 2002

3.75% effective July 1, 2003

4% effective July 1, 2004

2. In addition, those covered employees eligible within the terms of the City's Salary Schedule, shall receive one (1) increment effective January 1, 2002, one (1) increment effective January 1, 2003, one (1) increment effective January 1, 2004, and one (1) increment effective January 1, 2005. However, no employee will be paid a salary rate above the maximum of the range for his/her title.

**CITY HALL EMPLOYEES ASSOCIATION**  
4 YEAR CONTRACT 7-01-2001 to 6-30-2005

Title	T/O	Range	Steps	Increment	Previous Rate	7-01-2001 (3.75% Inc)		7-01-2002 (4% Inc)		7-01-2003 (3.75% Inc)		7-01-2004 (4% Inc)	
						Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
me017-01													
ACCOUNT CLERK	4	17-30	4	325	24,775	24,404	25,704	26,732	27,734	28,434	29,134	29,834	30,534
ACCOUNTANT	2	07-30	4	325	31,028	30,882	32,192	33,480	34,736	35,436	36,136	36,836	37,536
ADMINISTRATIVE ANALYST	4	03-30	4	325	34,405	34,395	35,695	37,123	38,515	39,215	39,915	40,615	41,315
ADMINISTRATIVE CLERK	5	05-30	4	325	33,472	33,427	34,727	36,116	37,470	38,170	38,870	39,570	40,270
ADMINISTRATIVE SECRETARY	2	02-30	4	325	35,181	35,200	36,500	37,960	39,384	40,084	40,784	41,484	42,184
ADMINISTRATIVE SECRETARY (ns)	1	01-35NS	4	375	41,046	41,086	42,586	44,289	45,950	46,650	47,350	48,050	48,750
ADMINISTRATIVE SECRETARY (fhs)	1	01-35HD	4	375	40,356	41,086	42,586	44,289	45,950	46,650	47,350	48,050	48,750
ADMINISTRATIVE SECRETARY (epd)	1	01-35PD	4	375	41,047	41,086	42,586	44,289	45,950	46,650	47,350	48,050	48,750
AFFIRMATIVE ACTION OFFICER	1	06-30	4	325	33,008	32,946	34,246	35,616	36,952	37,652	38,352	39,052	39,752
AIR POLLUTION INSPECTOR	3	08-30	4	325	30,446	30,288	31,588	32,852	34,084	34,784	35,484	36,184	36,884
ANALYST GRANT APPLICATIONS	1	07-30	4	325	31,028	30,892	32,192	33,480	34,736	35,436	36,136	36,836	37,536
ASSESSING CLERK TPG	1	14-30	4	325	26,172	25,853	27,153	28,239	29,298	29,998	30,698	31,398	32,098
ASST ASSESSOR	3	10-30	4	325	29,473	29,278	30,578	31,801	32,984	33,684	34,384	35,084	35,784
ASST ENGINEER	2	03-30	4	325	34,405	34,395	35,695	37,123	38,515	39,215	39,915	40,615	41,315
ASST SUPT OF WEIGHTS & MEASURES	2	08-30	4	325	30,446	30,288	31,588	32,852	34,084	34,784	35,484	36,184	36,884
ASST PENSION FUND SUPERVISOR	1	02-30	4	325	35,181	35,200	36,500	37,960	39,384	40,084	40,784	41,484	42,184
ASST PLANNER	1	05-30	4	325	33,472	33,427	34,727	36,116	37,470	38,170	38,870	39,570	40,270
ASST PUBLIC INFORMATION OFFICER	1	01-40CIN	4	325	46,487	45,862	47,162	48,048	48,934	49,820	50,706	51,592	52,478
ASST SECY BOARD / COMMISSION (abc)*	1	04-30	4	325	33,940	33,913	35,213	36,622	37,995	38,695	39,395	40,095	40,795
ASST VIOLATIONS CLERK	2	13-30A	4	375	27,538	27,271	28,571	29,714	30,828	31,528	32,228	32,928	33,628
BUILDING INSPECTOR	3	01-35BP	4	375	50,482	50,875	52,375	54,470	56,513	57,213	57,913	58,613	59,313
BUILDING INSPECTOR / ZONING OFFICER	6	01-40BZO	4	325	56,881	57,714	59,014	61,375	63,677	64,377	65,077	65,777	66,477
CASHIER	1	13-30	4	325	26,562	26,268	27,568	28,660	29,735	30,435	31,135	31,835	32,535
CLERK	8	18-30	4	325	24,620	24,243	25,543	26,565	27,561	28,261	28,961	29,661	30,361
CLERK STENOGRAPHER	3	16-30	4	325	25,241	24,868	26,168	27,236	28,257	28,957	29,657	30,357	31,057
CLERK STENOGRAPHER/35	3	02-35	4	375	29,446	29,080	30,550	31,772	32,963	33,663	34,363	35,063	35,763
CLERK TRANSCRIBER/35-(epd)	3	03-35	4	375	28,853	28,539	30,039	31,241	32,413	33,113	33,813	34,513	35,213
CLERK TYPIST	52	17-30	4	325	24,775	24,404	25,704	26,732	27,734	28,434	29,134	29,834	30,534
CLERK TYPIST/35	5	04-35	4	375	28,903	28,487	29,987	31,166	32,355	33,055	33,755	34,455	35,155
CLERK TYPIST/30-(epd)	1	17-30	4	325	24,775	24,404	25,704	26,732	27,734	28,434	29,134	29,834	30,534
CLERK TYPIST/35-(epd)	2	04-35	4	375	28,903	28,487	29,987	31,166	32,355	33,055	33,755	34,455	35,155
CLERK TYPIST/35-(epd)	13	04-35	4	375	28,903	28,487	29,987	31,166	32,355	33,055	33,755	34,455	35,155
CLERK / TELEPHONE OPERATOR	2	15-30	4	325	25,785	25,452	26,752	27,822	28,865	29,565	30,265	30,965	31,665
COLLECTOR DELINQUENT ACCOUNTS	1	11-30	4	325	28,988	28,754	30,054	31,256	32,428	33,128	33,828	34,528	35,228
COMMUNITY CENTER, DIRECTOR-(epd)	1	01-40CCD	4	325	44,337	44,700	46,000	47,840	49,634	50,334	51,034	51,734	52,434
COMMUNITY RELATIONS SPECIALIST-(epd)	1	01-40CRS	4	325	46,380	46,819	48,119	49,744	51,211	51,911	52,611	53,311	54,011
COMPLAINT INVESTIGATOR	1	02-40B	4	325	38,815	38,971	40,271	41,892	43,453	44,153	44,853	45,553	46,253
COMPUTER OPERATOR TRAINEE	1	19-40	4	325	26,550	26,246	27,546	28,648	29,722	30,422	31,122	31,822	32,522



APPENDIX

City of Elizabethtown

**CITY HALL EMPLOYEES ASSOCIATION**  
4 YEAR CONTRACT 7-01-2001 to 6-30-2005

TITLE	I/O	RANGE	STEPS	INCREMENT	previos base	7-01-2001 (3.75% inc)		7-01-2002 (4% inc)		7-01-2003 (3.75% inc)		7-01-2004 (4% inc)	
						Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
COST ESTIMATOR PROPERTY IMPROVEMENT	5	03-30	4	325	34,405	34,395	35,695	35,823	37,123	37,215	38,515	38,756	40,056
COURT INTERPRETER BILINGUAL TPG/40	4	10-40	4	325	34,755	34,758	36,058	36,200	37,500	37,606	38,906	39,162	40,462
COURT INTERPRETER BILINGUAL TPG	1	14-30CI	4	325	26,422	26,113	27,413	27,210	28,510	28,279	29,579	29,462	30,762
DATA ENTRY MACHINE OPERATOR	1	15-30	4	325	25,765	25,452	26,752	26,522	27,822	27,565	28,865	28,720	30,020
DATA ENTRY MACHINE OPERATOR/40	1	06-40	4	325	36,506	36,575	37,875	38,090	39,390	39,567	40,867	41,202	42,502
DATA ENTRY MACHINE OPERATOR-(epd)	4	03-35	4	375	28,953	28,539	30,039	29,741	31,241	30,913	32,413	32,210	33,710
DATA PROCESSING PROGRAMMER(a)	2	01-40A	4	325	42,022	42,298	43,598	44,042	45,342	45,742	47,042	47,624	48,924
DATA PROCESSING PROGRAMMER(b)	1	01-40B	4	325	40,643	40,867	42,167	42,554	43,854	44,199	45,499	46,019	47,319
DATA PROCESSING PROGRAMMER(c)	1	01-40C	4	325	39,284	39,436	40,736	41,065	42,365	42,654	43,954	44,412	45,712
DATA PROCESSING PROGRAMMER(d)	1	01-40D	4	325	37,885	38,006	39,306	39,578	40,878	41,111	42,411	42,807	44,107
DATA PROCESSING PROGRAMMER(e)	1	01-40E	4	325	36,506	36,575	37,875	38,090	39,390	39,567	40,867	41,202	42,502
DATA PROCESSING PROGRAMMER TRINEE (a)	1	08-40	4	325	34,548	34,548	35,848	35,980	37,280	37,378	38,678	38,925	40,225
DATA PROCESSING PROGRAMMER TRINEE (b)	1	12-40	4	325	32,060	31,952	33,252	33,282	34,582	34,579	35,879	36,014	37,314
DATA PROCESSING PROGRAMMER TRINEE (c)	1	11-40A	4	325	28,119	27,873	29,173	29,040	30,340	30,178	31,478	31,437	32,737
DENTAL ASSISTANT	1	15-30	4	325	25,785	25,452	26,752	26,522	27,822	27,565	28,865	28,720	30,020
DENTAL ASSISTANT(clerk)	1	15-30	4	325	25,785	25,452	26,752	26,522	27,822	27,565	28,865	28,720	30,020
DEPUTY REGISTRAR OF VITAL STATISTICS	1	02-30	4	325	35,181	35,200	36,500	36,660	37,960	38,084	39,384	39,659	40,959
DOCKET CLERK	3	11-30	4	325	28,968	28,754	30,054	29,956	31,256	31,128	32,428	32,425	33,725
DRAFTING TECHNICIAN	3	12-30	4	325	28,580	28,352	29,652	29,538	30,838	30,684	31,984	31,974	33,274
ELECTRICAL INSPECTOR	1	01-35EI	4	375	50,482	50,875	52,375	52,970	54,470	55,013	56,513	57,274	58,774
EMPLOYEE BENEFITS CLERK TPG	1	14-30	4	325	26,172	25,853	27,153	26,939	28,239	27,988	29,288	29,170	30,470
ENGINEERING AIDE	1	17-30	4	325	24,775	24,404	25,704	25,432	26,732	26,434	27,734	27,543	28,843
FIELD REPRESENTATIVE DISEASE CONTROL	1	11-30	4	325	28,968	28,754	30,054	29,956	31,256	31,128	32,428	32,425	33,725
FIELD REPRESENTATIVE HOUSING INSPECTION	10	08-30	4	325	30,448	30,288	31,588	31,552	32,852	32,784	34,084	34,147	35,447
HEALTH AIDE	1	09-30HA	4	325	40,829	41,164	42,464	42,863	44,163	44,519	45,819	46,352	47,652
HOUSING INSPECTOR	2	01-30HI	4	325	48,370	48,884	50,184	50,891	52,191	52,848	54,148	55,014	56,314
INDUSTRIAL HYGIENIST	1	01-30H	4	325	43,260	43,582	44,882	45,377	46,677	47,127	48,427	49,064	50,364
INVESTIGATOR COMMUNICABLE DISEASES	2	03-30CD	4	325	33,814	33,782	35,082	35,185	36,485	36,553	37,853	38,067	39,367
INVESTIGATOR CONSUMER PROTECTION	1	07-30	4	325	31,028	30,892	32,192	32,180	33,480	33,436	34,736	34,825	36,125
LAND SURVEYOR	1	01-30	4	325	39,842	40,036	41,336	41,689	42,989	43,301	44,601	45,085	46,385
LEGAL STENOGRAPHER	4	02-35LS	4	325	41,044	41,283	42,583	42,966	44,266	44,647	45,947	46,485	47,785
LICENSE INSPECTOR	4	08-30	4	325	30,448	30,288	31,588	31,552	32,852	32,784	34,084	34,147	35,447
LOAN ADVISOR	4	03-30	4	325	34,405	34,395	35,695	35,823	37,123	37,215	38,515	38,756	40,056
MAIL CLERK	1	15-30	4	325	25,765	25,452	26,752	26,522	27,822	27,565	28,865	28,720	30,020
MICROFILM MACHINE OPERATOR	1	13-30	4	325	26,562	26,258	27,558	27,360	28,660	28,435	29,735	29,624	30,924
PARKING ENFORCEMENT OFFICER-(epd)	4	04-35	4	375	28,903	28,467	29,967	29,686	31,186	30,855	32,355	32,149	33,649
PERSONNEL AIDE	1	08-30	4	325	30,448	30,288	31,588	31,552	32,852	32,784	34,084	34,147	35,447
PERSONNEL AIDE STENO	1	01-35PA	4	325	38,021	38,147	39,447	39,725	41,025	41,263	42,563	42,966	44,266

**CITY HALL EMPLOYEES ASSOCIATION**  
4 YEAR CONTRACT 7-01-2001 to 6-30-2005

T/O	TITLE	RANGE	STEPS	INCREMENT	Previous Rate	7-01-2001 (3.75% Inc)		7-01-2002 (4% Inc)		7-01-2003 (3.75% Inc)		7-01-2004 (4% Inc)	
						Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
1	PLANNING AIDE	17-40	4	325	28,568	28,754	30,054	29,956	31,256	31,128	32,428	32,425	33,725
1	PLUMBING INSPECTOR	01-35PB	4	375	50,482	50,875	52,375	52,970	54,470	55,013	56,513	57,274	58,774
5	PRINCIPAL ACCOUNT CLERK	11-30	4	325	28,968	28,754	30,054	29,956	31,256	31,128	32,428	32,425	33,725
1	PRINCIPAL ACCOUNT CLERK(util)	07-30	4	325	31,028	30,892	32,192	32,180	33,480	33,436	34,736	34,825	36,125
2	PRINCIPAL ACCOUNTANT	03-30PA	4	325	36,405	36,470	37,770	37,981	39,281	39,454	40,754	41,084	42,384
1	PRINCIPAL ASSESSING CLERK	05-30	4	325	33,472	33,427	34,727	34,816	36,116	36,170	37,470	37,669	38,969
1	PRINCIPAL CASHIER	08-30	4	325	30,446	30,288	31,588	31,552	32,852	32,784	34,084	34,147	35,447
3	PRINCIPAL CLERK	11-30	4	325	28,968	28,754	30,054	29,956	31,256	31,128	32,428	32,425	33,725
1	PRINCIPAL CLERK (adm)	07-30	4	325	31,028	30,892	32,192	32,180	33,480	33,436	34,736	34,825	36,125
3	PRINCIPAL CLERK STENOGRAPHER	09-30	4	325	29,941	29,764	31,064	31,007	32,307	32,219	33,519	33,560	34,860
5	PRINCIPAL CLERK TYPIST	15-30	4	325	25,785	25,452	26,752	26,522	27,822	27,565	28,865	28,720	30,020
2	PRINCIPAL CLERK TYPIST BILINGUAL SPN & ENG	11-30	4	325	28,968	28,754	30,054	29,956	31,256	31,128	32,428	32,425	33,725
1	PRINCIPAL CLERK TYPIST (mo)	01-30MO	4	325	41,047	41,286	42,586	42,989	44,289	44,650	45,950	46,488	47,788
1	PRINCIPAL DATA ENTRY MACH OPERATOR	02-30	4	325	35,181	35,200	36,500	36,660	37,960	38,084	39,384	39,659	40,959
1	PRINCIPAL DRAFTING TECH / WATER SYS DISTR TECH	03-30	4	325	34,405	34,395	35,695	35,623	37,123	37,215	38,515	38,756	40,056
1	PRINCIPAL DRAFTING TECHNICIAN	10-30	4	325	29,473	29,278	30,578	30,501	31,801	31,694	32,994	33,014	34,314
2	PRINCIPAL ENGINEERING AIDE	10-30	4	325	29,941	29,764	31,064	31,007	32,307	32,219	33,519	33,560	34,860
1	PRINCIPAL ENGINEERING CLERK	09-30	4	325	33,940	33,913	35,213	35,322	36,622	36,695	37,995	38,215	39,515
1	PRINCIPAL PAYROLL CLERK	04-30	4	325	44,133	44,488	45,788	46,320	47,620	48,106	49,406	50,082	51,382
1	PRINCIPAL PLANNING AIDE	01-40PPA	4	375	28,531	29,138	30,638	30,364	31,864	31,559	33,059	32,881	34,381
2	PROPERTY CLERK BILINGUAL SPN & ENG-(epd)	01-35	4	375	28,504	28,073	29,573	29,256	30,756	30,409	31,909	31,685	33,185
23	PROPERTY CLERK-(epd)	01-35TC	4	375	30,424	30,065	31,565	31,328	32,828	32,559	34,059	33,921	35,421
7	PUBLIC SAFETY TELECOMMUNICATOR-(epd)	09-35	4	375	26,707	26,209	27,709	27,317	28,817	28,398	29,898	29,594	31,094
1	PUBLIC SAFETY TELECOMMUNICATOR TRAINEE-(epd)	09-30	4	375	28,941	29,764	31,064	31,007	32,307	32,219	33,519	33,560	34,860
12	PURCHASING ASSISTANT	06-35	4	325	28,115	27,669	29,169	28,836	30,336	29,974	31,474	31,233	32,733
2	RECREATION CENTER DIRECTOR	07-30	4	325	31,028	30,892	32,192	32,180	33,480	33,436	34,736	34,825	36,125
1	RELOCATION ASSISTANT	1-40RLC	4	325	44,303	44,664	45,964	46,503	47,803	48,296	49,596	50,280	51,580
1	RELOCATION OFFICER	09-30	4	325	28,941	29,764	31,064	31,007	32,307	32,219	33,519	33,560	34,860
4	REPRESENTATIVE RENT REGULATION	06-30	4	325	33,008	32,946	34,246	34,316	35,616	35,652	36,952	37,130	38,430
2	SANITARY INSPECTOR	12-30	4	325	28,590	28,352	29,652	29,538	30,838	30,694	31,994	31,974	33,274
4	SANITARY INSPECTOR TRAINEE	13-40	4	325	32,017	31,918	33,218	33,247	34,547	34,543	35,843	35,977	37,277
5	SANITATION INSPECTOR	06-30	4	325	33,008	32,946	34,246	34,316	35,616	35,652	36,952	37,130	38,430
8	SECRETARIAL ASSISTANT	13-30	4	325	26,562	26,258	27,558	27,360	28,660	28,435	29,735	29,624	30,924
2	SR ACCOUNT CLERK	13-30	4	325	26,562	26,258	27,558	27,360	28,660	28,435	29,735	29,624	30,924
2	SR ACCOUNT CLERK TPG	01-35A	4	375	30,123	29,753	31,253	31,003	32,503	32,222	33,722	33,571	35,071
2	SR ACCOUNTANT	04-30	4	325	33,940	33,913	35,213	35,322	36,622	36,695	37,995	38,215	39,515
1	SR AIR POLLUTION INSPECTOR	02-30H	4	325	37,512	37,619	38,919	38,176	40,476	40,694	41,994	42,374	43,674

**CITY HALL EMPLOYEES ASSOCIATION**  
4 YEAR CONTRACT 7-01-2001 to 6-30-2005

TITLE	I/O	RANGE	STEPS	INCREMENT	previous base	7-01-2001 (3.75% inc)		7-01-2002 (4% inc)		7-01-2003 (3.75% inc)		7-01-2004 (4% inc)	
						Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
SR ASSESSING CLERK	1	10-30	4	325	29,473	30,578	30,501	31,801	31,694	32,994	33,014	34,314	
SR ASSISTANT ASSESSOR	2	03-30	4	325	34,405	35,695	35,923	37,123	37,215	38,515	38,756	40,056	
SR BUILDING INSPECTOR	1	01-35BUJ	4	375	51,260	53,182	53,809	55,909	55,683	57,383	58,178	59,678	
SR CASHIER	1	12-30	4	325	28,590	29,652	29,538	30,638	30,694	31,994	31,974	33,274	
SR CITIZEN PROGRAM AIDE	1	12-30	4	325	28,590	29,652	29,538	30,638	30,694	31,994	31,974	33,274	
SR CLERK	4	16-30	4	325	25,241	26,188	25,936	27,236	26,957	28,257	28,087	29,387	
SR CLERK STENOGRAPHER	3	13-30	4	325	26,562	27,558	27,360	28,660	28,435	29,735	29,624	30,924	
SR CLERK TRANSCRIBER-(epd)	2	01-35	4	375	29,831	30,838	30,364	31,664	31,559	33,059	32,881	34,381	
SR CLERK TYPIST	15	16-30	4	325	25,241	26,188	25,936	27,236	26,957	28,257	28,087	29,387	
SR CLERK TYPIST/35	1	02-35	4	375	29,446	30,550	30,272	31,772	31,463	32,963	32,782	34,282	
SR DATA PROCESSING PROGRAMMER	3	01-40EDP	4	325	44,113	45,767	46,298	47,998	48,083	49,383	50,058	51,358	
SR DRAFTING TECHNICIAN	1	11-30	4	325	28,590	29,652	29,538	30,638	30,694	31,994	31,974	33,274	
SR ENGINEERING AIDE	1	13-30	4	325	26,562	27,558	27,360	28,660	28,435	29,735	29,624	30,924	
SR MAIL CLERK	1	07-30	4	325	31,028	32,192	32,180	33,480	33,436	34,736	34,825	36,125	
SR PLANNING AIDE	2	02-40	4	325	36,501	37,870	38,085	39,385	39,562	40,862	41,196	42,496	
SR PROPERTY CLERK-(epd)	1	01-35PCS	4	375	31,842	33,036	32,857	34,357	34,145	35,645	35,571	37,071	
SR PURCHASING ASSISTANT	1	02-30	4	325	35,181	36,500	36,660	37,960	38,084	39,384	39,659	40,959	
SR SANITARY INSPECTOR	2	01-30HI	4	325	48,370	50,184	50,891	52,191	52,846	54,146	55,014	56,314	
SR TELEPHONE OPERATOR	1	13-30	4	325	26,562	27,558	27,360	28,660	28,435	29,735	29,624	30,924	
SR TRANSPORTATION INSPECTOR	1	02-30	4	325	35,181	36,500	36,660	37,960	38,084	39,384	39,659	40,959	
SUPERVISING ACCOUNT CLERK	4	02-30	4	325	35,181	36,500	36,660	37,960	38,084	39,384	39,659	40,959	
SUPERVISOR OF ACCOUNTS	2	02-30	4	325	35,181	36,500	36,660	37,960	38,084	39,384	39,659	40,959	
SUPERVISOR OF CENTRAL MAIL ROOM	1	10-30	4	325	29,473	30,578	30,501	31,801	31,694	32,994	33,014	34,314	
SUPERVISOR OF DATA ENTRY MACH OPERATIONS	1	03-30	4	325	34,405	35,695	35,823	37,123	37,215	38,515	38,756	40,056	
SUPERVISOR OF DATA PROCESSING OPERATIONS	1	01-40EDP	4	325	37,843	39,262	39,532	40,832	41,063	42,363	42,768	44,068	
SUPERVISOR OF SR CITIZENS ACTIVITIES	1	02-30C	4	325	44,113	45,767	46,298	47,998	48,083	49,383	50,058	51,358	
TAX SEARCHER	1	08-30	4	325	30,446	31,568	31,552	32,852	32,784	34,084	34,147	35,447	
TECHNICAL ASST CONTRUCTION OFFICIAL	1	12-30	4	325	28,590	29,652	29,538	30,638	30,694	31,994	31,974	33,274	
TIMEKEEPER	1	01-40	4	325	40,929	42,464	42,863	44,163	44,519	45,819	46,352	47,652	
TRANSPORTATION INSPECTOR	1	08-30	4	325	30,446	31,568	31,552	32,852	32,784	34,084	34,147	35,447	
VIOLATIONS CLERK	2	01-30V	4	325	36,501	37,870	38,085	39,385	39,562	40,862	41,196	42,496	
ZONING OFFICER	2	01-35ZO	4	375	50,482	52,375	52,970	54,470	55,013	56,513	57,274	58,774	
ZONING OFFICER/40	2	01-40ZO	4	375	50,482	52,375	52,970	54,470	55,013	56,513	57,274	58,774	

\*(includes \$600 for night meelings)

ARTICLE XXXI

TRAVEL ALLOWANCE

Effective upon the signing of this Agreement, the employees covered by said Agreement who are required to use privately-owned automobiles in the performance of their duties shall be reimbursed for such use at the current rate set forth in IRS regulations covering mileage reimbursement.

ARTICLE XXXII

CLOTHING ALLOWANCE

1. Public Safety Telecommunicators and Public Safety Telecommunicator Trainees covered by this agreement will receive \$200.00 for clothing allowance for the year 2002, and each year of the agreement.

2. Payment will be paid annually in the second pay period of April.

ARTICLE XXXIII

EMBODIMENT OF AGREEMENT

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

ARTICLE XXXIV

APPROPRIATION OF FUNDS

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

ARTICLE XXXV

POSTING OF JOB VACANCIES

The City shall post notices of openings and promotional vacancies in bargaining unit jobs on the bulletin boards it ordinarily uses for notices to bargaining unit employees. The Union will be provided with copies of all such postings.



ARTICLE XXXVI

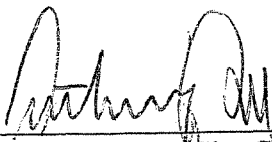
TERM OF AGREEMENT

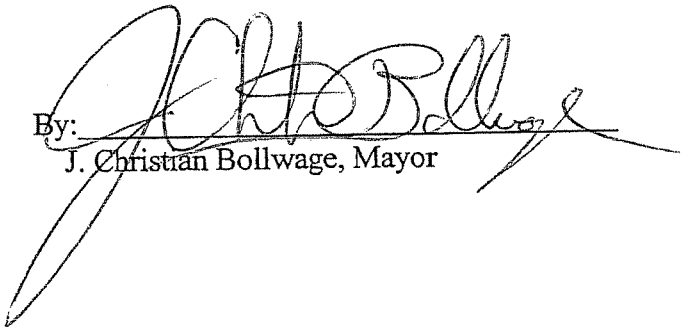
1. This Agreement shall be in full force and effect from July 1, 2001 through and including the 30th day of June, 2005. If either party wishes to terminate, amend or otherwise modify terms and conditions set forth herein at the time of expiration, it must notify either party in writing not less than sixty (60) days prior to such expiration date.

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

ATTEST:


CITY OF ELIZABETH, NEW JERSEY

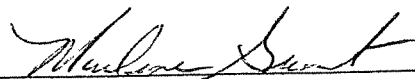
By:   
Anthony R. Pillo, City Clerk


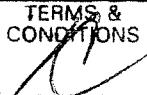
By:   
J. Christian Bollwage, Mayor

ELIZABETH CITY HALL  
EMPLOYEES ASSOCIATION

UNION COUNCIL NO. 8, NEW JERSEY  
CIVIL SERVICE ASSOCIATION

By:   
Annette Frasier, President

By:   
Marlene Grant, President

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