

HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

APRIL 1, 2004 THROUGH MARCH 31, 2007

TITLE	YEAR	GR	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM	
	2006-07		-1-	\$40,175	\$40,835	\$41,470	\$42,130	\$42,795	\$43,450	\$44,105	\$44,775	\$45,430	\$46,085	\$46,740	\$47,395	\$48,050	\$48,705	\$49,360	\$49,995	\$50,650	\$51,305	\$51,960	\$52,615
PROGRAM ANALYST	2004-05	31	\$37,540	\$38,140	\$38,590	\$39,050	\$39,500	\$39,955	\$40,410	\$40,865	\$41,330	\$41,785	\$42,240	\$42,695	\$43,150	\$43,605	\$44,060	\$44,515	\$44,970	\$45,425	\$45,880	\$46,335	\$46,790
	2005-06		\$38,855	\$39,475	\$39,940	\$40,415	\$40,885	\$41,355	\$41,825	\$42,295	\$42,775	\$43,245	\$43,715	\$44,185	\$44,655	\$45,125	\$45,595	\$46,065	\$46,535	\$47,005	\$47,475	\$47,945	\$48,415
	2006-07		\$40,215	\$40,855	\$41,340	\$41,830	\$42,315	\$42,800	\$43,290	\$43,775	\$44,270	\$44,760	\$45,250	\$45,740	\$46,230	\$46,720	\$47,210	\$47,700	\$48,190	\$48,680	\$49,170	\$49,660	\$50,150
PRINCIPAL MAIL CLERK	2004-05	32	\$37,685	\$38,230	\$38,795	\$39,330	\$39,890	\$40,445	\$40,995	\$41,545	\$42,095	\$42,645	\$43,195	\$43,745	\$44,295	\$44,845	\$45,395	\$45,945	\$46,495	\$47,045	\$47,595	\$48,145	\$48,695
	2005-06		\$39,005	\$39,570	\$40,155	\$40,705	\$41,285	\$41,860	\$42,430	\$43,000	\$43,570	\$44,140	\$44,710	\$45,280	\$45,850	\$46,420	\$46,990	\$47,560	\$48,130	\$48,700	\$49,270	\$49,840	\$50,410
	2006-07		\$40,370	\$40,955	\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	\$46,865	\$47,455	\$48,045	\$48,635	\$49,225	\$49,815	\$50,405	\$51,000	\$51,590	\$52,180
PRINCIPAL OFFICE APPLIANCE OPERATOR	2004-05	32	\$37,685	\$38,230	\$38,795	\$39,330	\$39,890	\$40,445	\$40,995	\$41,545	\$42,095	\$42,645	\$43,195	\$43,745	\$44,295	\$44,845	\$45,395	\$45,945	\$46,495	\$47,045	\$47,595	\$48,145	\$48,695
	2005-06		\$39,005	\$39,570	\$40,155	\$40,705	\$41,285	\$41,860	\$42,430	\$43,000	\$43,570	\$44,140	\$44,710	\$45,280	\$45,850	\$46,420	\$46,990	\$47,560	\$48,130	\$48,700	\$49,270	\$49,840	\$50,410
	2006-07		\$40,370	\$40,955	\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	\$46,865	\$47,455	\$48,045	\$48,635	\$49,225	\$49,815	\$50,405	\$51,000	\$51,590	\$52,180
PRINCIPAL DATA PROCESSING PROGRAMMER	2004-05	33	\$38,020	\$38,625	\$39,215	\$39,810	\$40,400	\$41,000	\$41,595	\$42,185	\$42,780	\$43,375	\$43,970	\$44,565	\$45,160	\$45,755	\$46,350	\$46,945	\$47,540	\$48,135	\$48,730	\$49,325	\$49,920
	2005-06		\$39,350	\$39,975	\$40,590	\$41,205	\$41,815	\$42,435	\$43,050	\$43,660	\$44,275	\$44,895	\$45,510	\$46,125	\$46,740	\$47,355	\$47,970	\$48,585	\$49,200	\$49,815	\$50,430	\$51,045	\$51,660
	2006-07		\$40,725	\$41,375	\$42,010	\$42,645	\$43,280	\$43,920	\$44,555	\$45,190	\$45,825	\$46,465	\$47,100	\$47,735	\$48,370	\$49,005	\$49,640	\$50,275	\$50,910	\$51,545	\$52,180	\$52,815	\$53,450
REDEVELOPMENT ASSISTANT	2004-05	33	\$38,020	\$38,625	\$39,215	\$39,810	\$40,400	\$41,000	\$41,595	\$42,185	\$42,780	\$43,375	\$43,970	\$44,565	\$45,160	\$45,755	\$46,350	\$46,945	\$47,540	\$48,135	\$48,730	\$49,325	\$49,920
	2005-06		\$39,350	\$39,975	\$40,590	\$41,205	\$41,815	\$42,435	\$43,050	\$43,660	\$44,275	\$44,895	\$45,510	\$46,125	\$46,740	\$47,355	\$47,970	\$48,585	\$49,200	\$49,815	\$50,430	\$51,045	\$51,660
	2006-07		\$40,725	\$41,375	\$42,010	\$42,645	\$43,280	\$43,920	\$44,555	\$45,190	\$45,825	\$46,465	\$47,100	\$47,735	\$48,370	\$49,005	\$49,640	\$50,275	\$50,910	\$51,545	\$52,180	\$52,815	\$53,450
REDEVELOPMENT ASSISTANT TYPING	2004-05	33	\$38,020	\$38,625	\$39,215	\$39,810	\$40,400	\$41,000	\$41,595	\$42,185	\$42,780	\$43,375	\$43,970	\$44,565	\$45,160	\$45,755	\$46,350	\$46,945	\$47,540	\$48,135	\$48,730	\$49,325	\$49,920
	2005-06		\$39,350	\$39,975	\$40,590	\$41,205	\$41,815	\$42,435	\$43,050	\$43,660	\$44,275	\$44,895	\$45,510	\$46,125	\$46,740	\$47,355	\$47,970	\$48,585	\$49,200	\$49,815	\$50,430	\$51,045	\$51,660
	2006-07		\$40,725	\$41,375	\$42,010	\$42,645	\$43,280	\$43,920	\$44,555	\$45,190	\$45,825	\$46,465	\$47,100	\$47,735	\$48,370	\$49,005	\$49,640	\$50,275	\$50,910	\$51,545	\$52,180	\$52,815	\$53,450
ADMINISTRATIVE ASSISTANT	2004-05	34	\$38,090	\$38,710	\$39,330	\$39,955	\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	\$43,680	\$44,300	\$44,920	\$45,540	\$46,160	\$46,780	\$47,400	\$48,020	\$48,640	\$49,260	\$49,880	\$50,500
	2005-06		\$39,425	\$40,065	\$40,705	\$41,355	\$41,995	\$42,635	\$43,285	\$43,925	\$44,570	\$45,210	\$45,850	\$46,490	\$47,130	\$47,770	\$48,410	\$49,050	\$49,690	\$50,330	\$50,970	\$51,610	\$52,250
	2006-07		\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125	\$44,800	\$45,460	\$46,130	\$46,790	\$47,450	\$48,110	\$48,770	\$49,430	\$50,090	\$50,750	\$51,410	\$52,070	\$52,730	\$53,390	\$54,050
CASHIER/SENIOR ACCOUNTS CLERK	2004-05	34	\$38,090	\$38,710	\$39,330	\$39,955	\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	\$43,680	\$44,300	\$44,920	\$45,540	\$46,160	\$46,780	\$47,400	\$48,020	\$48,640	\$49,260	\$49,880	\$50,500
	2005-06		\$39,425	\$40,065	\$40,705	\$41,355	\$41,995	\$42,635	\$43,285	\$43,925	\$44,570	\$45,210	\$45,850	\$46,490	\$47,130	\$47,770	\$48,410	\$49,050	\$49,690	\$50,330	\$50,970	\$51,610	\$52,250
	2006-07		\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125	\$44,800	\$45,460	\$46,130	\$46,790	\$47,450	\$48,110	\$48,770	\$49,430	\$50,090	\$50,750	\$51,410	\$52,070	\$52,730	\$53,390	\$54,050
OCCUPANCY TECHNICIAN 3	2004-05	34	\$38,090	\$38,710	\$39,330	\$39,955	\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	\$43,680	\$44,300	\$44,920	\$45,540	\$46,160	\$46,780	\$47,400	\$48,020	\$48,640	\$49,260	\$49,880	\$50,500
	2005-06		\$39,425	\$40,065	\$40,705	\$41,355	\$41,995	\$42,635	\$43,285	\$43,925	\$44,570	\$45,210	\$45,850	\$46,490	\$47,130	\$47,770	\$48,410	\$49,050	\$49,690	\$50,330	\$50,970	\$51,610	\$52,250
	2006-07		\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125	\$44,800	\$45,460	\$46,130	\$46,790	\$47,450	\$48,110	\$48,770	\$49,430	\$50,090	\$50,750	\$51,410	\$52,070	\$52,730	\$53,390	\$54,050
OCCUPANCY TECHNICIAN 3 BILLING	2004-05	34	\$38,090	\$38,710	\$39,330	\$39,955	\$40,575	\$41,195	\$41,820	\$42,440	\$43,065	\$43,680	\$44,300	\$44,920	\$45,540	\$46,160	\$46,780	\$47,400	\$48,020	\$48,640	\$49,260	\$49,880	\$50,500
	2005-06		\$39,425	\$40,065	\$40,705	\$41,355	\$41,995	\$42,635	\$43,285	\$43,925	\$44,570	\$45,210	\$45,850	\$46,490	\$47,130	\$47,770	\$48,410	\$49,050	\$49,690	\$50,330	\$50,970	\$51,610	\$52,250
	2006-07		\$40,805	\$41,465	\$42,130	\$42,800	\$43,465	\$44,125	\$44,800	\$45,460	\$46,130	\$46,790	\$47,450	\$48,110	\$48,770	\$49,430	\$50,090	\$50,750	\$51,410	\$52,070	\$52,730	\$53,390	\$54,050

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			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-							
ELECTRICAL SIGNAL COORDINATOR	2004-05	35	\$38,795	\$39,330	\$39,890	\$40,445	\$40,995	\$41,545	\$42,095	\$42,645	\$43,200	\$43,755	\$38,795	\$43,755				\$38,795	\$43,755
	2005-06		\$40,155	\$40,705	\$41,285	\$41,860	\$42,430	\$43,000	\$43,570	\$44,140	\$44,710	\$45,285	\$40,155	\$45,285				\$40,155	\$45,285
	2006-07		\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	\$46,870	\$41,560	\$46,870				\$41,560	\$46,870
FIELD REPRESENTATIVE CONTRACT COMPLIANCE	2004-05	35	\$38,795	\$39,330	\$39,890	\$40,445	\$40,995	\$41,545	\$42,095	\$42,645	\$43,200	\$43,755	\$38,795	\$43,755				\$38,795	\$43,755
	2005-06		\$40,155	\$40,705	\$41,285	\$41,860	\$42,430	\$43,000	\$43,570	\$44,140	\$44,710	\$45,285	\$40,155	\$45,285				\$40,155	\$45,285
	2006-07		\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	\$46,870	\$41,560	\$46,870				\$41,560	\$46,870
LAN TECHNICIAN	2004-05	35	\$38,795	\$39,330	\$39,890	\$40,445	\$40,995	\$41,545	\$42,095	\$42,645	\$43,200	\$43,755	\$38,795	\$43,755				\$38,795	\$43,755
	2005-06		\$40,155	\$40,705	\$41,285	\$41,860	\$42,430	\$43,000	\$43,570	\$44,140	\$44,710	\$45,285	\$40,155	\$45,285				\$40,155	\$45,285
	2006-07		\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	\$46,870	\$41,560	\$46,870				\$41,560	\$46,870
PARALEGAL SPECIALIST	2004-05	35	\$38,795	\$39,330	\$39,890	\$40,445	\$40,995	\$41,545	\$42,095	\$42,645	\$43,200	\$43,755	\$38,795	\$43,755				\$38,795	\$43,755
	2005-06		\$40,155	\$40,705	\$41,285	\$41,860	\$42,430	\$43,000	\$43,570	\$44,140	\$44,710	\$45,285	\$40,155	\$45,285				\$40,155	\$45,285
	2006-07		\$41,560	\$42,130	\$42,730	\$43,325	\$43,915	\$44,505	\$45,095	\$45,685	\$46,275	\$46,870	\$41,560	\$46,870				\$41,560	\$46,870
PRINCIPAL ENGINEERING AIDE	2004-05	36	\$38,915	\$39,475	\$40,030	\$40,575	\$41,135	\$41,680	\$42,245	\$42,790	\$43,335	\$43,885	\$38,915	\$43,885				\$38,915	\$43,885
	2005-06		\$40,275	\$40,855	\$41,430	\$41,995	\$42,575	\$43,140	\$43,725	\$44,290	\$44,850	\$45,430	\$40,275	\$45,430				\$40,275	\$45,430
	2006-07		\$41,685	\$42,285	\$42,880	\$43,465	\$44,065	\$44,650	\$45,255	\$45,840	\$46,420	\$47,020	\$41,685	\$47,020				\$41,685	\$47,020
AFFIRMATIVE ACTION SPECIALIST	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985				\$39,395	\$44,985
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560				\$40,775	\$46,560
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190				\$42,200	\$48,190
COMMUNITY RELATIONS SPECIALIST	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985				\$39,395	\$44,985
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560				\$40,775	\$46,560
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190				\$42,200	\$48,190
COMMUNITY REL. SPECIALIST BILINGUAL SPANISH & ENGLISH	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985				\$39,395	\$44,985
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560				\$40,775	\$46,560
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190				\$42,200	\$48,190
DATA PROCESSING PROGRAMMER/PC	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985				\$39,395	\$44,985
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560				\$40,775	\$46,560
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190				\$42,200	\$48,190
DRUG AWARENESS AIDE	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985				\$39,395	\$44,985
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560				\$40,775	\$46,560
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190				\$42,200	\$48,190
EMPLOYMENT COUNSELOR	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985				\$39,395	\$44,985
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560				\$40,775	\$46,560
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190				\$42,200	\$48,190

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			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-								
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
FLEET INSPECTOR	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
INSURANCE CASE WORKER	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
OCCUPANCY SPECIALIST I	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
OPERATOR AUTOMATED TYPEWRITER	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
PRINCIPAL PAYROLL CLERK	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
SELF SUFFICIENCY PROGRAMS COUNSELOR	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
SENIOR COMMUNITY SERVICE WORKER	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
SOCIAL WORKER	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
TENANT ADVISOR	2004-05	37	\$39,395	\$40,030	\$40,650	\$41,270	\$41,890	\$42,505	\$43,135	\$43,755	\$44,380	\$44,985	\$39,395	\$44,985						
	2005-06		\$40,775	\$41,430	\$42,075	\$42,715	\$43,355	\$43,995	\$44,645	\$45,285	\$45,935	\$46,560	\$40,775	\$46,560						
	2006-07		\$42,200	\$42,880	\$43,550	\$44,210	\$44,870	\$45,535	\$46,210	\$46,870	\$47,545	\$48,190	\$42,200	\$48,190						
COORDINATOR OF CONTRACTUAL OPERATIONS	2004-05	38	\$41,405	\$42,095	\$42,785	\$43,480	\$44,170	\$44,855	\$45,550	\$46,235	\$46,920	\$47,615	\$41,405	\$47,615						
	2005-06		\$42,855	\$43,570	\$44,280	\$45,000	\$45,715	\$46,425	\$47,145	\$47,855	\$48,560	\$49,280	\$42,855	\$49,280						
	2006-07		\$44,355	\$45,095	\$45,830	\$46,575	\$47,315	\$48,050	\$48,795	\$49,530	\$50,260	\$51,005	\$44,355	\$51,005						

**HOUSING AUTHORITY OF THE CITY OF NEWARK
LOCAL 617 SALARY SCALE
APRIL 1, 2004 THROUGH MARCH 31, 2007**

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-								
OCCUPANCY SPECIALIST 3	2004-05	39	\$42,615	\$43,165	\$43,725	\$44,255	\$44,825	\$45,365	\$45,930	\$46,475	\$47,030	\$47,580	\$42,615	\$47,580					\$42,615	\$47,580
	2005-06		\$44,105	\$44,675	\$45,255	\$45,805	\$46,395	\$46,955	\$47,540	\$48,100	\$48,675	\$49,245	\$44,105	\$49,245					\$44,105	\$49,245
	2006-07		\$45,650	\$46,240	\$46,840	\$47,410	\$48,020	\$48,600	\$49,205	\$49,785	\$50,380	\$50,970	\$45,650	\$50,970					\$45,650	\$50,970
OCCUPANCY SPECIALIST 3/BILINGUAL	2004-05	39	\$42,615	\$43,165	\$43,725	\$44,255	\$44,825	\$45,365	\$45,930	\$46,475	\$47,030	\$47,580	\$42,615	\$47,580					\$42,615	\$47,580
	2005-06		\$44,105	\$44,675	\$45,255	\$45,805	\$46,395	\$46,955	\$47,540	\$48,100	\$48,675	\$49,245	\$44,105	\$49,245					\$44,105	\$49,245
	2006-07		\$45,650	\$46,240	\$46,840	\$47,410	\$48,020	\$48,600	\$49,205	\$49,785	\$50,380	\$50,970	\$45,650	\$50,970					\$45,650	\$50,970
BUILDING MAINTENANCE REPAIRER	2004-05	39	\$42,615	\$43,165	\$43,725	\$44,255	\$44,825	\$45,365	\$45,930	\$46,475	\$47,030	\$47,580	\$42,615	\$47,580					\$42,615	\$47,580
	2005-06		\$44,105	\$44,675	\$45,255	\$45,805	\$46,395	\$46,955	\$47,540	\$48,100	\$48,675	\$49,245	\$44,105	\$49,245					\$44,105	\$49,245
	2006-07		\$45,650	\$46,240	\$46,840	\$47,410	\$48,020	\$48,600	\$49,205	\$49,785	\$50,380	\$50,970	\$45,650	\$50,970					\$45,650	\$50,970
OCCUPANCY SPECIALIST	2004-05	40	\$42,640	\$43,335	\$44,030	\$44,710	\$45,405	\$46,095	\$46,780	\$47,480	\$48,170	\$48,855	\$42,640	\$48,855					\$42,640	\$48,855
	2005-06		\$44,130	\$44,850	\$45,570	\$46,275	\$46,995	\$47,710	\$48,415	\$49,140	\$49,855	\$50,565	\$44,130	\$50,565					\$44,130	\$50,565
	2006-07		\$45,675	\$46,420	\$47,165	\$47,895	\$48,640	\$49,380	\$50,110	\$50,860	\$51,600	\$52,335	\$45,675	\$52,335					\$45,675	\$52,335
SECRETARIAL ASSISTANT	2004-05	40	\$42,640	\$43,335	\$44,030	\$44,710	\$45,405	\$46,095	\$46,780	\$47,480	\$48,170	\$48,855	\$42,640	\$48,855					\$42,640	\$48,855
STENOGRAPHY	2004-05	40	\$42,640	\$43,335	\$44,030	\$44,710	\$45,405	\$46,095	\$46,780	\$47,480	\$48,170	\$48,855	\$42,640	\$48,855					\$42,640	\$48,855
	2005-06		\$44,130	\$44,850	\$45,570	\$46,275	\$46,995	\$47,710	\$48,415	\$49,140	\$49,855	\$50,565	\$44,130	\$50,565					\$44,130	\$50,565
	2006-07		\$45,675	\$46,420	\$47,165	\$47,895	\$48,640	\$49,380	\$50,110	\$50,860	\$51,600	\$52,335	\$45,675	\$52,335					\$45,675	\$52,335
SOCIAL WORK SPECIALIST	2004-05	40	\$42,640	\$43,335	\$44,030	\$44,710	\$45,405	\$46,095	\$46,780	\$47,480	\$48,170	\$48,855	\$42,640	\$48,855					\$42,640	\$48,855
	2005-06		\$44,130	\$44,850	\$45,570	\$46,275	\$46,995	\$47,710	\$48,415	\$49,140	\$49,855	\$50,565	\$44,130	\$50,565					\$44,130	\$50,565
	2006-07		\$45,675	\$46,420	\$47,165	\$47,895	\$48,640	\$49,380	\$50,110	\$50,860	\$51,600	\$52,335	\$45,675	\$52,335					\$45,675	\$52,335
BUYER	2004-05	41	\$44,445	\$45,200	\$45,960	\$46,715	\$47,480	\$48,235	\$48,990	\$49,745	\$50,520	\$51,280	\$44,445	\$51,280					\$44,445	\$51,280
	2005-06		\$46,000	\$46,780	\$47,570	\$48,350	\$49,140	\$49,925	\$50,705	\$51,485	\$52,290	\$53,075	\$46,000	\$53,075					\$46,000	\$53,075
	2006-07		\$47,610	\$48,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	\$54,935	\$47,610	\$54,935					\$47,610	\$54,935
COST ESTIMATOR, PROPERTY IMPROVEMENT	2004-05	41	\$44,445	\$45,200	\$45,960	\$46,715	\$47,480	\$48,235	\$48,990	\$49,745	\$50,520	\$51,280	\$44,445	\$51,280					\$44,445	\$51,280
	2005-06		\$46,000	\$46,780	\$47,570	\$48,350	\$49,140	\$49,925	\$50,705	\$51,485	\$52,290	\$53,075	\$46,000	\$53,075					\$46,000	\$53,075
	2006-07		\$47,610	\$48,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	\$54,935	\$47,610	\$54,935					\$47,610	\$54,935
SENIOR DATA PROCESSING PROGRAMMER/PC	2004-05	41	\$44,445	\$45,200	\$45,960	\$46,715	\$47,480	\$48,235	\$48,990	\$49,745	\$50,520	\$51,280	\$44,445	\$51,280					\$44,445	\$51,280
	2005-06		\$46,000	\$46,780	\$47,570	\$48,350	\$49,140	\$49,925	\$50,705	\$51,485	\$52,290	\$53,075	\$46,000	\$53,075					\$46,000	\$53,075
	2006-07		\$47,610	\$48,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	\$54,935	\$47,610	\$54,935					\$47,610	\$54,935
SOCIAL WORKER SUPERVISOR	2004-05	41	\$44,445	\$45,200	\$45,960	\$46,715	\$47,480	\$48,235	\$48,990	\$49,745	\$50,520	\$51,280	\$44,445	\$51,280					\$44,445	\$51,280
	2005-06		\$46,000	\$46,780	\$47,570	\$48,350	\$49,140	\$49,925	\$50,705	\$51,485	\$52,290	\$53,075	\$46,000	\$53,075					\$46,000	\$53,075
	2006-07		\$47,610	\$48,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	\$54,935	\$47,610	\$54,935					\$47,610	\$54,935

HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

APRIL 1, 2004 THROUGH MARCH 31, 2007

TITLE	YEAR	GR.	STEP -1-	STEP -2-	STEP -3-	STEP -4-	STEP -5-	STEP -6-	STEP -7-	STEP -8-	STEP -9-	STEP -10-	MINIMUM	MAXIMUM
TRAINING TECHNICIAN	2004-05	41	\$44,445	\$45,200	\$45,960	\$46,715	\$47,480	\$48,235	\$48,990	\$49,745	\$50,520	\$51,280	\$44,445	\$51,280
	2005-06		\$46,000	\$46,780	\$47,570	\$48,350	\$49,140	\$49,925	\$50,705	\$51,485	\$52,290	\$53,075	\$46,000	\$53,075
	2006-07		\$47,610	\$48,415	\$49,235	\$50,040	\$50,860	\$51,670	\$52,480	\$53,285	\$54,120	\$54,935	\$47,610	\$54,935
ASSISTANT ELEVATOR/ELECTRICAL MECHANIC	2004-05	42	\$45,550	\$46,385	\$47,200	\$48,035	\$48,850	\$49,685	\$50,520	\$51,345	\$52,175	\$52,990	\$45,550	\$52,990
	2005-06		\$47,145	\$48,010	\$48,850	\$49,715	\$50,560	\$51,425	\$52,290	\$53,140	\$54,000	\$54,845	\$47,145	\$54,845
	2006-07		\$48,795	\$49,690	\$50,560	\$51,455	\$52,330	\$53,225	\$54,120	\$55,000	\$55,890	\$56,765	\$48,795	\$56,765
DATA PROCESSING SYSTEMS PROG.	2004-05	42	\$45,550	\$46,385	\$47,200	\$48,035	\$48,850	\$49,685	\$50,520	\$51,345	\$52,175	\$52,990	\$45,550	\$52,990
	2005-06		\$47,145	\$48,010	\$48,850	\$49,715	\$50,560	\$51,425	\$52,290	\$53,140	\$54,000	\$54,845	\$47,145	\$54,845
	2006-07		\$48,795	\$49,690	\$50,560	\$51,455	\$52,330	\$53,225	\$54,120	\$55,000	\$55,890	\$56,765	\$48,795	\$56,765
PROGRAM DEVELOPMENT SPECIALIST	2004-05	42	\$45,550	\$46,385	\$47,200	\$48,035	\$48,850	\$49,685	\$50,520	\$51,345	\$52,175	\$52,990	\$45,550	\$52,990
	2005-06		\$47,145	\$48,010	\$48,850	\$49,715	\$50,560	\$51,425	\$52,290	\$53,140	\$54,000	\$54,845	\$47,145	\$54,845
	2006-07		\$48,795	\$49,690	\$50,560	\$51,455	\$52,330	\$53,225	\$54,120	\$55,000	\$55,890	\$56,765	\$48,795	\$56,765
SENIOR BUYER	2004-05	42	\$45,550	\$46,385	\$47,200	\$48,035	\$48,850	\$49,685	\$50,520	\$51,345	\$52,175	\$52,990	\$45,550	\$52,990
	2005-06		\$47,145	\$48,010	\$48,850	\$49,715	\$50,560	\$51,425	\$52,290	\$53,140	\$54,000	\$54,845	\$47,145	\$54,845
	2006-07		\$48,795	\$49,690	\$50,560	\$51,455	\$52,330	\$53,225	\$54,120	\$55,000	\$55,890	\$56,765	\$48,795	\$56,765
SENIOR COST ESTIMATOR, PROPERTY IMPROVEMENT	2004-05	42	\$45,550	\$46,385	\$47,200	\$48,035	\$48,850	\$49,685	\$50,520	\$51,345	\$52,175	\$52,990	\$45,550	\$52,990
	2005-06		\$47,145	\$48,010	\$48,850	\$49,715	\$50,560	\$51,425	\$52,290	\$53,140	\$54,000	\$54,845	\$47,145	\$54,845
	2006-07		\$48,795	\$49,690	\$50,560	\$51,455	\$52,330	\$53,225	\$54,120	\$55,000	\$55,890	\$56,765	\$48,795	\$56,765
SENIOR ENGINEER	2004-05	42	\$45,550	\$46,385	\$47,200	\$48,035	\$48,850	\$49,685	\$50,520	\$51,345	\$52,175	\$52,990	\$45,550	\$52,990
	2005-06		\$47,145	\$48,010	\$48,850	\$49,715	\$50,560	\$51,425	\$52,290	\$53,140	\$54,000	\$54,845	\$47,145	\$54,845
	2006-07		\$48,795	\$49,690	\$50,560	\$51,455	\$52,330	\$53,225	\$54,120	\$55,000	\$55,890	\$56,765	\$48,795	\$56,765
SPECIFICATIONS WRITER, CONST.	2004-05	42	\$45,550	\$46,385	\$47,200	\$48,035	\$48,850	\$49,685	\$50,520	\$51,345	\$52,175	\$52,990	\$45,550	\$52,990
	2005-06		\$47,145	\$48,010	\$48,850	\$49,715	\$50,560	\$51,425	\$52,290	\$53,140	\$54,000	\$54,845	\$47,145	\$54,845
	2006-07		\$48,795	\$49,690	\$50,560	\$51,455	\$52,330	\$53,225	\$54,120	\$55,000	\$55,890	\$56,765	\$48,795	\$56,765
BUILDING SERVICE WORKER	2004-05	43	\$30,615	\$31,315	\$31,625	\$31,935	\$32,245	\$32,560	\$32,860	\$33,170	\$33,480	\$33,795	\$30,615	\$33,795
	2005-06		\$31,685	\$32,410	\$32,730	\$33,055	\$33,375	\$33,700	\$34,010	\$34,330	\$34,650	\$34,980	\$31,685	\$34,980
	2006-07		\$32,795	\$33,545	\$33,875	\$34,210	\$34,545	\$34,880	\$35,200	\$35,530	\$35,865	\$36,205	\$32,795	\$36,205
COMMUNICATIONS OPERATOR	2004-05	44	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620
COMMUNICATIONS OPERATOR TYPING	2004-05	44	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620

**HOUSING AUTHORITY OF THE CITY OF NEWARK
LOCAL 617 SALARY SCALE
APRIL 1, 2004 THROUGH MARCH 31, 2007**

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-							
RADIO DISPATCHER	2004-05	44	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$36,515	\$36,970	\$37,425	\$37,880	\$38,335	\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$37,785	\$38,255	\$38,725	\$39,195	\$39,665	\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$39,105	\$39,590	\$40,075	\$40,560	\$41,045	\$34,225	\$38,620
LABORER	2004-05	45	\$32,665	\$33,090	\$33,505	\$33,910	\$34,320	\$34,740	\$35,155	\$35,570	\$35,975	\$36,395	\$36,815	\$37,235	\$37,650	\$38,065	\$38,480	\$32,665	\$36,395
	2005-06		\$33,810	\$34,250	\$34,680	\$35,095	\$35,520	\$35,955	\$36,385	\$36,815	\$37,235	\$37,670	\$38,100	\$38,530	\$38,960	\$39,390	\$39,820	\$33,810	\$37,670
	2006-07		\$34,995	\$35,450	\$35,895	\$36,325	\$36,765	\$37,215	\$37,660	\$38,105	\$38,540	\$38,990	\$39,430	\$39,875	\$40,320	\$40,765	\$41,210	\$34,995	\$38,990
BUILDING MAINTENANCE WORKER	2004-05	46	\$33,060	\$33,750	\$34,175	\$34,610	\$35,040	\$35,470	\$35,900	\$36,325	\$36,755	\$37,170	\$37,600	\$38,030	\$38,460	\$38,890	\$39,320	\$33,060	\$37,170
	2005-06		\$34,215	\$34,930	\$35,370	\$35,820	\$36,265	\$36,710	\$37,155	\$37,595	\$38,040	\$38,470	\$38,910	\$39,350	\$39,790	\$40,230	\$40,670	\$34,215	\$38,470
	2006-07		\$35,415	\$36,155	\$36,610	\$37,075	\$37,535	\$37,995	\$38,455	\$38,910	\$39,370	\$39,815	\$40,260	\$40,710	\$41,160	\$41,610	\$42,060	\$35,415	\$39,815
ENGINEERING AIDE	2004-05	47	\$33,260	\$33,725	\$34,175	\$34,630	\$35,090	\$35,540	\$35,990	\$36,440	\$36,890	\$37,340	\$37,790	\$38,240	\$38,690	\$39,140	\$39,590	\$33,260	\$37,340
	2005-06		\$34,425	\$34,905	\$35,370	\$35,840	\$36,320	\$36,785	\$37,250	\$37,715	\$38,180	\$38,645	\$39,110	\$39,575	\$40,040	\$40,505	\$40,970	\$34,425	\$38,645
	2006-07		\$35,630	\$36,125	\$36,610	\$37,095	\$37,590	\$38,070	\$38,555	\$39,035	\$39,520	\$40,005	\$40,490	\$40,975	\$41,460	\$41,945	\$42,430	\$35,630	\$40,490
BUILDING MAINTENANCE INSPECTOR	2004-05	48	\$33,475	\$34,170	\$34,595	\$35,025	\$35,455	\$35,880	\$36,305	\$36,730	\$37,155	\$37,580	\$38,005	\$38,430	\$38,855	\$39,280	\$39,705	\$33,475	\$37,580
	2005-06		\$34,645	\$35,365	\$35,805	\$36,250	\$36,695	\$37,135	\$37,575	\$38,015	\$38,455	\$38,895	\$39,335	\$39,775	\$40,215	\$40,655	\$41,095	\$34,645	\$38,895
	2006-07		\$35,860	\$36,605	\$37,060	\$37,520	\$37,980	\$38,435	\$38,890	\$39,345	\$39,800	\$40,255	\$40,710	\$41,165	\$41,620	\$42,075	\$42,530	\$35,860	\$40,710
SENIOR BUILDING MAINTENANCE WORKER	2004-05	48	\$33,475	\$34,170	\$34,595	\$35,025	\$35,455	\$35,880	\$36,305	\$36,730	\$37,155	\$37,580	\$38,005	\$38,430	\$38,855	\$39,280	\$39,705	\$33,475	\$37,580
	2005-06		\$34,645	\$35,365	\$35,805	\$36,250	\$36,695	\$37,135	\$37,575	\$38,015	\$38,455	\$38,895	\$39,335	\$39,775	\$40,215	\$40,655	\$41,095	\$34,645	\$38,895
	2006-07		\$35,860	\$36,605	\$37,060	\$37,520	\$37,980	\$38,435	\$38,890	\$39,345	\$39,800	\$40,255	\$40,710	\$41,165	\$41,620	\$42,075	\$42,530	\$35,860	\$40,710
STOREKEEPER	2004-05	49	\$33,845	\$34,535	\$35,130	\$35,720	\$36,315	\$36,900	\$37,505	\$38,105	\$38,685	\$39,285	\$39,885	\$40,485	\$41,085	\$41,685	\$42,285	\$33,845	\$39,285
	2005-06		\$35,030	\$35,745	\$36,360	\$36,970	\$37,585	\$38,190	\$38,820	\$39,440	\$40,040	\$40,660	\$41,260	\$41,860	\$42,460	\$43,060	\$43,660	\$35,030	\$40,660
	2006-07		\$36,255	\$36,995	\$37,635	\$38,265	\$38,900	\$39,525	\$40,180	\$40,820	\$41,440	\$42,085	\$42,730	\$43,375	\$44,020	\$44,665	\$45,310	\$36,255	\$42,085
CARPENTERS HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$40,125	\$40,665	\$41,205	\$41,745	\$42,285	\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$41,530	\$42,090	\$42,650	\$43,210	\$43,770	\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$42,985	\$43,565	\$44,145	\$44,725	\$45,305	\$36,930	\$42,405
ELECTRICIANS HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$40,125	\$40,665	\$41,205	\$41,745	\$42,285	\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$41,530	\$42,090	\$42,650	\$43,210	\$43,770	\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$42,985	\$43,565	\$44,145	\$44,725	\$45,305	\$36,930	\$42,405
EXTERMINATOR	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$40,125	\$40,665	\$41,205	\$41,745	\$42,285	\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$41,530	\$42,090	\$42,650	\$43,210	\$43,770	\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$42,985	\$43,565	\$44,145	\$44,725	\$45,305	\$36,930	\$42,405
MAINTENANCE REPAIRER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$40,125	\$40,665	\$41,205	\$41,745	\$42,285	\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$41,530	\$42,090	\$42,650	\$43,210	\$43,770	\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$42,985	\$43,565	\$44,145	\$44,725	\$45,305	\$36,930	\$42,405

LOCAL 617 SALARY SCALE
 APRIL 1, 2004 THROUGH MARCH 31, 2007

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-								
MASONS HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
OIL BURNER SERVICE MECHANIC HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
PAINTERS HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
PLUMBERS HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
RESILIENT FLOOR REPAIRER HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
STEAMFITTER HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
TILE SETTER HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
TRUCK DRIVER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
WELDERS HELPER	2004-05	50	\$34,475	\$35,180	\$35,730	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,585	\$34,475	\$39,585					\$34,475	\$39,585
	2005-06		\$35,680	\$36,410	\$36,980	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,970	\$35,680	\$40,970					\$35,680	\$40,970
	2006-07		\$36,930	\$37,685	\$38,275	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,405	\$36,930	\$42,405					\$36,930	\$42,405
BUILDING MAINTENANCE WORKER/STOREKEEPER	2004-05	51	\$34,540	\$35,220	\$35,825	\$36,430	\$37,050	\$37,660	\$38,255	\$38,865	\$39,475	\$40,075	\$34,540	\$40,075					\$34,540	\$40,075
	2005-06		\$35,750	\$36,455	\$37,080	\$37,705	\$38,345	\$38,980	\$39,595	\$40,225	\$40,855	\$41,480	\$35,750	\$41,480					\$35,750	\$41,480
	2006-07		\$37,000	\$37,730	\$38,380	\$39,025	\$39,685	\$40,345	\$40,980	\$41,635	\$42,285	\$42,930	\$37,000	\$42,930					\$37,000	\$42,930

**HOUSING AUTHORITY OF THE CITY OF NEWARK
LOCAL 617 SALARY SCALE
APRIL 1, 2004 THROUGH MARCH 31, 2007**

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM	
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-										
FORKLIFT OPERATOR	2004-05	51	\$34,540	\$35,220	\$35,825	\$36,430	\$37,050	\$37,660	\$38,255	\$38,865	\$39,475	\$40,075	\$34,540	\$40,075						\$34,540	\$40,075	
	2005-06		\$35,750	\$36,455	\$37,080	\$37,705	\$38,345	\$38,980	\$39,595	\$40,225	\$40,855	\$41,480	\$35,750	\$41,480						\$35,750	\$41,480	
	2006-07		\$37,000	\$37,730	\$38,380	\$39,025	\$39,685	\$40,345	\$40,980	\$41,635	\$42,285	\$42,930	\$37,000	\$42,930						\$37,000	\$42,930	
SENIOR STOREKEEPER	2004-05	51	\$34,540	\$35,220	\$35,825	\$36,430	\$37,050	\$37,660	\$38,255	\$38,865	\$39,475	\$40,075	\$34,540	\$40,075						\$34,540	\$40,075	
	2005-06		\$35,750	\$36,455	\$37,080	\$37,705	\$38,345	\$38,980	\$39,595	\$40,225	\$40,855	\$41,480	\$35,750	\$41,480						\$35,750	\$41,480	
	2006-07		\$37,000	\$37,730	\$38,380	\$39,025	\$39,685	\$40,345	\$40,980	\$41,635	\$42,285	\$42,930	\$37,000	\$42,930						\$37,000	\$42,930	
STOCK CLERK	2004-05	51	\$34,540	\$35,220	\$35,825	\$36,430	\$37,050	\$37,660	\$38,255	\$38,865	\$39,475	\$40,075	\$34,540	\$40,075						\$34,540	\$40,075	
	2005-06		\$35,750	\$36,455	\$37,080	\$37,705	\$38,345	\$38,980	\$39,595	\$40,225	\$40,855	\$41,480	\$35,750	\$41,480						\$35,750	\$41,480	
	2006-07		\$37,000	\$37,730	\$38,380	\$39,025	\$39,685	\$40,345	\$40,980	\$41,635	\$42,285	\$42,930	\$37,000	\$42,930						\$37,000	\$42,930	
OMNIBUS OPERATOR	2004-05	52	\$35,315	\$35,865	\$36,415	\$36,980	\$37,520	\$38,070	\$38,625	\$39,175	\$39,735	\$40,275	\$35,315	\$40,275						\$35,315	\$40,275	
	2005-06		\$36,550	\$37,120	\$37,690	\$38,275	\$38,835	\$39,400	\$39,975	\$40,545	\$41,125	\$41,685	\$36,550	\$41,685						\$36,550	\$41,685	
	2006-07		\$37,830	\$38,420	\$39,010	\$39,615	\$40,195	\$40,780	\$41,375	\$41,965	\$42,565	\$43,145	\$37,830	\$43,145						\$37,830	\$43,145	
TRACTOR TRAILER DRIVER	2004-05	52	\$35,315	\$35,865	\$36,415	\$36,980	\$37,520	\$38,070	\$38,625	\$39,175	\$39,735	\$40,275	\$35,315	\$40,275						\$35,315	\$40,275	
	2005-06		\$36,550	\$37,120	\$37,690	\$38,275	\$38,835	\$39,400	\$39,975	\$40,545	\$41,125	\$41,685	\$36,550	\$41,685						\$36,550	\$41,685	
	2006-07		\$37,830	\$38,420	\$39,010	\$39,615	\$40,195	\$40,780	\$41,375	\$41,965	\$42,565	\$43,145	\$37,830	\$43,145						\$37,830	\$43,145	
BOILER OPERATOR	2004-05	53	\$35,320	\$36,010	\$36,630	\$37,260	\$37,895	\$38,520	\$39,150	\$39,775	\$40,395	\$41,025	\$35,320	\$41,025						\$35,320	\$41,025	
	2005-06		\$36,555	\$37,270	\$37,910	\$38,565	\$39,220	\$39,870	\$40,520	\$41,165	\$41,810	\$42,460	\$36,555	\$42,460						\$36,555	\$42,460	
	2006-07		\$37,835	\$38,575	\$39,235	\$39,915	\$40,595	\$41,265	\$41,940	\$42,605	\$43,275	\$43,945	\$37,835	\$43,945						\$37,835	\$43,945	
SENIOR STOCK CLERK	2004-05	54	\$35,500	\$36,185	\$36,795	\$37,400	\$38,005	\$38,620	\$39,230	\$39,825	\$40,445	\$41,040	\$35,500	\$41,040						\$35,500	\$41,040	
	2005-06		\$36,745	\$37,450	\$38,085	\$38,710	\$39,335	\$39,970	\$40,505	\$41,220	\$41,860	\$42,475	\$36,745	\$42,475						\$36,745	\$42,475	
	2006-07		\$38,030	\$38,760	\$39,420	\$40,065	\$40,710	\$41,370	\$42,025	\$42,665	\$43,325	\$43,960	\$38,030	\$43,960						\$38,030	\$43,960	
SENIOR MAINTENANCE REPAIRER	2004-05	55	\$35,590	\$36,270	\$36,835	\$37,380	\$37,940	\$38,480	\$39,045	\$39,595	\$40,140	\$40,685	\$35,590	\$40,685						\$35,590	\$40,685	
	2005-06		\$36,835	\$37,540	\$38,125	\$38,690	\$39,270	\$39,825	\$40,410	\$40,980	\$41,545	\$42,120	\$36,835	\$42,120						\$36,835	\$42,120	
	2006-07		\$38,125	\$38,855	\$39,460	\$40,045	\$40,645	\$41,220	\$41,825	\$42,415	\$43,000	\$43,595	\$38,125	\$43,595						\$38,125	\$43,595	
MECHANIC	2004-05	56	\$36,560	\$37,245	\$37,940	\$38,625	\$39,315	\$40,010	\$40,695	\$41,380	\$42,080	\$42,760	\$36,560	\$42,760						\$36,560	\$42,760	
	2005-06		\$37,840	\$38,550	\$39,270	\$39,975	\$40,690	\$41,410	\$42,120	\$42,830	\$43,555	\$44,255	\$37,840	\$44,255						\$37,840	\$44,255	
	2006-07		\$39,165	\$39,900	\$40,645	\$41,375	\$42,115	\$42,860	\$43,595	\$44,330	\$45,080	\$45,805	\$39,165	\$45,805						\$39,165	\$45,805	
MECHANIC HYDRAULIC	2004-05	56	\$36,560	\$37,245	\$37,940	\$38,625	\$39,315	\$40,010	\$40,695	\$41,380	\$42,080	\$42,760	\$36,560	\$42,760						\$36,560	\$42,760	
	2005-06		\$37,840	\$38,550	\$39,270	\$39,975	\$40,690	\$41,410	\$42,120	\$42,830	\$43,555	\$44,255	\$37,840	\$44,255						\$37,840	\$44,255	
	2006-07		\$39,165	\$39,900	\$40,645	\$41,375	\$42,115	\$42,860	\$43,595	\$44,330	\$45,080	\$45,805	\$39,165	\$45,805						\$39,165	\$45,805	
PRINCIPAL STOREKEEPER	2004-05	56	\$36,560	\$37,245	\$37,940	\$38,625	\$39,315	\$40,010	\$40,695	\$41,380	\$42,080	\$42,760	\$36,560	\$42,760						\$36,560	\$42,760	
	2005-06		\$37,840	\$38,550	\$39,270	\$39,975	\$40,690	\$41,410	\$42,120	\$42,830	\$43,555	\$44,255	\$37,840	\$44,255						\$37,840	\$44,255	
	2006-07		\$39,165	\$39,900	\$40,645	\$41,375	\$42,115	\$42,860	\$43,595	\$44,330	\$45,080	\$45,805	\$39,165	\$45,805						\$39,165	\$45,805	

HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

APRIL 1, 2004 THROUGH MARCH 31, 2007

TITLE	YEAR	GR.	STEP -1-	STEP -2-	STEP -3-	STEP -4-	STEP -5-	STEP -6-	STEP -7-	STEP -8-	STEP -9-	STEP -10-	MINIMUM	MAXIMUM
PRINCIPAL MAINTENANCE REPAIRER	2004-05	57	\$37,165	\$37,820	\$38,500	\$39,175	\$39,850	\$40,525	\$41,205	\$41,885	\$42,565	\$43,235	\$37,165	\$43,235
	2005-06		\$38,465	\$39,145	\$39,850	\$40,545	\$41,245	\$41,945	\$42,645	\$43,350	\$44,055	\$44,750	\$38,465	\$44,750
	2006-07		\$39,810	\$40,515	\$41,245	\$41,965	\$42,690	\$43,415	\$44,140	\$44,865	\$45,595	\$46,315	\$39,810	\$46,315
URBAN RENEWAL TECHNICIAN	2004-05	57	\$37,165	\$37,820	\$38,500	\$39,175	\$39,850	\$40,525	\$41,205	\$41,885	\$42,565	\$43,235	\$37,165	\$43,235
	2005-06		\$38,465	\$39,145	\$39,850	\$40,545	\$41,245	\$41,945	\$42,645	\$43,350	\$44,055	\$44,750	\$38,465	\$44,750
	2006-07		\$39,810	\$40,515	\$41,245	\$41,965	\$42,690	\$43,415	\$44,140	\$44,865	\$45,595	\$46,315	\$39,810	\$46,315
ASSISTANT URBAN RENEWAL SUPERVISOR	2004-05	58	\$41,405	\$42,095	\$42,785	\$43,480	\$44,170	\$44,855	\$45,550	\$46,235	\$46,920	\$47,615	\$41,405	\$47,615
	2005-06		\$42,855	\$43,570	\$44,280	\$45,000	\$45,715	\$46,425	\$47,145	\$47,855	\$48,560	\$49,280	\$42,855	\$49,280
	2006-07		\$44,355	\$45,095	\$45,830	\$46,575	\$47,315	\$48,050	\$48,795	\$49,530	\$50,260	\$51,005	\$44,355	\$51,005
SENIOR COMMUNICATIONS OPERATOR	2004-05	58	\$41,405	\$42,095	\$42,785	\$43,480	\$44,170	\$44,855	\$45,550	\$46,235	\$46,920	\$47,615	\$41,405	\$47,615
	2005-06		\$42,855	\$43,570	\$44,280	\$45,000	\$45,715	\$46,425	\$47,145	\$47,855	\$48,560	\$49,280	\$42,855	\$49,280
	2006-07		\$44,355	\$45,095	\$45,830	\$46,575	\$47,315	\$48,050	\$48,795	\$49,530	\$50,260	\$51,005	\$44,355	\$51,005
SENIOR MECHANIC	2004-05	59	\$42,305	\$43,000	\$43,705	\$44,385	\$45,080	\$45,765	\$46,450	\$47,145	\$47,840	\$48,520	\$42,305	\$48,520
	2005-06		\$43,785	\$44,505	\$45,235	\$45,940	\$46,660	\$47,365	\$48,075	\$48,795	\$49,515	\$50,220	\$43,785	\$50,220
	2006-07		\$45,315	\$46,065	\$46,820	\$47,550	\$48,295	\$49,025	\$49,760	\$50,505	\$51,250	\$51,980	\$45,315	\$51,980
SENIOR PLUMBER HELPER	2004-05	59	\$42,305	\$43,000	\$43,705	\$44,385	\$45,080	\$45,765	\$46,450	\$47,145	\$47,840	\$48,520	\$42,305	\$48,520
	2005-06		\$43,785	\$44,505	\$45,235	\$45,940	\$46,660	\$47,365	\$48,075	\$48,795	\$49,515	\$50,220	\$43,785	\$50,220
	2006-07		\$45,315	\$46,065	\$46,820	\$47,550	\$48,295	\$49,025	\$49,760	\$50,505	\$51,250	\$51,980	\$45,315	\$51,980
SENIOR WELDER HELPER	2004-05	59	\$42,305	\$43,000	\$43,705	\$44,385	\$45,080	\$45,765	\$46,450	\$47,145	\$47,840	\$48,520	\$42,305	\$48,520
	2005-06		\$43,785	\$44,505	\$45,235	\$45,940	\$46,660	\$47,365	\$48,075	\$48,795	\$49,515	\$50,220	\$43,785	\$50,220
	2006-07		\$45,315	\$46,065	\$46,820	\$47,550	\$48,295	\$49,025	\$49,760	\$50,505	\$51,250	\$51,980	\$45,315	\$51,980

**COLLECTIVE
BARGAINING AGREEMENT**

BETWEEN

HOUSING AUTHORITY OF THE CITY OF NEWARK

and

**SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 617**

April 1, 2004 through March 31, 2007

Dorf & Dorf, P.C.
2376 St. Georges Ave.
Rahway, New Jersey 07065

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ARTICLE I
RECOGNITION

This Contract entered into this 1st day of April 2004, between the Housing Authority of the City of Newark (hereinafter referred to as the Authority or (NHA) and Local 617-Service Employees International Union, AFL-CIO (hereinafter referred to as the Union), represents the complete understanding of all bargainable issues between the Authority and the Union.

WHEREAS, the parties have carried on collective negotiations, regarding wages, hours of work and other terms and conditions of employment for certain employees of the Authority; and

WHEREAS, the parties have desired to embody the results of collective negotiations in a written agreement.

NOW THEREFORE, in consideration of the mutual promises herein contained, the parties agree as follows:

Section 1

a. The Authority recognizes the Union as the exclusive collective negotiations representative of the armed and unarmed security guards, administrative, clerical and maintenance employees of the Authority, exclusive of all employees in the skilled trades, administrative employees not represented by the bargaining unit, the supervisory security guards, the secretarial positions assigned to the office of the Executive Director's Office, the secretarial position assigned to the Offices of the Assistant Executive Directors and Chief of Staff. Notwithstanding, the Authority shall not be precluded by its execution of this Agreement from seeking a determination by the Public Employment Relations Commission relative to the legality and appropriateness of the current scope of the bargaining unit.

b. Any references in this collective bargaining agreement to Rules and Regulations of the New Jersey Department of Personnel (Civil Service) rights of employees shall apply only to those permanent employees hired on or prior to May 27, 1997.

Section 2

It is the common objective of the parties to obtain economy and efficiency of operations, safety for employees, increased productivity, protection of property and cleanliness of housing developments and to cooperate to those ends. In order to achieve said common objectives, the parties agree to work jointly to improve upon such areas as organization of work, individual work effort and tenant cooperation with employees.

Section 3

Except as otherwise specifically provided in this Contract, nothing in this Contract shall preclude the right of the NHA to determine the standard of service that it offers; determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duties because of lack of work or for any other legitimate reasons; to maintain the efficiency of its operations; determine the content of job classifications; take all necessary actions to carry out its missions in emergencies; and exercise the technology in the performance of its work.

Section 4

Nothing herein shall impare the rights of the United States, HUD and the NHA, pursuant to the Annual Contributions Contract with the NHA, nor shall this Agreement conflict with pertinent New Jersey Law and Regulations.

ARTICLE II

UNION MEMBERSHIP

Section 1

The NHA shall deduct and transmit monthly membership dues and other proper assessments from the earned wages and/or salaries of each Union member upon the written authorization of the employee. In the event an employee is not eligible for payment on the date of customary dues deduction, such deduction will be made from the payroll of the next regular pay period. Deduction of dues shall date from the date of submission on or before the payroll date on which such deductions are made. Deduction of dues shall be made from the second (2nd) pay period of the month. A certified listing showing the amount of dues deducted, and the monies reflecting the amount of the deductions of one (1) bargaining unit members shall be forwarded to the office of Local 617, seven (7) calendar days after the deduction. The

listing shall show the current employment status of all bargaining unit employees. Employees on leave shall make their payment of dues directly to the Union office. In the event an employee on leave does not make said payments, the NHA, upon the employee's return to work and notification from the Union, shall deduct the dues from his/(her) salary for the month or months in arrears. Dues deduction arrearage shall not exceed the equivalent of three (3) months per payment.

Section 2 - Fair Share Assessment

a. Representation Fee

The Authority agrees to deduct a fair share fee from the earnings of those employees who elect not to become a member of the Union and transmit the fees to the majority representative after written notice of the amount of the fair share assessment is furnished to the Authority.

b. Computation of Fair Share Fee

The fair share fee for services rendered by the majority representative shall be in an amount equal to regular membership dues, initiation fees, and assessments of the majority representative, less the cost of benefits financed through the dues and available only to members of the majority representative, but in no event shall the fee exceed eighty-five (85%) percent of the regular membership fees, dues and assessments. The computation of such fair share fee shall be in accordance with applicable law.

c. Challenging Assessment Procedure

(1) The Union agrees that it has established a procedure by which a non-member employee(s) in the unit can challenge the assessment, as in N.J.S.A. 34:13A-5.6.

(2) In the event that the challenge is filed, the deduction of the fair share fee shall be held in escrow by the Authority pending final resolution of the challenge.

d. Deduction of Fee

Any new hire in this unit who does not make application for membership in the Union within thirty (30) calendar days from the date of employment shall have deducted from his/her salary, by the NHA, eighty-five (85%) percent of the monthly Union dues.

e. Payment of Fee

The Authority shall deduct the fee from the earnings of the employee and transmit the fee to the Union on a monthly basis during the term of this Agreement.

f. Miscellaneous

The Union shall indemnify, defend and save the Authority harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Authority in reliance upon fair share information and/or information concerning the names of the employees and the amount of dues or fair share fees to be deducted.

Section 3 - Cope Deduction

The NHA shall deduct and transmit to the Union, the Committee on Political Education deduction for members who have submitted a signed authorization card for such deduction.

Section 4 - Discrimination/Equal Opportunities

The parties shall not discriminate against any employee or applicant for employment, or membership in the Union, or representation by the Union because of race, color, creed, religion, national origin, ancestry, sex, age, handicap or marital status. Equal opportunity shall be in accordance with the law and NHA Equal Employment Opportunity Policy. No employee shall be discriminated against or interfered with because of proper Union activities.

ARTICLE III

UNION BUSINESS LEAVE

Section 1

Local 617 shall certify in writing to the NHA the names of its officers, executive board members, its chief stewards, and other grievance committee members, at the time of execution of this Contract, and any changes thereto as may occur during the term of this Contract. Local 617 shall have the right to select its shop stewards. The number of these stewards and the areas to be covered by each shall be determined by agreement between Local 617 and the NHA. In no event shall the number of shop stewards exceed twenty-five (25).

Section 2

NHA shall release one (1) employee to be named by Local 617 from NHA duties to devote full time to Local 617 business and activities including, but not limited to, the handling of grievances and negotiations so long as Local 617 represents not less than three hundred and fifty (350) employees of NHA. In the event the number of employees of NHA represented by Local 617 falls below three hundred and fifty (350) the release time for the aforementioned one (1) employee will be apportioned or prorated accordingly. This individual shall retain his/her Civil Service title and shall receive normal pay, benefits and accrue seniority for that appropriate title. It is further agreed that this representative shall not be required to work on overtime schedules.

Section 3 - Union Leave

Subject to NHA guidelines, procedures and/or policies, the officer or any authorized representatives of the Union not in the employ of the NHA, in reasonable number, shall upon request by Local 617 and approval of the NHA have admission to the NHA premises, during working hours for the purpose of ascertaining whether this Contract is being observed by the parties hereto, or to assist in the adjustment of grievance as hereinafter provided.

Section 4

a. A leave of absence, without pay, shall be granted by the NHA to one (1) additional Union member upon his/her personal request and the request of the Union to work for Local 617, provided he/she is a permanent employee as provided by law and rules and regulations of the New Jersey Department of Personnel (Civil Service). Said employee's salary and fringe benefits shall be paid to and/or on behalf of the employee by Local 617.

b. Such leave shall be granted for a period of not more than one (1) calendar year from January 1st to December 31st, from the effective date of approval by the NHA, and may be renewed upon mutual approval of Local 617 and the NHA at least sixty (60) calendar days prior to the end of the leave year.

c. Where any individual granted such leave of absence returns to regular employment with the NHA, he/she shall be placed on the step of the salary schedule that he/she would have attained had he/she been continuously employed during such absence. There shall be no loss of seniority or any right available to him/her under the law or the terms of the Agreement because of such leave of absence.

d. Any employee granted such leave shall have the right to have benefits maintained on the same basis of all employees in any employee welfare plan available to NHA employees; i.e. hospital costs, medical-surgical benefits, major medical insurance and any other such benefits, upon regular payment on his/her behalf to the NHA, if the plan's carrier/administrator will permit it.

Section 5 - Union Stewards

All other Local 617 officials, stewards, and grievance committee persons shall continue to work at their assigned jobs at all times. Local 617 business meetings are to be conducted after working hours with the following exceptions:

a. Local 617 shall be entitled to six (6) shop steward meetings per calendar year on Authority time which shall not exceed two (2) hours at the end of the day.

b. For the purpose of processing a grievance, the shop steward shall be entitled to meet with the aggrieved employee. Each shop steward shall represent Local 617 only at his assigned project.

c. For the purpose of processing a grievance, the regularly scheduled grievance session with the Personnel Director, or his/her designee.

d. Where there is an issue concerning the New Jersey Department of Personnel's practices and procedures the meeting shall not exceed one (1) hour on the Authority's time.

Section 6 - Business Leave

The NHA agrees to provide business leave with pay for four (4) delegates of the Union, to attend Union educational seminars. A total of eight (8) such leaves may be used each year, provided that no individual shall be granted more than ten (10) calendar days from January to December. The provisions of the section shall not restrict the Union from requesting additional such days or the NHA from granting them. This business leave is to be used exclusively for participation in any convention or other regularly scheduled meetings or conventions of labor organizations with which the Union is affiliated, or for training programs of stewards and union officers and for which appropriate approval by the Personnel Director is required.

Section 7 - Negotiations

Time for negotiations will be mutually agreed upon by the Union and the NHA. Members of the Union Negotiating Committee shall be granted administrative leave with pay, if negotiations take place on the NHA's time. No more than five (5) employees shall have the right to receive pay under this provision.

ARTICLE IV

GRIEVANCE PROCEDURES

Section 1 - Definition

A grievance is a dispute arising from the interpretation, application or alleged violation of this Agreement and may be raised by the Union on behalf of an employee or group of employees or by the Authority.

Section 2 - Steps of the Grievance Procedure

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

Step One

The Union on behalf of an aggrieved employee or group of employees of the Authority shall file its grievance under the provisions hereof within twenty (20) calendar days of the occurrence of the grievance. Failure to act within said twenty (20) calendar days shall be deemed to constitute an abandonment of the grievance. Nothing shall prohibit the parties from making an effort to informally resolve their differences before the twenty (20) calendar days period lapses.

The employee's supervisor shall render a written answer within ten (10) calendar days after receipt of the grievance.

Step Two

If the grievance is not resolved at Step One, the Union representative may submit the grievance, in writing, to the Personnel Director within twenty (20) calendar days after receiving the Authority's Step One decision. At the request of the Union representative, the Personnel Director or his designee shall schedule a hearing within ten (10) calendar days after receipt of the grievance. The Personnel Director or a person designated by the Personnel Director will preside over the

hearing. In the event such a hearing is held, the Personnel Director or his designee shall render a written decision within twenty (20) calendar days of the hearing.

Step Three - Arbitration

If the grievance is not resolved at Step Two, the Union representative may submit the grievance to arbitration by filing a Request for Panel of Arbitrators with the New Jersey Public Employment Relations Commission not later than fifteen (15) calendar days after receiving the Authority's Step Two decision. The arbitrator shall be selected in accordance with the rules and regulations of the New Jersey Public Employment Relations Commissions.

The arbitration shall be conducted in accordance with the following:

1. The arbitrator shall conduct a hearing and, within thirty (30) calendar days of the hearing, shall render his decision in writing with findings of fact and conclusions. The decision of the arbitrator shall be binding subject to the rights of the parties under N.J.S.A. 2A:24-1 et seq.

2. The arbitrator shall comply with and be bound by the provisions of this Agreement. The arbitrator shall have no power to add to, delete, or modify any provisions of this Agreement.

3. The arbitrator shall be without power or authority to make any decision contrary to or inconsistent with or modifying or varying in any way the terms of this Agreement, or applicable law or rules or regulations having the force or effect of law.

4. The arbitrator's decision shall not usurp the functions or power of the Authority as provided by law.

5. The arbitrator shall be without power or authority to render advisory opinions, to grant interim or injunctive relief, to award interest, to award punitive damages, or to retain jurisdiction after rendering an opinion and award.

6. Only one (1) issue or grievance may be submitted to an arbitrator unless the parties agree otherwise.

7. The cost of the arbitrator will be borne equally by the Union and the Authority and all other expenses incurred by either side, including the presentation and witness, will be borne by the party incurring same.

8. Arbitration hearings shall not be held until after the expiration of at least thirty (30) calendar days after the decision rendered at Step Two by the Personnel Director or his or her designee.

Section 3 - General Provisions

a. Nothing contained herein shall prevent any member in this unit from presenting his/her own grievance and representing him/herself, providing notification of all meetings, steps and written responses are given to the Union, and the Union is given the opportunity to be present at any or all steps of the grievance procedure. However, only the Union may submit the grievance to arbitration.

b. Where the subject of a grievance suggests it is appropriate and where the parties mutually agree, such grievance may be initiated at or moved to a higher step.

c. Time limits provided for in this article may be extended by mutual agreement.

d. In the event the Authority has not responded at any step of the grievance procedure within the time limitation provided, the grievance may be moved to the next step.

e. Any and all provisions of this Agreement pertaining to grievance and arbitration, shall be subject to New Jersey Department of Personnel's Rules and Regulations, and the grievance procedures established herein shall apply to any matter which is recognizable under the New Jersey Department of Personnel's Rules and Regulations. Any employee in the unit who has been called in for purposes of any disciplinary action shall be notified reasonably in advance as to the reasons for being summoned and shall be afforded a hearing regarding said disciplinary action.
At

any hearing which may ensue with regard to this matter, he/she shall be accompanied by a representative of the Union who shall represent him/her at any such hearing.

Section 4 - Time Limits for Filing Grievance

a. A grievance must be filed at Step 1 - within twenty (20) calendar days of the occurrence of the grievance. Payroll errors and related matters shall be deemed a continuous grievance and not subject to the twenty (20) day limitation above.

b. In the event a grievance results in a monetary settlement, if filed on or after March 1st, reasonable efforts shall be made to reduce the time limit set forth at each step of the grievance procedure so that the grievance procedure may be exhausted prior to the end of the fiscal year, March 31st.

c. Where a grievance is directly concerned and is shared by more than one employee, such group grievance may be properly initiated at Step 2, if such step is the first level of supervision common to the grievants.

d. A grievance that is not appealed by the grievant and/or the Union to the next step shall be deemed an acceptance of the decision rendered at the last step submitted.

e. The sole remedy available to any employee for any alleged breach of this Agreement or any alleged violation of his/her rights hereunder shall be pursuant to the grievance and arbitration procedure, provided however, that nothing contained herein shall deprive the Authority or any employee of legal rights.

ARTICLE V

LEAVE OF ABSENCE

Section 1

Upon making timely written application, all permanent employees who are members of this bargaining unit may apply for a leave of absence without pay, for a period not exceeding six (6) months.

Such requests shall include the reason therefore and the NHA shall give due consideration to each application. Such leave of absence may be renewed for an additional period not to exceed six (6) months, upon formal written application to and subject to approval of the NHA. No more than two (2) such leaves per person, at a maximum, shall be permissible at any one time based on the individuals' seniority within the department.

Section 2 - Court Leave/Jury Duty

a. Court Leave

Employees shall be granted Court Leave and be excused with pay from regularly assigned duties when subpoenaed as a witness in a matter related to official NHA duties. Employees shall submit evidence of such attendance to their Division Head for transmittal to the Personnel and Finance Departments. Such employees shall be excused with pay from their regularly assigned duties for such time that they are in court attendance.

However, any monies received by the employee for his/her service as witnesses or juror are to be refunded to the Authority. An employee who is notified in advance by the Court that he/she need not be present in Court on any specified working days is required to report for work during such days.

b. Jury Duty

Employees who are subpoenaed to attend court as a juror shall be excused with pay from their regularly assigned duties and shall submit evidence of such attendance to their Division Head for transmittal to the Personnel and Finance Departments. Except those employees who work on the night (third) shift, when an employee is released from jury duty prior to 11:00 a.m., the employee shall report to work no later than 12:30 p.m. in order to receive pay for that day unless the employee requests the use of other available paid leave time.

Section 3 - Military Leave

a. Military Leave of Absence without pay will be granted to all bargaining unit employees of the NHA inducted into the Armed Forces for the required length of service, according to the terms of applicable laws.

b. An NHA employee will be eligible for Military Leave of Absence, if ordered to report for civilian service in the national interest, under current applicable laws applying to conscientious objectors.

c. Upon return to the Newark Housing Authority system, such inducted employees will be placed on a step of the scale as if he/she had never left.

d. Reservist Duty - NHA employees called for active reserve duty for periods of two (2) weeks or less, shall suffer no loss of pay or benefits for such periods.

Section 4 - Maternity Leave

a. Upon certification by a duly licensed physician and application by an employee, a leave for maternity shall be granted by the NHA for a period of not more than seventeen (17) weeks, in accordance with the minimum provided by state law. An employee on maternity leave shall be reinstated at any time during the period of such leave upon request of the employee and examination by a duly licensed physician attesting to their ability to perform their duties satisfactorily.

b. Leave shall be extended for a period of one (1) year by the NHA for care of child, if requested by the employee. An employee returning from maternity leave of absence will be reinstated and will retain the seniority held at the time the leave became effective, except that when the employee has completed ninety (90) calendar days or more in a calendar year, it shall count as a full year. Seniority rights shall also conform to new State and Federal Regulations in reference to disability, sick and other compensation.

Section 5 - Administrative Leave

a. Where the Department Director is of the opinion that a benefit may be derived by the Authority by having an employee attend conventions, conferences, seminars and meetings longer than one (1) working day, the Director or his/her designee may recommend, in writing, the employees to attend such convention, conference, seminar or meeting.

b. In all cases, request for leave to attend conventions, conferences or meetings away from the Authority recommended by the Department Director shall be submitted to the appropriate Assistant Executive Director for approval in advance of the scheduled conference, convention or meeting.

c. Where an employee is a duly authorized representative of any of the organizations listed in N.J.S.A. 38:23-2, and/or N.J.A.C. 4A:6-1.13 and/or any amendments thereto, said employee shall be granted leave of absence with pay, for an aggregate period not to exceed five (5) days in any calendar year for the purpose of traveling to and from and attending any State or National convention or said organization. The Department Director and the Personnel Department will maintain a record of approvals for attendance to all of the above to insure that no employee exceeds the limit of five (5) days in any calendar year.

Section 6 - Return from Leave of Absence

Any NHA employee returning to full time employment at the Newark Housing Authority, upon termination of any sick leave or any other leave with pay, shall be returned to his/her previous title and position.

ARTICLE VI

JOB INJURY COMPENSATION

Whenever an employee in the bargaining unit is absent as a result of personal injury caused by an accident arising out of and in the course of his/her employment, the Authority shall:

A. Pay such employee the prevailing salary percentage (%) and benefits on a regular basis in accordance with the provisions of New Jersey laws.

B. Any employee injured on the job, who has completed an accident report and has been attended by the Authority's physician and advised when to report back to work, shall not have his/her pay interrupted beyond ten (10) working days.

C. The provision shall not apply if:

1. Injury has been declared non-compensable by the Authority's Workers Compensation Administrators.

2. An employee has been released to return to work and does not return to work.

3. He/she has been attended by the Authority's physician and has been released to return to work, and does not return to work.

ARTICLE VII

PERMANENT HOUSING NON-CIVIL SERVICE EMPLOYEES THIS SECTION SHALL APPLY TO THOSE EMPLOYEES HIRED AFTER MAY 27, 1997

Any employee covered under this Agreement hired after May 27, 1997, shall not be covered by the Rules and Regulations of the New Jersey Department of Personnel (Civil Service). Said employees shall be covered by all Articles in this Agreement in its entirety unless otherwise specified.

Section 1 - Probationary Period

All employees hired after May 27, 1997, shall be subject to a ninety (90) day probationary period. During the ninety (90) day probationary period, an employee shall be evaluated at least two (2) times. The evaluation shall be made in sixty (60) and ninety (90) day intervals, whenever possible. Such evaluation shall be made openly and every written performance evaluation of any employee shall be submitted to the Union and the employee by the individual authorized to make such evaluations. Any employee who successfully completes his/her probationary period shall be made a permanent (regular) housing employee.

Should the employee disagree on the process, he/she may initiate a grievance in accordance with the procedures set forth in this Agreement.

Section 1A

Any employee assigned or promoted to a higher promotional position shall be deemed to be on probation in such position.

Section 1B

Where an employee who held a permanent civil service title is promoted but does not successfully complete his/her probationary period, the employee shall be returned to his/her previous job classification in the employee's most recent location without loss of seniority.

Section 1C

The NHA shall have no obligation to re-employ any newly hired employee who may be dismissed during his/her probationary period.

Section 2 - Seniority (Within Title)

Seniority within title, department and division will prevail for all employees covered by this Agreement that are hired after May 27, 1997.

Section 2A - Reduction in Force (RIF)

Where a Reduction in Force and/or demotions are directed by the NHA, all employees covered by this Article who held permanent civil service titles shall be returned to his/her previous job classification based upon seniority without loss of seniority.

Section 2B - Recall

Any recall of employees covered under this Article by the Housing Authority shall be done in reverse seniority.

**In the event the employee is recalled within six (6) months he/she shall retain all of his/her seniority and accrued benefits.*

This Section shall be subject to the grievance procedure as set forth in this Agreement.

Section 3

Disciplinary Action/Appeal/Permanent Non-Civil Service: All employees hired after May 27, 1997, covered under this Section shall have the right to appeal the Hearing Officer's Decision(s) through the grievance procedure as set forth in Article IV-Grievance Procedures of this Agreement, up to and including binding arbitration.

ARTICLE VIII

FRINGE BENEFITS

Section 1 - Medical and Dental Benefits

Local 617 and the NHA mutually agree that the NHA shall make available to all members of this bargaining unit and their dependents a program of hospitalization and medical-surgical benefits, including dental benefits. Such a program, after the signing of this Contract and during the duration of this Agreement, shall not be reduced in terms of such benefits, as are available. It is further agreed that after the signing of the Contract and during the duration of this Agreement, any increase in dependents premiums, after April 1, 1992, shall be paid in the following manner: one-third (1/3) of the dependent increases shall be paid by the employee and two-thirds (2/3) of the dependent increases shall be paid by the Newark Housing Authority. The following coverage shall be provided:

- a. New Jersey State Health Benefits Plan for medical coverage.
- b. Group Dental Associates or the employees personal dentist for dental coverage.
- c. The Authority reserves the right to change insurance carriers and/or to self-insure, provided that the benefits are in the aggregate substantially similar.

Section 2 - Disability Plan

Members shall be covered under the New Jersey State Short Term Disability Plan.

Section 3 - Life Insurance

The current Life Insurance Plan shall be continued. Any increase in premium over the base rates in effect as of April 1, 1992, in excess of the HUD's inflation factor, shall be paid by the employees.

Section 4 - Disability Plan (Long Term)

The current Long Term Disability Plan shall be continued. Any increase in premium over the base rates in effect as of April 1, 1992, in excess of the HUD's inflation factor, shall be paid by the employees.

Section 5 - Vision Care (Family Plan)

The Newark Housing Authority agrees to administer the vision plan for all employees enrolled in the Vision Service Plan.

Section 6

NHA shall provide a voluntary deferred compensation program through payroll.

Section 7

Employees who retire after twenty-five (25) years of continuous service with the Authority shall be granted paid insurance benefits in recognition of their faithful service.

Section 8

The Authority shall maintain coverage for all bargaining unit employees on authorized leaves of absence due to illness, at no cost to the individual. Employees on an authorized leave of absence for reasons other than medical, may maintain their coverage with monthly

payments to the carrier, through the Authority, based on current rates. Rates for special programs employees shall be established by the Authority's Personnel Department.

Section 9 - Prescription Plan

The co-payment for the Prescription Plan for all bargaining unit members shall be two dollars and fifty cents (\$2.50) for generic and five (\$5.00) dollars for name brands per prescription. All bargaining unit members of Local 617 will contribute a percentage of the prescription drugs premium at the January 2001 rate based on the following schedule:

SALARY	R CONTRIBUTION
<\$25,000	5%
\$25,000 - \$30,000	7.5%
>\$30,000	10%

5% Employees Earning Less Than \$25,0000

Single	\$2.74 per month
Husband/Wife	\$4.83 per month
Parent/Child	\$4.02 per month
Family	\$6.61 per month

7.5% Employees Earning \$25,000-\$30,000

Single	\$4.11 per month
Husband/Wife	\$7.23 per month
Parent/Child	\$6.03 per month
Family	\$9.90 per month

10% Employees Earning \$30,000 Plus

Single	\$5.48 per month
Husband/Wife	\$9.65 per month
Parent/Child	\$8.04 per month
Family	\$13.21 per month

ARTICLE IX

WORK WEEK

Section 1

a. The Authority agrees to establish a permanent work week for the bargaining unit members. The Authority further agrees that there shall be no arbitrary change in such work. The schedules set forth below in Sections 2, 3 and 4 of this Article shall be subject to the Authority's right, in its sole discretion, to establish different work periods and shifts.

b. All involuntary work week schedule changes shall be based on a seniority basis within each classification. First preference shall be given to permanent employees, then provisional employees based on a separate seniority list.

c. In the event that the NHA changes the work week scheduled in this unit, it shall notify the Union one (1) week prior to the change. All such changes shall be consistent with the aforementioned seniority preference.

d. Nothing in this provision, however, shall be construed to limit the NHA's ability to modify the employee work schedule on an emergency basis, not to exceed ninety (90) days in duration.

Section 2 - Clerical Employees

The working hours for clerical employees shall be from 8:30 a.m. to 5:00 p.m., exclusive of one (1) hour for lunch.

Section 3 - Maintenance Employees

All maintenance employees are required to work on a twenty-four (24) hour per day, seven (7) day per week basis. Each employee will work eight (8) hours per day, five (5) days per week, Saturday and Sunday work being considered work days, in schedules adopted by the NHA through its appropriate supervisory personnel. All maintenance employees shall receive one-half (½) hour lunch every shift.

Section 4 - Security Guards

The normal regular work week shall be forty (40) hours per week, commencing at 12:00 a.m. Monday to the following Sunday at 11:59 p.m.

a. The normal regular work week shall be forty (40) hours per week, based upon eight (8) hours per day (exclusive of an unpaid lunch period of thirty (30) minutes) Saturday and Sunday being considered work days, in accordance with the assigned schedules determined by the NHA.

The following shifts will be maintained for the term of this Agreement and include a thirty (30) minute unpaid lunch period as follows:

1. The first shift shall commence at 8:00 a.m. through 4:30 p.m.
2. The second shift shall commence at 4:00 p.m. through 12:30 a.m.
3. The third shift shall commence at 12 midnight through 8:30 a.m.

Upon institution of the aforementioned shift schedules the base salary for security guards will be increased by one thousand (\$1,000.00) dollars.

b. Until such implementation the shifts will be as follows:

1. The first shift shall commence at 8:00 a.m. through 4:00 p.m.
2. The second shift shall commence at 4:00 p.m. through 12:00 a.m.
3. The third shift shall commence at 12:00 midnight through 8:00 a.m.

c. All security employees are required to work a maximum of forty (40) hours per week, based upon eight (8) hours per day, Saturday and Sunday being considered work days, in schedules as

shall be adopted by NHA.

d. The NHA will pay all security employees for an eight (8) hour day exclusive of an unpaid half hour lunch designated as a lunch period.

Section 5 - Differential Pay

a. Maintenance employees covered by this Agreement working on any shift other than the first shift or on any shift on Saturday or Sunday shall receive a premium rate of fifty cents (\$.50) per hour for those hours at the normal base pay. Effective April 1, 2005 the premium rate shall be increased to seventy-five cents (\$.75) per hour.

b. Security Guards effective April 1, 2005 working on any shift other than the first shift shall receive a premium rate as follows:

Second shift (4:00 p.m. through 12:30 a.m.) -
fifty cents (\$.50) per hour

Third shift (12:00 midnight through 8:30 a.m.) -
seventy-five cents (\$.75) per hour

Section 6 - Night Shift

The NHA and SEIU Local 617 hereby agree to amend the current collective negotiations Agreement as follows:

a. Building maintenance workers and repairers will, under the circumstances noted below, be permitted to work the night shift (3:00 p.m. to 11:00 p.m.)

b. All open positions must be posted and bid for, with selections based on seniority and current employees given preference.

c. Building maintenance workers and repairers who work the night shift are to continue to work only under the terms of their current job descriptions.

d. No clerical workers are to be included under the terms of this amendment, and they are not eligible to bid for any night shift positions.

e. If there is any violation of this agreement by management, the night shift positions shall be immediately terminated.

ARTICLE X

SUSPENSIONS AND DISCIPLINARY ACTION

Section 1

a. Disciplinary action may be imposed upon an employee only for a just cause. Any disciplinary action or intent to invoke disciplinary action upon said employee may be processed by that employee as a grievance.

b. In the administration of this article, a basic principle shall be that discipline should be corrective in nature, rather than punitive. In all matters where disciplinary action is contemplated, the NHA shall supply the employee and the Union office with the charge and any written documentation submitted from which charges are drawn. This information shall be submitted no less than five (5) calendar days prior to the scheduling of any disciplinary hearing.

c. If the employee disagrees with the disciplinary action, the employee and the Union shall be entitled to a hearing prior to suspension, except in the case of an act of violence, criminal intent or bodily harm.

d. Progressive discipline includes the following:

- (1) verbal (oral) warning.
- (2) written warning with a copy being furnished to the Union.
- (3) suspension recommendation.

e. Disciplinary action will be progressive in nature, except as noted below. Exceptions to progressive discipline include violence, malicious destruction of property, criminal intent, theft, or use of illegal drugs on NHA premises or property, reporting for work under the influence of illegal drugs and conduct unbecoming an NHA employee. Any of the foregoing exceptions to progressive discipline may at the discretion of the NHA subject the employee to termination.

Section 2

a. If the NHA or any authorized agent of the NHA has just cause or reason to reprimand an employee, it shall be done in a manner that will not embarrass the employee before other employees or the public. A member of the unit who receives a verbal or written administrative order to report to the Personnel Department, a supervisor, or other administrative officer on a matter involving discipline, may be accompanied by a representative of the Union at the employee's request.

b. If during the course of a discussion between an employee and a representative of the employer, a matter may arise which would lead to a question of discipline, suspension, or discharge, the employee may, at that time, request such Union representation.

Section 3

The NHA and the Union agree that there will be no harassment of either party on a pending grievance, disciplinary action or arbitration while said action is in progress.

Section 4

If any employee has a disciplinary action hearing, the decision of the Hearing Officer shall be rendered within thirty (30) calendar days.

Section 5

In the event an employee is given an immediate suspension for an overt act, he/she must have a hearing within ten (10) calendar days of his/her suspension.

Section 6

If an employee is terminated as a result of a disciplinary hearing, excluding an act of violence, criminal intent or bodily harm, said employee must be given five (5) calendar days written notice.

Section 7

a. Any and all written reprimands concerning disciplinary actions shall be removed from the employee's personnel file three (3) years after the date of reprimand, at the request of the employee. Any memorandum, notation or disciplinary action removed from the employee's file shall not be used in any future disciplinary section.

b. Any act of violence, criminal intent or bodily harm will only be removed after five (5) years at the request of the employee.

ARTICLE XI

HEALTH AND SAFETY

Section 1 - Committee

The Newark Housing Authority agrees to maintain a safety committee to review and make recommendations concerning safety and sanitary conditions at work locations.

Section 2

All employees shall receive two (2) fifteen (15) minute rest periods per shift.

Section 3

The NHA agrees to provide employees with locker and shower facilities, where available.

Section 4 - Employees Assistance Program

The Authority will establish an EAP for bargaining unit members.

ARTICLE XII

MANAGEMENT RIGHTS CLAUSE

Section 1

The Authority hereby retains unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

a. The executive management and administrative control of the Authority and its properties and facilities and activities of its employees by utilizing personnel, methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Authority.

b. To make rules of procedure and conduct, to introduce and use new and improved methods and equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required and to determine when overtime should be worked. All employees may be required to work a reasonable amount of overtime.

c. The right to make, maintain and amend such reasonable rules and regulations as it may from time to time deem best for the purposes of maintaining order, safety and/or the effective operation of the Authority after advance notice thereof to the employees and to the Union and to require compliance by the employees.

d. To hire all employees, and subject to the provisions of law, to determine their qualifications and conditions of continued employment, or assignment, and to promote and transfer employees.

e. To suspend, demote, discharge or take any other appropriate disciplinary action against any employee for just cause according to law.

f. To layoff employees in the event of lack of work or funds or under conditions where continuation of such work would be inefficient and non-productive or for other legitimate reason.

g. To make such changes as it deems desirable and necessary for the efficiency and effective operation of the Authority.

h. The right to establish the table of organization and the Authority's departments, divisions, and other organizational units, including, but not limited to the right to organize and reorganize the Authority; to determine the size of departments, divisions, and other organizational units; to determine the classifications assigned to the departments, divisions, and other organizational units; to transfer work to and from and within and without the departments, divisions, and other organizational units; and to determine the purpose of each department, division, and other organizational unit.

Section 2

The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Authority, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement provided such terms are in conformance with the Constitution and laws of New Jersey and of the United States.

Section 3

Nothing contained herein shall impair the rights of the United States, HUD, and the Authority pursuant to the Annual Contributions Contract with the Authority.

Section 4

The Union shall be notified within seventy-two (72) hours prior to the implementation of any rules or regulations affecting any

permanent change in hours, wages, or working conditions of employees in this unit by the NHA or any of its authorized administrators.

ARTICLE XIII

UNIFORMS

Section 1

It is agreed that the Newark Housing Authority will provide uniforms for all maintenance employees covered under this bargaining unit.

a. The Authority will provide ten (10) shirts, ten (10) pants, one (1) lightweight jacket and one (1) heavy parka.

b. Said uniforms are to be maintained by the employee. A uniform allowance of \$100.00 will be given each year, at six (6) month intervals, in increments of \$50.00 per employee. The allowance will be paid not later than June 15th and December 15th of each year.

(1) Effective April 1, 2005 subsection b. is amended to provide for a uniform allowance of one hundred and fifty (\$150.00) dollars per year with increments of seventy-five (\$75.00) dollars per employee at six month intervals.

(2) At the discretion of the Authority, the uniform allowance may be abolished as long as the Authority provides for the furnishing and cleaning of uniforms.

c. The Authority will replace worn uniforms.

d. Uniforms are the property of the NHA and are worn only while performing services for the NHA. Uniforms must be returned upon separation from employment with NHA.

Section 2

Employees who have been issued a regulation uniform shall wear said

uniform in its entirety while on duty. The wearing of a clean regulation uniform will be strictly enforced by the Authority. Any employee who fails to comply with the wearing of such uniforms will be subject to disciplinary action.

ARTICLE XIII A

UNIFORMS/SECURITY GUARDS

Section 1

a. It is agreed that the Newark Housing Authority will continue to provide uniforms and protective clothing for all employees covered under this Agreement.

b. It is also agreed that the Newark Housing Authority will provide uniforms and protective clothing consisting of seven (7) uniform pants, seven (7) uniform shirts, a winter jacket, badge and name tag for all employees covered under this bargaining agreement.

c. Said uniforms are to be maintained by the employee. A \$100.00 uniform allowance will be given each year, at six (6) month intervals, in increments of \$50.00 per employee. The allowance will be paid no later than June 15th and no later than December 15th of each year.

1. Effective April 1, 2005 subsection c. is amended to provide for a uniform allowance of one hundred and fifty (\$150.00) dollars per year with increments of seventy-five (\$75.00) dollars per employee at six month intervals.

2. At the discretion of the Authority, the uniform allowance may be abolished as long as the Authority provides for the furnishing and cleaning of uniforms.

Section 2

In order to exchange said uniforms, employees must return old uniforms for replacement.

Section 3

Employees who have been issued a uniform shall wear the regulations uniforms in its entirety while on duty.

Section 4

Uniforms are the property of the NHA and are to be worn only while performing services for the NHA. Uniforms must be returned upon separation from employment with the NHA.

ARTICLE XIV

TRANSFERS

Section 1

The parties agree that there shall be no mass transfers of staff without just cause. However, it is understood that notwithstanding the foregoing, management may transfer employees as required in its determination to conduct the day to day operations of the NHA.

Section 2

Employees of this unit who wish to make application for transfer or assignment to any existing vacancies, shall submit such application in writing to the Personnel Director, or his designee, and such application shall include in order of preference; the location wherein the employee wishes to be transferred. Any selection to fill any existing vacancy by those employees requesting transfer shall be based on consideration of seniority, management staffing needs, qualifications, assignment compatibility and personal preference.

Section 3

Except in emergencies, while serving in the capacity of steward or officer, an employee will not be transferred to another location without ten (10) working days notice to the Union and employee.

Section 4

Any employee who has been involuntarily transferred because of budget cuts from any location in the bargaining unit shall be given first consideration to be assigned to that location in the event the position of that location is restored, providing the employee requests the transfer.

ARTICLE XV

PROMOTIONS AND NEW POSITIONS

Section 1

In the event any new positions in the field covered by bargaining unit employees are opened up, whether promotional or otherwise, the following steps shall be taken in affording all presently employed the opportunity of competing for such positions.

a. Notice of all openings shall be posted in all locations and places of employment for a minimum of five (5) working days. All vacancy announcements - new positions or promotional positions shall be sent to the Union simultaneously with a posting of such position.

b. In posting such notices, complete details with respect to all qualifications, job specifications and salary shall be included.

c. All employees in the unit shall have full and equal opportunity to compete for such position based on seniority and their ability to meet the required qualifications.

d. Promotional rights shall be on the seniority basis, with first preference given to employees in their respective unit.

e. The NHA shall post the said position, which initially shall be open to Newark Housing Authority employees only. Where no applicants have been selected from NHA employees, the NHA reserves the right to open said position to outside recruitment.

Section 2

Any evidence that qualifications have been so prepared as to seek to deliberately eliminate from competition presently employed members of the unit, shall be the basis of a grievance by the Union.

Section 3

Where a permanent employee is promoted but does not successfully complete the probationary period, the employee shall be returned to his/her previous job classification in the employee's most recent location without loss of seniority.

Section 4

Whenever any decision or recommendation is made by either the NHA or the New Jersey Department of Personnel that changes the title of any employee within the bargaining unit, having any impact on their terms and conditions of employment, same shall be brought to the attention of the Union within ten (10) calendar days, mailing a copy of the New Jersey Department of Personnel documents of NHA resolution to Local 617. A meeting shall be called to negotiate salary and conditions of said employee or employees. The Union shall request such negotiations within ten (10) calendar days of their receipt of the New Jersey Department of Personnel document.

Section 5

When an employee's title changes as a result of a New Jersey Department of Personnel lateral action, the employee shall be placed on the same step for the salary range as the employee was on prior to the lateral title change.

Section 6

When a vacancy exists in a title that residential employees are currently employed in, the Newark Housing Authority shall give first preference to the current employees to fill said vacancy on a seniority basis.

ARTICLE XVI

MISCELLANEOUS

Section 1

A Labor/Management Committee consisting of representatives of the NHA and the Union shall be set-up for the purpose of reviewing issues of common interest. Such committee shall meet not less than two (2) times a year.

Section 2

a. The Newark Housing Authority shall provide an orientation for all new employees on the date of hire. The Union will be invited to the orientation programs for such employee(s).

b. The Newark Housing Authority shall have an annual orientation in June of each year, for all employees who are a part of the bargaining unit. Local 617 shall be a participant in this orientation program.

c. Additionally, the Newark Housing Authority will continue to provide training to members of the bargaining unit. Notification of employees in the bargaining unit, participating in such training, will be provided to the Union representatives.

Section 3 - Personal Vehicles

The NHA will take appropriate steps so that a person using their car on NHA business must first be authorized to do so, and will not be so authorized unless he or she has submitted evidence of public liability insurance and property damage insurance coverage. The NHA will have secondary liability insurance on such cars. Employees using their cars are entitled to the prevailing IRS rate per mile. Department heads are to advise all personnel of these regulations. However, no employee will be penalized for not wishing to use his or her own automobile for NHA business unless initially agreed to in writing by the employee and management in terms of specific conditions of employment for the position sought by said employee.

Section 4

The NHA shall issue to all its employees an NHA identification card, which must be worn during working hours for security purposes, or be subject to disciplinary actions. The NHA will pay for renewal of badges either in form or in content, will rest with the Authority and employees covered by this agreement will be advised of any change in the badges by memorandum from the appropriate authority personnel. The Authority will pay for all badge renewals, except where the employee has previously lost his badge or deliberately destroyed his badge prior to any renewal. In these cases, the employee will be required to pay for any renewed badge.

Section 5 - Working in Higher Position Title

Any employee authorized in writing, from the appropriate director/supervisor, to work in a classification over and above his/her normal job description shall be paid at the appropriate rate of base pay for that job. Qualifications for this pay shall be based on filling the vacancy for five (5) calendar days.

Section 6

The NHA shall recognize the faithful and dedicated service of its employees. The Authority shall present the following service awards/pins in recognition of years of service.

10 years	-	Ruby
15 years	-	Emerald
20 years		Sapphire
25 years		Diamond

Section 7

All maintenance employees will be provided with the necessary tools and supplies by the NHA in order to perform various job functions. Maintenance employees shall be responsible for securing and maintaining tools and supplies in their possessions. Improperly cared for or lost tools and supplies will be repaired or replaced at the expense of the responsible employees. If the responsible employee fails or refuses to reimburse the Authority, appropriate disciplinary action may follow, in addition to his/her paycheck

being docked for the value of the loss or repair incurred.

Section 8

Should it become necessary to displace any employee due to introduction of any new automated equipment, NHA will do one of the following:

- a. Reassign employees to other comparable vacancies
- b. Train displaced employees to operate new equipment as far as is feasible.

Section 9

The Authority agrees to continue training programs for supervisors in the completion of employee evaluation forms. The full time representative shall be invited to participate in all such training programs.

Section 10

Upon completion of the proof reading of the Contract, the Newark Housing Authority will pay for the printing of one thousand (1,000) copies and distribute same to staff.

ARTICLE XVI (A)

SENIORITY

Section 1

a. Seniority is defined as employment based on the length of continuous service with the NHA within title, department and division, from the date of hire and rank.

b. An employee shall on the day worked immediately following the successful completion of the probationary period be considered to have seniority as of the date of hire.

c. A seniority list shall be made available to the Union twice a year - January 1st and July 1st, showing the date of hire and rank or last date of rehire of all employees in the bargaining unit. Seniority shall prevail in all matters where a preference may be established as provided by the New Jersey Department of Personnel Rules and Regulations.

ARTICLE XVII

SICK, PERSONAL AND VACATION LEAVE

Section 1 - Vacation

a. The NHA agrees that for the duration of this Agreement, the vacation policy relating to vacation pay for bargaining unit employees covered by this unit shall be in accordance with the schedule noted below.

b. Vacation Leave shall be as follows:

Up to one (1) year of service - one (1) vacation day for each month up to a maximum of twelve (12) vacation days.

One (1) through five (5) years of service - twelve (12) vacation days per year.

Six (6) through ten (10) years of service - fourteen (14) vacation days per year.

Eleven (11) through twenty (20) years of service - twenty (20) vacation days per year.

Twenty-one (21) years of service or more - Twenty-five (25) vacation days per year.

c. Accrued vacation may be accumulated up to, but not to exceed, the number of days earned for one (1) consecutive year. Employees must not carry over more than a year's earned vacation into coming year. Vacations may be taken any time between January 1st and December 31st.

d. Except in the case of extenuating circumstances, i.e., illness or extreme declared emergencies; an excess of vacation time shall be forfeited.

e. In the case of severance from the job for any reason, including retirement, any accrued vacation shall be paid in a lump sum on the effective date of severance or retirement, and shall be scheduled in order to afford the employee time in which to avail himself/herself of such accumulated time. The details of payment must be in accordance with time limits and laws.

Section 2

Sick leave is herein defined as an employee's absence from duty because of illness, accident, exposure to a contagious disease, attendance upon a member of the employee's immediate family who is seriously ill and requires the care or attendance of such an employee. Where the absence is for more than three (3) working calendar days or where the situation so warrants, a certificate from a reputable physician in attendance shall be required. Excessive use or abuse of this privilege may result in appropriate disciplinary action.

Section 3 - Sick Leave

All full time employees of the bargaining unit are entitled to annual paid sick leave of one (1) working day for each month of service during the first calendar year of employment. Fifteen (15) working days for every year thereafter.

Section 4 - Sick Leave at Retirement

Upon normal retirement, an employee shall receive a payment equivalent to a maximum of one-half ($\frac{1}{2}$) of his/her accumulated sick time; the sum of which shall not exceed fifteen thousand dollars (\$15,000.00). Effective April 1, 2005, the maximum shall be increased to twenty thousand (\$20,000.00) dollars.

Section 5 - Personal Leave

Each employee of the bargaining unit shall be entitled to three (3) personal days yearly. In order to be eligible to use available personal leave time, an employee shall provide his or her supervisor notice which shall not be less than two (2) work

days prior to the requested leave day, except in the case of a documented emergency.

Section 6 - Bereavement

All employees covered by this Agreement shall be granted a period of up to five (5) calendar days, with full pay, in case of death in the immediate family. Such absence shall be treated as administrative leave and not charged against the employee's leave record.

Immediate family is defined as husband or wife, child, parent, sister, brother, grandparents, grandchildren, step-parents, step-children, or anyone else who has played a parental role.

It is understood that inasmuch as documentation of a parental role is difficult to prove, the Executive Director or his designee, has discretion to grant leave time in this instance.

Employees who avail themselves of the above privilege shall, upon their return to work, furnish documents substantiating their leave. These documents shall be forwarded to the Personnel Department and attached to the employee's file.

ARTICLE XVIII

OVERTIME

Section 1

Employees who work more than forty (40) hours in a seven (7) day work period shall be entitled to cash overtime at the rate of one and one-half times the employee's regular rate of pay. In calculating an employee's eligibility for overtime, paid leave time shall be considered work hours. In addition, employees shall be entitled to premium pay at the rate of one and one-half times the employee's regular rate of pay for work performed on designated holidays, Saturdays, and Sundays unless the holiday, Saturday or Sunday is the employee's regular work day.

Section 2

For purposes of calculating such overtime, time reports shall show the amount of time worked to the nearest quarter of an hour.

Section 3

a. All overtime payments shall be made no later than the second payroll following the period in which overtime is worked.

b. Non-supervisory administrative and clerical employees, who are not necessarily covered by Section 1 above of this article, shall be entitled to paid overtime in accordance with the Fair Labor Standards Act, where such time is authorized. Approval of overtime for those in the excepted categories as stated above, shall only be at the discretion of the Assistant Executive Director(s) of the Authority.

c. All overtime must be recommended by the Department Head and approved by the appropriate Assistant Executive Director(s).

d. When an employee is scheduled to work additional hours, that employee is entitled to overtime pay.

e. When an individual is requested to work on an irregular or other schedule for one (1) special day, overtime provisions shall apply for the irregular hours.

f. For night shift employees working on a Monday through Friday work schedules, the period beginning on Friday and overlapping into Saturday morning shall be considered as part of the regular work week, up to eight (8) hours of work.

g. The selection process of seniority shall begin with the employee having the most seniority. Employees shall be scheduled for overtime on a rotating basis, by seniority. No employee shall be required to accept overtime, but every effort shall be made to cooperate in cases of emergency.

h. When an employee is assigned to a first shift, and has been rescheduled to work on any other shift temporarily, he shall be entitled to premium pay for that shift. When an employee is permanently assigned to the premium pay rate shift, and is assigned

temporarily to the first shift, he shall continue to be paid the premium pay rate.

ARTICLE XIX

HOLIDAY SCHEDULE

Section 1

It is mutually agreed by the Newark Housing Authority and Local 617 that the number of holidays shall be fourteen (14) calendar days during the length of this contract. The following are the holidays to be listed in this Agreement as part of the fourteen (14) paid holidays:

NEW YEAR'S DAY

LABOR DAY

MARTIN LUTHER KING'S

COLUMBUS DAY

BIRTHDAY

ELECTION DAY (NATIONAL/STATE)

LINCOLN'S BIRTHDAY

VETERAN'S DAY

PRESIDENT'S DAYS

THANKSGIVING DAY

GOOD FRIDAY

DAY AFTER THANKSGIVING DAY

MEMORIAL DAY

CHRISTMAS DAY

INDEPENDENCE DAY

Section 2 - Work Schedule

A. Five (5) days on and two (2) days off schedule

In the event an employee's scheduled work day falls on a holiday, the employee shall receive time and one half (1 ½) the hourly rate for work performed on a holiday and a day's pay at straight time for the holiday as such.

B. Four (4) days on and two (2) days off schedule

In the event an employee's scheduled work day falls on a holiday, the employee shall receive time and one half (1 ½) the

hourly rate for work performed on the holiday.

C. Security Guards

Any Security Guard who requests a holiday off must make such request to the Chief of Security in writing not less than seven (7) calendar days prior to the holiday. All such requests are subject to approval by the Department Head.

ARTICLE XX

WAGES

Section 1 - Wage

a. Effective on the dates noted below, all bargaining unit members shall receive the following:

Effective April 1, 2004, all employees shall receive a 3.50% increase to their base salary

Effective April 1, 2005, all employees shall receive a 3.50% increase to their base salary

Effective April 1, 2006, all employees shall receive a 3.50% increase to their base salary"

b. Upon establishment of the shift schedule noted in Article IX, Section 4a, the base salary rate of Security Guards will be increased by one thousand (\$1,000.00) dollars.

Section 2 - Longevity

Employees who are actively employed shall be entitled to longevity pay based upon continuous years of service as follows:

After 5 Years of Service	-	2%
After 10 Years of Service	-	4%
After 15 Years of Service	-	6%
After 20 Years of Service	-	8%
After 25 Years of Service	-	10%
After 30 Years of Service	-	12%

Section 3

Local 617 will negotiate with NHA in the establishing of salary scales for all new positions in the bargaining unit.

ARTICLE XXI

BULLETIN BOARDS

All notices and announcements for Union meetings, appointments and activities of a recreational or social nature appearing on bulletin boards should appear with the letterhead of SEIU Local 617 and/or should be signed by the President or a designated Representative of Local 617 to indicate that the notices and announcements are, in fact, Local 617 business.

ARTICLE XXII

NO STRIKE - NO LOCKOUT
(MAINTENANCE OF OPERATIONS)

Section 1

It is recognized that the need for continued and uninterrupted operation of the Authority's departments and facilities is of paramount importance to the citizens of the community and that there shall be no interference with such operations.

Section 2

The Union covenants and agrees that neither the Union nor any person acting in its behalf, will cause, authorize or take part in, any strike (i.e., the concerted failure to report for duty, or willful absence of an employee from his/her position, or stoppage of work or abstinence in whole or in part, duties of employment), work stoppage, slowdown or walkout against the Authority. The Union agrees that such action would constitute a material breach of this Agreement.

Section 3

The Union agrees that it will do everything in its power to prevent its members from participating in any strike, work stoppage, slowdown or other activities aforementioned in Section 2, or support any such action by any other employee or group of employees of the Authority, and that the Union will publicly disavow such action and order all such members that participate in such activities to cease and desist from same immediately and to return to work, and take such other steps as may be necessary under the circumstances to bring about compliance with the Union's order.

Section 4

In the event of a strike, slowdown, work stoppage, or other activity aforementioned, it is covenanted and agreed that participation in any such activity by any employee covered under this Agreement shall entitle the Authority to take any disciplinary action up to and including termination of the employment of such employee or employees.

Section 5

Nothing contained in this Agreement shall be construed to limit or restrict the Authority in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages, or both, in the event of such breach by the Union or its members.

Section 6

The Authority agrees not to institute a lock out of employees in this unit during the term of this Agreement.

ARTICLE XXIII

CONFORMITY TO LAW AND SAVING CLAUSE

If any provision of this Agreement is, or shall at any time, be determined to be contrary to law by a court of competent jurisdiction, then such provision shall be invalidated and not

performed or enforced. In the event any provisions of this Agreement are, or shall at any time be found to be contrary to law by a court of competent jurisdiction, only such provision shall be invalidated and all other provisions shall continue to remain in effect.

ARTICLE XXIV

FULLY BARGAINED PROVISION

Section 1

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. However, by mutual consent in writing, the parties may agree during the term of this Agreement to negotiate on any matter.

Section 2

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.

ARTICLE XXV

DURATION OF AGREEMENT

This Agreement and each of its provisions, unless otherwise specifically dated, shall be binding upon the parties as of April 1, 2004 and shall continue to remain in full force and effect through March 31, 2007.

IN WITNESS THEREOF, the parties have caused this Contract to be executed on the day and year first above written.

ATTEST:

HOUSING AUTHORITY OF THE
CITY OF NEWARK

B. Crawford

By: [Signature]
Harold Lucas, Executive Director

ATTEST:

SERVICE EMPLOYEES INTERNATIONAL
UNION, LOCAL 617

Chanelle Cannon

By: [Signature]
Rahman Muhammad, President
Local 617

Reviewed and approved as to legality

[Signature]
Samuel Manigault, Esq.

**HOUSING AUTHORITY OF THE CITY OF NEWARK
LOCAL 617 SALARY SCALE
APRIL 1, 2004 THROUGH MARCH 31, 2007**

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM	
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-										
MAIL CLERK	2004-05	01	\$24,430	\$24,775	\$25,115	\$25,460	\$25,815	\$26,160	\$26,500	\$26,850	\$27,195	\$27,535	\$24,430	\$27,535							\$24,430	\$27,535
	2005-06		\$25,285	\$25,640	\$25,995	\$26,350	\$26,720	\$27,075	\$27,425	\$27,790	\$28,145	\$28,500	\$25,285	\$28,500							\$25,285	\$28,500
	2006-07		\$26,170	\$26,535	\$26,905	\$27,270	\$27,655	\$28,025	\$28,385	\$28,765	\$29,130	\$29,495	\$26,170	\$29,495							\$26,170	\$29,495
CLERK	2004-05	02	\$29,290	\$29,740	\$30,200	\$30,655	\$31,105	\$31,565	\$32,025	\$32,480	\$32,935	\$33,400	\$29,290	\$33,400							\$29,290	\$33,400
	2005-06		\$30,315	\$30,780	\$31,255	\$31,730	\$32,195	\$32,670	\$33,145	\$33,615	\$34,090	\$34,570	\$30,315	\$34,570							\$30,315	\$34,570
	2006-07		\$31,375	\$31,855	\$32,350	\$32,840	\$33,320	\$33,815	\$34,305	\$34,790	\$35,285	\$35,780	\$31,375	\$35,780							\$31,375	\$35,780
TELEPHONE SYSTEMS TECHNICIAN	2004-05	02	\$29,290	\$29,740	\$30,200	\$30,655	\$31,105	\$31,565	\$32,025	\$32,480	\$32,935	\$33,400	\$29,290	\$33,400							\$29,290	\$33,400
	2005-06		\$30,315	\$30,780	\$31,255	\$31,730	\$32,195	\$32,670	\$33,145	\$33,615	\$34,090	\$34,570	\$30,315	\$34,570							\$30,315	\$34,570
	2006-07		\$31,375	\$31,855	\$32,350	\$32,840	\$33,320	\$33,815	\$34,305	\$34,790	\$35,285	\$35,780	\$31,375	\$35,780							\$31,375	\$35,780
CLERK TYPIST	2004-05	03	\$31,085	\$31,535	\$31,995	\$32,460	\$32,915	\$33,370	\$33,815	\$34,275	\$34,735	\$35,190	\$31,085	\$35,190							\$31,085	\$35,190
	2005-06		\$32,175	\$32,640	\$33,115	\$33,595	\$34,065	\$34,540	\$35,000	\$35,475	\$35,950	\$36,420	\$32,175	\$36,420							\$32,175	\$36,420
	2006-07		\$33,300	\$33,780	\$34,275	\$34,770	\$35,255	\$35,750	\$36,225	\$36,715	\$37,210	\$37,695	\$33,300	\$37,695							\$33,300	\$37,695
CLERK TYPIST BIL SPANISH & ENGLISH	2004-05	03	\$31,085	\$31,535	\$31,995	\$32,460	\$32,915	\$33,370	\$33,815	\$34,275	\$34,735	\$35,190	\$31,085	\$35,190							\$31,085	\$35,190
	2005-06		\$32,175	\$32,640	\$33,115	\$33,595	\$34,065	\$34,540	\$35,000	\$35,475	\$35,950	\$36,420	\$32,175	\$36,420							\$32,175	\$36,420
	2006-07		\$33,300	\$33,780	\$34,275	\$34,770	\$35,255	\$35,750	\$36,225	\$36,715	\$37,210	\$37,695	\$33,300	\$37,695							\$33,300	\$37,695
TELEPHONE OPERATOR	2004-05	03	\$31,085	\$31,535	\$31,995	\$32,460	\$32,915	\$33,370	\$33,815	\$34,275	\$34,735	\$35,190	\$31,085	\$35,190							\$31,085	\$35,190
	2005-06		\$32,175	\$32,640	\$33,115	\$33,595	\$34,065	\$34,540	\$35,000	\$35,475	\$35,950	\$36,420	\$32,175	\$36,420							\$32,175	\$36,420
	2006-07		\$33,300	\$33,780	\$34,275	\$34,770	\$35,255	\$35,750	\$36,225	\$36,715	\$37,210	\$37,695	\$33,300	\$37,695							\$33,300	\$37,695
ACCOUNT CLERK	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
ACCOUNT CLERK TYPING	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
DATA CONTROL CLERK	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
EMPLOYEE BENEFITS CLERK	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
HOUSING ASSISTANCE TECHNICIAN	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620

HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

APRIL 1, 2004 THROUGH MARCH 31, 2007

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM	
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-										
OFFSET MACHINE OPERATOR	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
PAYROLL CLERK	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
PERSONNEL CLERK	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
SENIOR CLERK	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
SENIOR CLERK BIL. SPANISH & ENGLISH	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
SENIOR CLERK TYPIST	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
SENIOR CLERK TYPIST BILINGUAL SPANISH & ENGLISH	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
SENIOR CONTROL CLERK TYPING	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
SENIOR TELEPHONE OPERATOR	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620
TENANT INTERVIEWER/INVESTIGATOR	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055							\$31,950	\$36,055
	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315							\$33,070	\$37,315
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620							\$34,225	\$38,620

LOCAL 617 SALARY SCALE

APRIL 1, 2004 THROUGH MARCH 31, 2007

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM	
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-										
TENANT INTERVIEWER/INVESTIGATOR	2004-05	04	\$31,950	\$32,410	\$32,860	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$31,950	\$36,055								
BILINGUAL SPANISH & ENGLISH	2005-06		\$33,070	\$33,545	\$34,010	\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$33,070	\$37,315								
	2006-07		\$34,225	\$34,720	\$35,200	\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$34,225	\$38,620								
STOCK HANDLER	2004-05	05	\$32,100	\$32,645	\$33,190	\$33,750	\$34,300	\$34,860	\$35,405	\$35,950	\$36,505	\$37,060	\$32,100	\$37,060								
	2005-06		\$33,225	\$33,790	\$34,350	\$34,930	\$35,500	\$36,080	\$36,645	\$37,210	\$37,785	\$38,355	\$33,225	\$38,355								
	2006-07		\$34,390	\$34,975	\$35,550	\$36,155	\$36,745	\$37,345	\$37,930	\$38,510	\$39,105	\$39,695	\$34,390	\$39,695								
TIMEKEEPER	2004-05	05	\$32,100	\$32,645	\$33,190	\$33,750	\$34,300	\$34,860	\$35,405	\$35,950	\$36,505	\$37,060	\$32,100	\$37,060								
	2005-06		\$33,225	\$33,790	\$34,350	\$34,930	\$35,500	\$36,080	\$36,645	\$37,210	\$37,785	\$38,355	\$33,225	\$38,355								
	2006-07		\$34,390	\$34,975	\$35,550	\$36,155	\$36,745	\$37,345	\$37,930	\$38,510	\$39,105	\$39,695	\$34,390	\$39,695								
PURCHASING ASSISTANT	2004-05	06	\$32,230	\$32,680	\$33,135	\$33,595	\$34,045	\$34,500	\$34,955	\$35,420	\$35,870	\$36,330	\$32,230	\$36,330								
	2005-06		\$33,360	\$33,825	\$34,295	\$34,770	\$35,235	\$35,710	\$36,180	\$36,660	\$37,125	\$37,600	\$33,360	\$37,600								
	2006-07		\$34,530	\$35,010	\$35,495	\$35,985	\$36,470	\$36,960	\$37,445	\$37,945	\$38,425	\$38,915	\$34,530	\$38,915								
LEGAL STENOGRAPHER	2004-05	07	\$32,500	\$33,030	\$33,555	\$34,075	\$34,600	\$35,130	\$35,645	\$36,175	\$36,700	\$37,230	\$32,500	\$37,230								
	2005-06		\$33,640	\$34,185	\$34,730	\$35,270	\$35,810	\$36,360	\$36,895	\$37,440	\$37,985	\$38,535	\$33,640	\$38,535								
	2006-07		\$34,815	\$35,380	\$35,945	\$36,505	\$37,065	\$37,635	\$38,185	\$38,750	\$39,315	\$39,885	\$34,815	\$39,885								
ASSISTANT PURCHASING AGENT	2004-05	08	\$32,535	\$32,990	\$33,445	\$33,905	\$34,360	\$34,815	\$35,270	\$35,730	\$36,180	\$36,630	\$32,535	\$36,630								
	2005-06		\$33,675	\$34,145	\$34,615	\$35,090	\$35,565	\$36,035	\$36,505	\$36,980	\$37,445	\$37,910	\$33,675	\$37,910								
	2006-07		\$34,855	\$35,340	\$35,825	\$36,320	\$36,810	\$37,295	\$37,785	\$38,275	\$38,755	\$39,235	\$34,855	\$39,235								
RECREATION LEADER	2004-05	09	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	\$37,170	\$33,060	\$37,170								
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	\$38,470	\$34,215	\$38,470								
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	\$39,815	\$35,415	\$39,815								
RELOCATION ASSISTANT	2004-05	09	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	\$37,170	\$33,060	\$37,170								
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	\$38,470	\$34,215	\$38,470								
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	\$39,815	\$35,415	\$39,815								
RELOCATION ASSISTANT BILINGUAL SPANISH & ENGLISH	2004-05	09	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	\$37,170	\$33,060	\$37,170								
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	\$38,470	\$34,215	\$38,470								
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	\$39,815	\$35,415	\$39,815								
SENIOR COMMUNITY SERVICE AIDE	2004-05	09	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	\$37,170	\$33,060	\$37,170								
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	\$38,470	\$34,215	\$38,470								
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	\$39,815	\$35,415	\$39,815								
SENIOR DATA CONTROL CLERK	2004-05	09	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	\$37,170	\$33,060	\$37,170								
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	\$38,470	\$34,215	\$38,470								
	2006-06		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	\$39,815	\$35,415	\$39,815								

**HOUSING AUTHORITY OF THE CITY OF NEWARK
LOCAL 617 SALARY SCALE
APRIL 1, 2004 THROUGH MARCH 31, 2007**

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-							
SENIOR EMPLOYEE BENEFITS CLERK	2004-05	09	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	\$37,170	\$33,060	\$37,170				\$33,060	\$37,170
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	\$38,470	\$34,215	\$38,470				\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	\$39,815	\$35,415	\$39,815				\$35,415	\$39,815
SENIOR PERSONNEL CLERK	2004-05	09	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	\$37,170	\$33,060	\$37,170				\$33,060	\$37,170
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	\$38,470	\$34,215	\$38,470				\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	\$39,815	\$35,415	\$39,815				\$35,415	\$39,815
SENIOR TENANT INTERVIEWER/INVESTIGATOR	2004-05	09	\$33,060	\$33,515	\$33,970	\$34,425	\$34,880	\$35,335	\$35,790	\$36,250	\$36,705	\$37,170	\$33,060	\$37,170				\$33,060	\$37,170
	2005-06		\$34,215	\$34,690	\$35,160	\$35,630	\$36,100	\$36,570	\$37,045	\$37,520	\$37,990	\$38,470	\$34,215	\$38,470				\$34,215	\$38,470
	2006-07		\$35,415	\$35,905	\$36,390	\$36,875	\$37,365	\$37,850	\$38,340	\$38,835	\$39,320	\$39,815	\$35,415	\$39,815				\$35,415	\$39,815
SENIOR OFFSET MACHINE OPERATOR	2004-05	10	\$33,120	\$33,675	\$34,235	\$34,780	\$35,335	\$35,895	\$36,430	\$37,000	\$37,540	\$38,105	\$33,120	\$38,105				\$33,120	\$38,105
	2005-06		\$34,280	\$34,855	\$35,435	\$35,995	\$36,570	\$37,150	\$37,705	\$38,295	\$38,855	\$39,440	\$34,280	\$39,440				\$34,280	\$39,440
	2006-07		\$35,480	\$36,075	\$36,675	\$37,255	\$37,850	\$38,450	\$39,025	\$39,635	\$40,215	\$40,820	\$35,480	\$40,820				\$35,480	\$40,820
CLERK STENOGRAPHER	2004-05	11	\$33,155	\$33,680	\$34,215	\$34,735	\$35,255	\$35,785	\$36,305	\$36,835	\$37,355	\$37,885	\$33,155	\$37,885				\$33,155	\$37,885
	2005-06		\$34,315	\$34,860	\$35,415	\$35,950	\$36,490	\$37,035	\$37,575	\$38,125	\$38,660	\$39,210	\$34,315	\$39,210				\$34,315	\$39,210
	2006-07		\$35,515	\$36,080	\$36,655	\$37,210	\$37,765	\$38,330	\$38,890	\$39,460	\$40,015	\$40,580	\$35,515	\$40,580				\$35,515	\$40,580
CLERK STENOGRAPHER BILINGUAL SPANISH & ENGLISH	2004-05	11	\$33,155	\$33,680	\$34,215	\$34,735	\$35,255	\$35,785	\$36,305	\$36,835	\$37,355	\$37,885	\$33,155	\$37,885				\$33,155	\$37,885
	2005-06		\$34,315	\$34,860	\$35,415	\$35,950	\$36,490	\$37,035	\$37,575	\$38,125	\$38,660	\$39,210	\$34,315	\$39,210				\$34,315	\$39,210
	2006-07		\$35,515	\$36,080	\$36,655	\$37,210	\$37,765	\$38,330	\$38,890	\$39,460	\$40,015	\$40,580	\$35,515	\$40,580				\$35,515	\$40,580
BOOKKEEPING MACHINE OPERATOR	2004-05	13	\$33,315	\$33,775	\$34,235	\$34,690	\$35,140	\$35,600	\$36,055	\$36,505	\$36,960	\$37,425	\$33,315	\$37,425				\$33,315	\$37,425
	2005-06		\$34,480	\$34,955	\$35,435	\$35,905	\$36,370	\$36,845	\$37,315	\$37,785	\$38,255	\$38,735	\$34,480	\$38,735				\$34,480	\$38,735
	2006-07		\$35,685	\$36,180	\$36,675	\$37,160	\$37,645	\$38,135	\$38,620	\$39,105	\$39,595	\$40,090	\$35,685	\$40,090				\$35,685	\$40,090
CASHIER	2004-05	14	\$33,760	\$34,220	\$34,680	\$35,130	\$35,585	\$36,045	\$36,490	\$36,940	\$37,400	\$37,865	\$33,760	\$37,865				\$33,760	\$37,865
	2005-06		\$34,940	\$35,420	\$35,895	\$36,360	\$36,830	\$37,305	\$37,765	\$38,235	\$38,710	\$39,190	\$34,940	\$39,190				\$34,940	\$39,190
	2006-07		\$36,165	\$36,660	\$37,150	\$37,635	\$38,120	\$38,610	\$39,085	\$39,575	\$40,065	\$40,560	\$36,165	\$40,560				\$36,165	\$40,560
CASHIER TYPING BILINGUAL SPANISH & ENGLISH	2004-05	14	\$33,760	\$34,220	\$34,680	\$35,130	\$35,585	\$36,045	\$36,490	\$36,940	\$37,400	\$37,865	\$33,760	\$37,865				\$33,760	\$37,865
	2005-06		\$34,940	\$35,420	\$35,895	\$36,360	\$36,830	\$37,305	\$37,765	\$38,235	\$38,710	\$39,190	\$34,940	\$39,190				\$34,940	\$39,190
	2006-07		\$36,165	\$36,660	\$37,150	\$37,635	\$38,120	\$38,610	\$39,085	\$39,575	\$40,065	\$40,560	\$36,165	\$40,560				\$36,165	\$40,560
OCCUPANCY TECHNICIAN I	2004-05	14	\$33,760	\$34,220	\$34,680	\$35,130	\$35,585	\$36,045	\$36,490	\$36,940	\$37,400	\$37,865	\$33,760	\$37,865				\$33,760	\$37,865
	2005-06		\$34,940	\$35,420	\$35,895	\$36,360	\$36,830	\$37,305	\$37,765	\$38,235	\$38,710	\$39,190	\$34,940	\$39,190				\$34,940	\$39,190
	2006-07		\$36,165	\$36,660	\$37,150	\$37,635	\$38,120	\$38,610	\$39,085	\$39,575	\$40,065	\$40,560	\$36,165	\$40,560				\$36,165	\$40,560

HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

APRIL 1, 2004 THROUGH MARCH 31, 2007

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM	
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-										
SENIOR CLERK STENOGRAPHER	2004-05	15	\$33,850	\$34,380	\$34,895	\$35,425	\$35,940	\$36,470	\$37,005	\$37,520	\$38,040	\$38,575	\$33,850	\$38,575							\$33,850	\$38,575
	2005-06		\$35,035	\$35,585	\$36,115	\$36,665	\$37,200	\$37,745	\$38,300	\$38,835	\$39,370	\$39,925	\$35,035	\$39,925							\$35,035	\$39,925
	2006-07		\$36,260	\$36,830	\$37,380	\$37,950	\$38,500	\$39,065	\$39,640	\$40,195	\$40,750	\$41,320	\$36,260	\$41,320							\$36,260	\$41,320
SENIOR CLERK STENOGRAPHER BILINGUAL-SPANISH & ENGLISH	2004-05	15	\$33,850	\$34,380	\$34,895	\$35,425	\$35,940	\$36,470	\$37,005	\$37,520	\$38,040	\$38,575	\$33,850	\$38,575							\$33,850	\$38,575
	2005-06		\$35,035	\$35,585	\$36,115	\$36,665	\$37,200	\$37,745	\$38,300	\$38,835	\$39,370	\$39,925	\$35,035	\$39,925							\$35,035	\$39,925
	2006-07		\$36,260	\$36,830	\$37,380	\$37,950	\$38,500	\$39,065	\$39,640	\$40,195	\$40,750	\$41,320	\$36,260	\$41,320							\$36,260	\$41,320
ASSISTANT HOUSING MANAGER	2004-05	16	\$33,955	\$34,415	\$34,870	\$35,320	\$35,775	\$36,235	\$36,685	\$37,135	\$37,585	\$38,045	\$33,955	\$38,045							\$33,955	\$38,045
	2005-06		\$35,145	\$35,620	\$36,090	\$36,555	\$37,025	\$37,505	\$37,970	\$38,435	\$38,900	\$39,375	\$35,145	\$39,375							\$35,145	\$39,375
	2006-07		\$36,375	\$36,865	\$37,355	\$37,835	\$38,320	\$38,820	\$39,300	\$39,780	\$40,260	\$40,755	\$36,375	\$40,755							\$36,375	\$40,755
RECYCLING OPERATOR	2004-05	16	\$33,955	\$34,415	\$34,870	\$35,320	\$35,775	\$36,235	\$36,685	\$37,135	\$37,585	\$38,045	\$33,955	\$38,045							\$33,955	\$38,045
	2005-06		\$35,145	\$35,620	\$36,090	\$36,555	\$37,025	\$37,505	\$37,970	\$38,435	\$38,900	\$39,375	\$35,145	\$39,375							\$35,145	\$39,375
	2006-07		\$36,375	\$36,865	\$37,355	\$37,835	\$38,320	\$38,820	\$39,300	\$39,780	\$40,260	\$40,755	\$36,375	\$40,755							\$36,375	\$40,755
COMMUNITY SERVICE WORKER	2004-05	17	\$33,955	\$34,475	\$35,000	\$35,520	\$36,055	\$36,575	\$37,095	\$37,635	\$38,150	\$38,675	\$33,955	\$38,675							\$33,955	\$38,675
	2005-06		\$35,145	\$35,680	\$36,225	\$36,765	\$37,315	\$37,855	\$38,395	\$38,950	\$39,485	\$40,030	\$35,145	\$40,030							\$35,145	\$40,030
	2006-07		\$36,375	\$36,930	\$37,495	\$38,050	\$38,620	\$39,180	\$39,740	\$40,315	\$40,865	\$41,430	\$36,375	\$41,430							\$36,375	\$41,430
PERSONNEL CLERK TYPING	2004-05	17	\$33,955	\$34,475	\$35,000	\$35,520	\$36,055	\$36,575	\$37,095	\$37,635	\$38,150	\$38,675	\$33,955	\$38,675							\$33,955	\$38,675
	2005-06		\$35,145	\$35,680	\$36,225	\$36,765	\$37,315	\$37,855	\$38,395	\$38,950	\$39,485	\$40,030	\$35,145	\$40,030							\$35,145	\$40,030
	2006-07		\$36,375	\$36,930	\$37,495	\$38,050	\$38,620	\$39,180	\$39,740	\$40,315	\$40,865	\$41,430	\$36,375	\$41,430							\$36,375	\$41,430
PRINCIPAL ACCOUNT CLERK	2004-05	17	\$33,955	\$34,475	\$35,000	\$35,520	\$36,055	\$36,575	\$37,095	\$37,635	\$38,150	\$38,675	\$33,955	\$38,675							\$33,955	\$38,675
	2005-06		\$35,145	\$35,680	\$36,225	\$36,765	\$37,315	\$37,855	\$38,395	\$38,950	\$39,485	\$40,030	\$35,145	\$40,030							\$35,145	\$40,030
	2006-07		\$36,375	\$36,930	\$37,495	\$38,050	\$38,620	\$39,180	\$39,740	\$40,315	\$40,865	\$41,430	\$36,375	\$41,430							\$36,375	\$41,430
PRINCIPAL TENANT INTERVIEWER & INVESTIGATOR	2004-05	17	\$33,955	\$34,475	\$35,000	\$35,520	\$36,055	\$36,575	\$37,095	\$37,635	\$38,150	\$38,675	\$33,955	\$38,675							\$33,955	\$38,675
	2005-06		\$35,145	\$35,680	\$36,225	\$36,765	\$37,315	\$37,855	\$38,395	\$38,950	\$39,485	\$40,030	\$35,145	\$40,030							\$35,145	\$40,030
	2006-07		\$36,375	\$36,930	\$37,495	\$38,050	\$38,620	\$39,180	\$39,740	\$40,315	\$40,865	\$41,430	\$36,375	\$41,430							\$36,375	\$41,430
ASSISTANT BUYER	2004-05	18	\$34,165	\$34,690	\$35,205	\$35,740	\$36,255	\$36,785	\$37,310	\$37,825	\$38,360	\$38,875	\$34,165	\$38,875							\$34,165	\$38,875
	2005-06		\$35,360	\$35,905	\$36,435	\$36,990	\$37,525	\$38,070	\$38,615	\$39,150	\$39,705	\$40,235	\$35,360	\$40,235							\$35,360	\$40,235
	2006-07		\$36,600	\$37,160	\$37,710	\$38,285	\$38,840	\$39,400	\$39,965	\$40,520	\$41,095	\$41,645	\$36,600	\$41,645							\$36,600	\$41,645
COMPUTER OPERATOR	2004-05	18	\$34,165	\$34,690	\$35,205	\$35,740	\$36,255	\$36,785	\$37,310	\$37,825	\$38,360	\$38,875	\$34,165	\$38,875							\$34,165	\$38,875
	2005-06		\$35,360	\$35,905	\$36,435	\$36,990	\$37,525	\$38,070	\$38,615	\$39,150	\$39,705	\$40,235	\$35,360	\$40,235							\$35,360	\$40,235
	2006-07		\$36,600	\$37,160	\$37,710	\$38,285	\$38,840	\$39,400	\$39,965	\$40,520	\$41,095	\$41,645	\$36,600	\$41,645							\$36,600	\$41,645

**HOUSING AUTHORITY OF THE CITY OF NEWARK
LOCAL 617 SALARY SCALE
APRIL 1, 2004 THROUGH MARCH 31, 2007**

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM			
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-													
DATA ENTRY MACHINE OPERATOR KEYPUNCH	2004-05	18	\$34,165	\$34,690	\$35,205	\$35,740	\$36,255	\$36,785	\$37,310	\$37,825	\$38,360	\$38,875	\$34,165	\$38,875									\$38,875		
	2005-06		\$35,360	\$35,905	\$36,435	\$36,990	\$37,525	\$38,070	\$38,615	\$39,150	\$39,705	\$40,235	\$35,360	\$40,235										\$40,235	
	2006-07		\$36,600	\$37,160	\$37,710	\$38,285	\$38,840	\$39,400	\$39,965	\$40,520	\$41,095	\$41,645	\$36,600	\$41,645										\$41,645	
SENIOR LEGAL STENOGRAPHER	2004-05	18	\$34,165	\$34,690	\$35,205	\$35,740	\$36,255	\$36,785	\$37,310	\$37,825	\$38,360	\$38,875	\$34,165	\$38,875										\$38,875	
	2005-06		\$35,360	\$35,905	\$36,435	\$36,990	\$37,525	\$38,070	\$38,615	\$39,150	\$39,705	\$40,235	\$35,360	\$40,235										\$40,235	
	2006-07		\$36,600	\$37,160	\$37,710	\$38,285	\$38,840	\$39,400	\$39,965	\$40,520	\$41,095	\$41,645	\$36,600	\$41,645										\$41,645	
SENIOR CASHIER TYPING	2004-05	19	\$34,220	\$34,700	\$35,185	\$35,665	\$36,140	\$36,625	\$37,105	\$37,585	\$38,085	\$38,565	\$34,220	\$38,565										\$38,565	
	2005-06		\$35,420	\$35,915	\$36,415	\$36,915	\$37,405	\$37,905	\$38,405	\$38,900	\$39,420	\$39,915	\$35,420	\$39,915											\$39,915
	2006-07		\$36,660	\$37,170	\$37,690	\$38,205	\$38,715	\$39,230	\$39,750	\$40,260	\$40,780	\$41,310	\$36,660	\$41,310											\$41,310
INVENTORY CONTROL CLERK	2004-05	20	\$34,410	\$34,915	\$35,440	\$35,950	\$36,470	\$36,990	\$37,510	\$38,015	\$38,550	\$39,060	\$34,410	\$39,060										\$39,060	
	2005-06		\$35,615	\$36,135	\$36,680	\$37,210	\$37,745	\$38,295	\$38,825	\$39,345	\$39,900	\$40,425	\$35,615	\$40,425											\$40,425
	2006-07		\$36,860	\$37,400	\$37,965	\$38,510	\$39,065	\$39,635	\$40,185	\$40,720	\$41,295	\$41,840	\$36,860	\$41,840											\$41,840
ASSISTANT PERSONNEL TECHNICIAN	2004-05	21	\$34,780	\$35,305	\$35,825	\$36,365	\$36,875	\$37,405	\$37,930	\$38,450	\$38,985	\$39,500	\$34,780	\$39,500										\$39,500	
	2005-06		\$35,995	\$36,540	\$37,080	\$37,640	\$38,165	\$38,715	\$39,260	\$39,795	\$40,350	\$40,885	\$35,995	\$40,885											\$40,885
	2006-07		\$37,255	\$37,820	\$38,380	\$38,955	\$39,500	\$40,070	\$40,635	\$41,190	\$41,760	\$42,315	\$37,255	\$42,315											\$42,315
SENIOR BOOKKEEPING MACHINE OPERATOR	2004-05	22	\$34,790	\$35,285	\$35,760	\$36,245	\$36,725	\$37,215	\$37,695	\$38,175	\$38,655	\$39,145	\$34,790	\$39,145										\$39,145	
	2005-06		\$36,010	\$36,520	\$37,010	\$37,515	\$38,010	\$38,520	\$39,015	\$39,510	\$40,010	\$40,515	\$36,010	\$40,515											\$40,515
	2006-07		\$37,270	\$37,800	\$38,305	\$38,830	\$39,340	\$39,870	\$40,380	\$40,895	\$41,410	\$41,935	\$37,270	\$41,935											\$41,935
ACCOUNTING ASSISTANT	2004-05	23	\$34,860	\$35,335	\$35,810	\$36,295	\$36,785	\$37,260	\$37,745	\$38,230	\$38,710	\$39,195	\$34,860	\$39,195										\$39,195	
	2005-06		\$36,080	\$36,570	\$37,065	\$37,565	\$38,070	\$38,565	\$39,065	\$39,570	\$40,065	\$40,565	\$36,080	\$40,565											\$40,565
	2006-07		\$37,345	\$37,850	\$38,360	\$38,880	\$39,400	\$39,915	\$40,430	\$40,955	\$41,465	\$41,985	\$37,345	\$41,985											\$41,985
ACCOUNTING ASSISTANT TYPING	2004-05	23	\$34,860	\$35,335	\$35,810	\$36,295	\$36,785	\$37,260	\$37,745	\$38,230	\$38,710	\$39,195	\$34,860	\$39,195										\$39,195	
	2005-06		\$36,080	\$36,570	\$37,065	\$37,565	\$38,070	\$38,565	\$39,065	\$39,570	\$40,065	\$40,565	\$36,080	\$40,565											\$40,565
	2006-07		\$37,345	\$37,850	\$38,360	\$38,880	\$39,400	\$39,915	\$40,430	\$40,955	\$41,465	\$41,985	\$37,345	\$41,985											\$41,985
PRINCIPAL CLERK BOOKKEEPER	2004-05	23	\$34,860	\$35,335	\$35,810	\$36,295	\$36,785	\$37,260	\$37,745	\$38,230	\$38,710	\$39,195	\$34,860	\$39,195										\$39,195	
	2005-06		\$36,080	\$36,570	\$37,065	\$37,565	\$38,070	\$38,565	\$39,065	\$39,570	\$40,065	\$40,565	\$36,080	\$40,565											\$40,565
	2006-07		\$37,345	\$37,850	\$38,360	\$38,880	\$39,400	\$39,915	\$40,430	\$40,955	\$41,465	\$41,985	\$37,345	\$41,985											\$41,985
SENIOR ACCOUNT CLERK TYPING	2004-05	23	\$34,860	\$35,335	\$35,810	\$36,295	\$36,785	\$37,260	\$37,745	\$38,230	\$38,710	\$39,195	\$34,860	\$39,195										\$39,195	
	2005-06		\$36,080	\$36,570	\$37,065	\$37,565	\$38,070	\$38,565	\$39,065	\$39,570	\$40,065	\$40,565	\$36,080	\$40,565											\$40,565
	2006-07		\$37,345	\$37,850	\$38,360	\$38,880	\$39,400	\$39,915	\$40,430	\$40,955	\$41,465	\$41,985	\$37,345	\$41,985											\$41,985
PURCHASING EXPEDITOR	2004-05	24	\$35,055	\$35,585	\$36,110	\$36,625	\$37,150	\$37,685	\$38,200	\$38,730	\$39,260	\$39,775	\$35,055	\$39,775										\$39,775	
	2005-06		\$36,280	\$36,830	\$37,375	\$37,905	\$38,450	\$39,005	\$39,535	\$40,085	\$40,635	\$41,165	\$36,280	\$41,165											\$41,165
	2006-07		\$37,550	\$38,120	\$38,685	\$39,230	\$39,795	\$40,370	\$40,920	\$41,490	\$42,055	\$42,605	\$37,550	\$42,605											\$42,605

HOUSING AUTHORITY OF THE CITY OF NEWARK LOCAL 617 SALARY SCALE

APRIL 1, 2004 THROUGH MARCH 31, 2007

TITLE	YEAR	GR.	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	MINIMUM	MAXIMUM	
			-1-	-2-	-3-	-4-	-5-	-6-	-7-	-8-	-9-	-10-										
PRINCIPAL CASHIER TYPING	2004-05	27	\$36,010	\$36,545	\$37,080	\$37,575	\$38,120	\$38,630	\$39,155	\$39,685	\$40,205									\$36,010	\$40,720	
	2005-06		\$37,270	\$37,825	\$38,355	\$38,890	\$39,455	\$39,980	\$40,525	\$41,075	\$41,610									\$37,270	\$42,145	
	2006-07		\$38,575	\$39,150	\$39,695	\$40,250	\$40,835	\$41,380	\$41,945	\$42,515	\$43,065									\$38,575	\$43,620	
PRINCIPAL CLERK	2004-05	27	\$36,010	\$36,545	\$37,080	\$37,575	\$38,120	\$38,630	\$39,155	\$39,685	\$40,205									\$36,010	\$40,720	
	2005-06		\$37,270	\$37,825	\$38,355	\$38,890	\$39,455	\$39,980	\$40,525	\$41,075	\$41,610									\$37,270	\$42,145	
	2006-07		\$38,575	\$39,150	\$39,695	\$40,250	\$40,835	\$41,380	\$41,945	\$42,515	\$43,065									\$38,575	\$43,620	
PRINCIPAL CLERK TYPIST	2004-05	27	\$36,010	\$36,545	\$37,080	\$37,575	\$38,120	\$38,630	\$39,155	\$39,685	\$40,205									\$36,010	\$40,720	
	2005-06		\$37,270	\$37,825	\$38,355	\$38,890	\$39,455	\$39,980	\$40,525	\$41,075	\$41,610									\$37,270	\$42,145	
	2006-07		\$38,575	\$39,150	\$39,695	\$40,250	\$40,835	\$41,380	\$41,945	\$42,515	\$43,065									\$38,575	\$43,620	
PRINCIPAL BOOKKEEPING MACHINE OPERATOR	2004-05	28	\$36,265	\$36,795	\$37,320	\$37,850	\$38,375	\$38,895	\$39,415	\$39,945	\$40,470									\$36,265	\$40,995	
	2005-06		\$37,535	\$38,085	\$38,625	\$39,175	\$39,720	\$40,255	\$40,795	\$41,345	\$41,885									\$37,535	\$42,430	
	2006-07		\$38,850	\$39,420	\$39,975	\$40,545	\$41,110	\$41,665	\$42,225	\$42,790	\$43,350									\$38,850	\$43,915	
CONSTRUCTION INSPECTOR	2004-05	29	\$36,505	\$37,060	\$37,605	\$38,165	\$38,710	\$39,275	\$39,815	\$40,375	\$40,925									\$36,505	\$41,470	
	2005-06		\$37,785	\$38,355	\$38,920	\$39,500	\$40,065	\$40,650	\$41,210	\$41,790	\$42,355									\$37,785	\$42,920	
	2006-07		\$39,105	\$39,695	\$40,280	\$40,885	\$41,465	\$42,075	\$42,650	\$43,255	\$43,835									\$39,105	\$44,420	
FAMILY SELF SUFF. COUNSELOR	2004-05	29	\$36,505	\$37,060	\$37,605	\$38,165	\$38,710	\$39,275	\$39,815	\$40,375	\$40,925									\$36,505	\$41,470	
	2005-06		\$37,785	\$38,355	\$38,920	\$39,500	\$40,065	\$40,650	\$41,210	\$41,790	\$42,355									\$37,785	\$42,920	
	2006-07		\$39,105	\$39,695	\$40,280	\$40,885	\$41,465	\$42,075	\$42,650	\$43,255	\$43,835									\$39,105	\$44,420	
GRAPHIC ARTIST	2004-05	29	\$36,505	\$37,060	\$37,605	\$38,165	\$38,710	\$39,275	\$39,815	\$40,375	\$40,925									\$36,505	\$41,470	
	2005-06		\$37,785	\$38,355	\$38,920	\$39,500	\$40,065	\$40,650	\$41,210	\$41,790	\$42,355									\$37,785	\$42,920	
	2006-07		\$39,105	\$39,695	\$40,280	\$40,885	\$41,465	\$42,075	\$42,650	\$43,255	\$43,835									\$39,105	\$44,420	
PUBLIC INFORMATION ASSISTANT	2004-05	29	\$36,505	\$37,060	\$37,605	\$38,165	\$38,710	\$39,275	\$39,815	\$40,375	\$40,925									\$36,505	\$41,470	
	2005-06		\$37,785	\$38,355	\$38,920	\$39,500	\$40,065	\$40,650	\$41,210	\$41,790	\$42,355									\$37,785	\$42,920	
	2006-07		\$39,105	\$39,695	\$40,280	\$40,885	\$41,465	\$42,075	\$42,650	\$43,255	\$43,835									\$39,105	\$44,420	
COMMUNITY RELATIONS AIDE	2004-05	30	\$37,500	\$38,120	\$38,715	\$39,330	\$39,950	\$40,560	\$41,175	\$41,795	\$42,410									\$37,500	\$43,020	
	2005-06		\$38,815	\$39,455	\$40,070	\$40,705	\$41,350	\$41,980	\$42,615	\$43,260	\$43,895									\$38,815	\$44,525	
	2006-07		\$40,175	\$40,835	\$41,470	\$42,130	\$42,795	\$43,450	\$44,105	\$44,775	\$45,430									\$40,175	\$46,085	
COMMUNITY RELATIONS AIDE BILINGUAL SPANISH & ENGLISH	2004-05	30	\$37,500	\$38,120	\$38,715	\$39,330	\$39,950	\$40,560	\$41,175	\$41,795	\$42,410									\$37,500	\$43,020	
	2005-06		\$38,815	\$39,455	\$40,070	\$40,705	\$41,350	\$41,980	\$42,615	\$43,260	\$43,895									\$38,815	\$44,525	
	2006-07		\$40,175	\$40,835	\$41,470	\$42,130	\$42,795	\$43,450	\$44,105	\$44,775	\$45,430									\$40,175	\$46,085	
COMMUNITY SERVICE AIDE BILINGUAL SPANISH & ENGLISH	2004-05	30	\$37,500	\$38,120	\$38,715	\$39,330	\$39,950	\$40,560	\$41,175	\$41,795	\$42,410									\$37,500	\$43,020	
	2005-06		\$38,815	\$39,455	\$40,070	\$40,705	\$41,350	\$41,980	\$42,615	\$43,260	\$43,895									\$38,815	\$44,525	
	2006-07		\$40,175	\$40,835	\$41,470	\$42,130	\$42,795	\$43,450	\$44,105	\$44,775	\$45,430									\$40,175	\$46,085	