

COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE COUNTY OF BERGEN
AND
UNITED SERVICE WORKERS UNION (USWU)
DPW SUPERVISORY UNIT

JANUARY 1, 2023 through DECEMBER 31, 2025

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INDEX

ARTICLE NO.

PAGE NO.

PREAMBLE

1. RECOGNITION AND DEFINITION	1
2. TERM OF AGREEMENT.....	3
3. COLLECTIVE NEGOTIATING PROCEDURE	3
4. MANAGEMENT RIGHTS	3
5. DISCRIMINATION AND COERCION	4
6. SALARIES AND WAGES	4
7. SHIFT DIFFERENTIAL.....	6
8. PAYMENT ON PROMOTIONS	6
9. LONGEVITY	7
10. HEALTH BENEFITS	8
(A) Basic Medical/Hospital	
(B) Dental	
(C) Disability	
(D) Prescription	
(E) Eye Care	
(F) Contributions to Health Coverage	
11. PERSONAL LEAVE DAYS.....	14
12. WORK SCHEDULE	14
(A) Standard Work Schedule	
(B) Overtime	
(C) On-Call	

13. PAY DURING ABSENCE.....	19
(A) Unscheduled Absences	
(B) Scheduled Absences	
(C) Jury Duty	
(D) Sick Leave	
(E) Injury Leave	
(F) Bereavement Leave	
(G) Terminal Leave	
(H) Leave of Absence (Without pay, Maternity, Military, Military Training)	
14. VACATION.....	28
15. HOLIDAYS.....	30
16. PENSIONS.....	33
17. DISCIPLINARY ACTION/GRIEVANCE PROCEDURES.....	33
(A) Grievance and Minor Suspensions	
(B) Major Suspensions	
18. RELEASE TIME.....	36
19. SENIORITY RIGHTS.....	36
20. SHIFT CHANGES.....	37
21. UNION DUES.....	37
22. OUT OF TITLE WORK.....	38
23. PERSONNEL FILE.....	38
24. LAYOFFS.....	38
25. USE OF PERSONAL VEHICLE.....	39
26. TUITION REIMBURSEMENT.....	39
27. LICENSE COST REIMBURSEMENT.....	40
28. PHYSICAL EXAMINATIONS.....	42
29. NOTIFICATION TO UNION OF CERTAIN HIREES.....	43

30. PER DIEM EMPLOYEES43

31. HEALTH/SAFETY/FAMILY CAREGIVER/WORKPLACE COMMITTEE.43

32. UNIFORMS44

33. EMPLOYMENT OPPORTUNITIES 46

34. SEVERABILITY 46

35. UNION RIGHTS46

36. FIRST AID EQUIPMENT47

37. TOOL ALLOWANCE.....47

38. MISCELLANEOUS48

39. CONTINUATION OF CONTRACT PROVISIONS48

EXHIBIT A 50

PREAMBLE

THIS AGREEMENT is made this 15th day of August, 2023 between the COUNTY OF BERGEN, hereinafter referred to as the "Employer," and the UNITED SERVICE WORKERS UNION (USWU) DPW SUPERVISORY UNIT, hereinafter referred to as the "Union" (collectively referred to as "Parties").

WHEREAS, the Parties have carried on collective bargaining for the purpose of developing a contract covering wages, hours of work and all other conditions of employment for certain blue-collar supervisory employees.

NOW, THEREFORE, the Parties agree as follows:

ARTICLE 1 - RECOGNITION AND DEFINITION

The County hereby recognizes the Union as the exclusive bargaining representative of the employees in this negotiations unit of all Department of Public Works supervisory employees employed by the County of Bergen. The following job titles will be covered by this negotiations unit:

- Assistant Chief Inspector Mosquito Extermination
- Assistant Supervising Carpenter
- Assistant Supervising Electrician
- Assistant Supervising Heating and Air Conditioning Mechanic
- Assistant Supervising Heavy Equipment Operator
- Assistant Supervising Mechanic
- Assistant Supervising Plumber
- Assistant Supervisor of Garage Services
- Assistant Supervisor Trades
- Building Superintendent
- Chief Inspector, Mosquito Extermination
- Chief Stationary Engineer
- Director of Maintenance Services
- Director Repair and Maintenance

General Supervising Maintenance Repairer
General Supervisor Building Services
General Supervisor Mosquito Extermination
General Supervisor of Garage Services
General Supervisor Plumber
General Supervisor Public Works
General Supervisor Roads
General Supervisor Streets
General Supervisor Trades
General Supervisor Traffic Maintenance
Maintenance Supervisor
Road Repair Superintendent
Road Repair Supervisor
Sign Maker 4
Supervising Carpenter
Supervising Electrician
Supervising Equipment Operator
Supervising Heavy Equipment Operator
Supervising Maintenance Repairer
Supervising Mechanic
Supervising Mechanic Diesel
Supervising Plumber
Supervising Public Works Inspector
Supervising Road Inspector
Supervisor Boiler Room
Supervisor Mosquito Extermination
Supervisor of Automotive Equipment Maintenance
Supervisor of Building and Grounds
Supervisor of Garage Services
Supervisor of General Services
Supervisor Public Works
Supervisor Trades

Supervisor Traffic Maintenance
Supervisor Water Management Mosquito Extermination

Those job titles excluded from this negotiations unit will be any and all other job titles and employees not specifically set forth above.

ARTICLE 2 - TERM OF AGREEMENT

This Agreement shall be in force from January 1, 2023 through December 31, 2025.

ARTICLE 3 - COLLECTIVE NEGOTIATING PROCEDURE

A. Collective negotiations with respect to rates of pay, hours of work or other conditions of employment shall be conducted by the duly authorized negotiating agents of each of the parties. Not more than five (5) representatives of each party plus counsel shall participate in collective negotiation meetings, except by consent of both parties.

B. Collective negotiations for the contract period beginning January 1, 2026 shall commence in accordance with the Rules and Regulations promulgated by the Public Employment Relations Commission.

C. Negotiation sessions shall begin at times which are mutually convenient to the parties and will conclude when either party so desires. The Union representatives (not exceeding the number shown in Section A above) on duty during the periods agreed upon for negotiations shall be permitted to attend that negotiating session and subsequent regularly scheduled negotiating sessions without loss of pay. No other payment will be made to Union representatives for the negotiating sessions.

ARTICLE 4 - MANAGEMENT RIGHTS

Nothing in this Agreement shall abrogate the management rights of the elected or appointed officials in charge of the various departments of County government. Except as otherwise provided

herein, the Employer retains the exclusive right to hire, direct and schedule the work force; to plan, direct and control operations; to discontinue, reorganize or combine any department with any consequent reduction or other changes in the work force observing demotional rights established by the New Jersey Civil Service Commission; to hire and lay-off employees in accordance with New Jersey Civil Service Commission procedures; to introduce new or improved methods or facilities regardless of whether or not the same cause a reduction in the work force; and, in all respects, to carry out the ordinary and customary functions of management, including the establishment of such operational rules as it shall deem advisable. Further, no management prerogative reserved solely at the discretion of the County of Bergen by the terms of this Agreement shall be made the subject of a grievance.

ARTICLE 5 - DISCRIMINATION AND COERCION

There shall be no discrimination, interference or coercion by the Employer or any of its agents against the employees represented by the Union because of membership or activity in the Union. The Union, or any of its agents, shall not intimidate or coerce employees into membership. Neither the Employer nor the Union shall discriminate against any employee because of race, creed, color, age, sex or national origin.

ARTICLE 6 - SALARIES AND WAGES

A. Effective January 1, 2023, all employees covered by this negotiations unit shall be placed on to the DPW Supervisory Salary Guide, which is attached hereto as Exhibit A, and placed on this guide accordingly.

B. In relation to the salary guide for DPW Supervisory employees, the following conditions shall apply:

- (1) Duration on each step is twelve (12) months, as modified below.
- (2) There shall be no general wage increase added to any of the steps on the salary guide for the duration of this Agreement, except as noted below.
- (3) Initial placement of current bargaining unit employees on an applicable step on the applicable salary guide shall be at no less than the employee's existing base salary on

December 31, 2022 plus the general wage increase for the calendar year when placement occurs.

(4) All DPW Supervisory employees who are on the County's active payroll as of January 19, 2023 shall be placed on the updated DPW Supervisory salary guide, according to §B(3) above, effective January 1, 2023, and shall advance to the next salary step on January 1, 2024 and shall move from Step to Step on January 1st of each successive year.

(5) All new DPW Supervisors whose job titles are one of the titles set forth in Article 1 above shall be placed on the DPW Supervisory salary guide upon hire and shall remain at that step and shall advance to the next step upon completion of each twelve (12) month anniversary date and shall advance upon completion of each successive twelve (12) month anniversary date.

(6) Upon hire and, where applicable, promotion, the County reserves the right to determine what step of the salary guide to place the applicable bargaining unit member(s).

(7) Once an employee has spent twelve (12) months on the final step of the applicable salary guide (in each applicable class), the employee will only then be off the salary guide and eligible for the remaining portion of the current year general wage increase, as set forth in §C, §D and §E below.

C. For those bargaining unit employees who have reached beyond the final step of the salary guide as set forth in §B(7) above, said employee(s) shall receive the following base salary increases as of January 1, 2023: Two point fifty (2.50%) percent base salary increase.

D. Effective January 1, 2024, for those employees who have reached beyond the final step of the salary guide as set forth in §B(7) above, the employee(s) shall receive a two point fifty (2.50%) base salary increase.

E. Effective January 1, 2025, for those employees who have reached beyond the final step of the salary guide as set forth in §B(7) above, the employee(s) shall receive a two point fifty (2.50%) base salary increase.

F. Upon hire and, where applicable, promotion, the County reserves the right to determine what step of the applicable salary guide to place the applicable bargaining unit member(s).

G. Promotion from one (1) Class to the next Class on a salary guide will result in a base salary increase of no less than seven (7%) percent from the employee's previous base salary.

H. Effective January 1, 2024, all bargaining unit members shall be paid semi-monthly (15th day of the month or the last working day prior to it and the last working day of the month).

ARTICLE 7 - SHIFT DIFFERENTIAL

A. Effective January 1, 2023, employees shall be entitled to the following shift differentials:

(1) For 7:00 P.M. - 11:00 P.M. or 7:00 P.M. - 12:00 A.M. (midnight):

\$.90/hour

(2) For 11:00 P.M. - 7:00 A.M. and 12:00 A.M. (midnight) - 8:00 A.M.:

\$1.00/hour

B. For all hours that employees work, except as noted herein, between 11:00 P.M. Friday and 7:00 A.M. on Monday, their hourly weekend differential shall be \$.70/hour.

C. Employees reporting to work and not completing their shift during the above weekend period(s) will receive the differential for all applicable shift hours during the weekend period(s) above, provided that the employee(s) works a minimum of one-half (1/2) of the shift hours they reported for.

ARTICLE 8 - PAYMENT ON PROMOTIONS

A. Any employees promoted or transferred to a higher title on or after January 1, 2004 shall receive a seven (7%) percent increase over their existing base salary.

B. Any employee who is demoted on or after January 1, 2004 from a promotional position shall receive a reduction in pay based on the following:

- (1) The applicable employee's original salary in effect at the time of promotion; OR,
- (2) A six (6%) percent reduction in the base salary of the applicable employee that they were receiving at the time of demotion, whichever results in the lesser of a reduction in salary.

ARTICLE 9 - LONGEVITY

A. During the course of this Agreement, payments shall be made to employees with unbroken, continuous long-term service to the Employer in the following annual amounts (effective January 1 of each year):

- | | |
|--|------------|
| (1) Employees completing 72 months (6 years) of service: | \$450.00 |
| (2) Employees completing 108 months (9 years) of service: | \$750.00 |
| (3) Employees completing 168 months (14 years) of service: | \$1,150.00 |
| (4) Employees completing 204 months (17 years) of service: | \$1,525.00 |
| (5) Employees completing 276 months (23 years) of service: | \$1,800.00 |

Steps (6) and (7) shall become effective as of January 1, 2014.

- | | |
|--|------------|
| (6) Employees completing 312 months (26 years) of service: | \$2,150.00 |
| (7) Employees completing 360 months (30 years) of service: | \$2,500.00 |

B. Longevity payments shall be included as part of the base salary.

C. Employees must work a minimum of twenty (20) hours per week to be eligible for longevity. Effective January 1, 2018, all employees hired on or after January 1, 2018 must

work a minimum of thirty (30) hours per week to be eligible for longevity, subject to §E below. They will receive that portion of the longevity payment represented by the percentage (%) of their hours of work compared to the standard work week.

D. Employees hired on or after October 15, 2008 and before November 7, 2013 shall not receive longevity until they have served one hundred eight (108) months (9 years) with the County.

E. No employee hired after November 6, 2013 shall be entitled to longevity.

ARTICLE 10 - HEALTH BENEFITS

A. Basic Medical/Hospital

(1) Employees must contribute to the premiums for the Bergen County Direct Access Plan or the County's HMO Plan in accordance with New Jersey law. Employees must work at least twenty (20) hours per week to be eligible for such coverage. Any employee on the County's payroll as of December 31, 2017 regularly working under thirty (30) hours per week receiving health benefits as of December 31, 2017 will continue to receive benefits under this Article unless they voluntarily reduce their hours. All employees hired on or after January 1, 2018 must work at least thirty (30) hours per week to be eligible for such coverage. The Employer reserves the right in its sole discretion to change insurance carriers or plan at any time provided the coverage is substantially equivalent to that which is presently in effect. The Employer will notify the Union no less than thirty (30) days in advance of its intent to make any such change.

(2) Employees who complete twenty-five (25) years of service in the New Jersey Public Employees Retirement System shall, at the time of their retirement from the County of Bergen, continue to receive health benefits under the same terms as County employees. Employees hired after January 1, 2013 must have twenty-five (25) years of service with the County of Bergen and twenty-five (25) years of service credit in the appropriate State pension system and retire from the County of Bergen to qualify for retiree medical coverage, subject to any contributions required by New Jersey law.

(3) All Employees who retire on or after January 1, 2018 shall no longer receive a Medicare Part B reimbursement amount from the County which is in excess of the Medicare Part B amount that is being reimbursed as of December 31, 2017.

B. Dental

The Employer shall maintain the currently effective dental benefits insurance program during the term of this Agreement sponsored by the New Jersey Dental Plan, Inc., being described as DELTA Dental Plan of New Jersey, Inc., Program IIB, which plan shall provide for an individual annual maximum benefit for dental services and a lifetime maximum benefit for orthodontic services in the amounts set forth below with a Twenty-Five (\$25.00) Dollar deductible, per patient, per calendar year with a co-payment thereafter based upon stated percentages of usual and customary rates. All insurance premiums for coverage under the dental plan shall be paid by the Employer. The Employer reserves the right in its sole discretion to change insurance carriers or the plan at any time provided that the coverage is substantially equivalent to that which is already in effect. The Employer will notify the Union no less than thirty (30) days in advance of its intent to make any such change. The maximum benefit for the above shall be One Thousand Nine Hundred (\$1,900.00) Dollars. Effective January 1, 2021, the County shall cover one hundred (100%) percent of the cost of two (2) dental cleanings per benefit period (annually) at an in-network provider for each enrolled member for each year of this Agreement.

C. Disability

(1) The Employer shall maintain the disability benefits insurance program during the term of this Agreement, subject to the following conditions:

(a) The County will pay for the full cost of the County plan, pursuant to (b) below.

(b) The waiting period prior to the benefit entitlement shall be thirty (30) days. Employees who join the plan shall receive benefits of seventy (70%) percent of the employee's weekly wage to a maximum of One Hundred Fifty (\$150.00) Dollars per

week with a maximum of fifty-two (52) weeks of payments. The Plan shall cover disability due to pregnancy;

(c) An employee who becomes eligible for disability payment and who has sick leave accumulated shall be entitled to receive the disability payment, plus that amount of sick time which would give his/her normal bi-weekly base salary.

(d) Effective July 1, 2004, the County will offer the employees the right to purchase up to the state minimum through payroll deduction.

(2) The Employer reserves the right at its sole discretion to change to change insurance carriers or plan at any time provided that the coverage is substantially equivalent to that which is already in effect. The Employer will notify the Union no less than thirty (30) days in advance of its intent to make any such change.

(3) An employee who is disabled within the meaning of the Disability Benefits Insurance Program and who has exhausted all paid leave due him/her may appeal to the County Executive or his/her designee for the continuation of coverage under the State Health Benefits Plan, the Dental Program, the Disability Program, the Prescription Program and/or the Eye Care Plan at the expense of the Employer until either the employee is no longer disabled or a period of fifty-two (52) weeks has elapsed from the date of the exhaustion of all paid leave, whichever occurs first. The County Executive or his/her designee shall have the authority, in his/her sole discretion, either to provide for a continuation of health benefits coverage or to allow the coverage to lapse as may otherwise be required under law.

D. Prescription

The Employer shall provide a prescription payment insurance plan to all employees covered by this Agreement and with coverage for dependents, under the terms of which Plan:

(1) (a) As of January 1, 2018, the prescription co-pay for both thirty (30) and ninety (90) day supplies shall be:

\$7.50 (generic)
\$35.00 (preferred brand name)
\$70.00 (non-preferred brand name)

(b) As of January 1, 2018, all maintenance drugs must be acquired by mail in a ninety (90) day supply.

(2) The insurance company shall pay any and all charges above the deductible payment made by the employee.

(3) The Employer shall pay the full premium, subject to any employee contribution mandated by New Jersey law.

(4) This benefit shall be provided to all employees who work twenty (20) hours a week or more and is effective upon three (3) months after an employee's hire date. An employee to be eligible, as of January 1, 2018, must regularly work at least thirty (30) hours per week. However, any current under thirty (30) hours regularly worked employees receiving prescription coverage as of December 31, 2017 will continue to receive prescription coverage under this Article unless they voluntarily reduce their hours.

(5) Each prescription shall be for a supply of medication not to exceed thirty (30) or ninety (90) calendar days, except as set forth above. However, as of January 1, 2018, all maintenance drugs must be acquired by mail in a ninety (90) day supply or at County designated pharmacies, currently CVS.

(6) The Employer reserves the right in its sole discretion to change insurance carriers of plan at any time provided that the coverage is substantially equivalent to that which is already in effect. The Employer will notify the Union no less than thirty (30) days in advance of its intent to make any such change.

(7) No employee shall seek reimbursement, through any of the County's insurance programs or any other entity, of the prescription co-pays paid by the employee.

(8) Save On Sp. Plan entitles a member who is taking or will be taking a specialty medicine on the non-essential health benefits specialty drug list created by the County, the County of Bergen will pass on to eligible members the savings provided by the manufacturer co-pay assistance program for specialty medication resulting in a Zero (\$0) co-pay for members that enroll. Enrollment is voluntary. However, if a member chooses not to enroll in the Plan, but chooses to take a specialty medication, they will be responsible for the full One Thousand (\$1,000.00) Dollar co-pay. This shall apply to employees hired on or after January 1, 2021.

(9) Under the Advanced Utilization Management Plan, every medication taken by an employee and/or his/her covered family member will be reviewed for its appropriateness as to the patient's condition, its ability to achieve meaningful clinical outcomes and has been prescribed and dispensed in the proper quantity. The Unlimited Option under this plan provides an all-inclusive pricing option in which the intended result is to provide the most effective drug utilization program for eligible members, while offering safeguards, for example, against opioid abuse. This shall apply to employees hired on or after January 1, 2021.

E. Eye Care

The Employer shall reimburse employees for expenses incurred by them and their dependents for eye care, subject to the following:

(1) The expense shall have been incurred to a recognized supplier of eye care (e.g., physician, optometrist, laboratory, supplier of eye glasses or contact lenses, etc.); and,

(2) A bill for the expense or proof of the expenditure together with a voucher signed by the employee, shall have been submitted to the Employer; and,

(3) The expense is not one covered by any other insurance program supplied by the Employer under this Agreement; and,

(4) Effective January 1, 2019, there shall be a Three Hundred Twenty-Five (\$325.00) Dollar benefit per year per employee. Employees can accumulate this benefit for two (2) years

up to a maximum of Six Hundred Fifty (\$650.00) Dollars. Should an employee combine this benefit in the first year of the two (2) year period and leave the County for any reason before the end of the two (2) year period, he/she shall reimburse Three Hundred Twenty-Five (\$325.00) Dollars to the County, which can be deducted from his/her final paycheck.

F. Contributions to Health Coverage

(1) Employees covered by this Agreement are subject to the provisions of Chapter 78, P.L. 2011 and all applicable retirees, as amended below.

(2) Effective January 1, 2023, and for the period of January 1, 2023 through December 31, 2024 inclusive, the Chapter 78 contributions for bargaining unit members will be based upon the employee's pensionable base salary, the applicable Chapter 78 guide percentage (%) in Tier 4 and the premium rate for the employee's coverage in question that are in effect for all of these categories as of December 31, 2019. If an employee is hired after November 1, 2022, their pensionable base salary and the current premium rate as of their hire date shall apply, as amended in §F(3) below.

(3) Effective January 1, 2025, and for the period of January 1, 2025 through December 31, 2025 inclusive, the Chapter 78 contributions for bargaining unit members will be based upon the employee's pensionable base salary, the applicable Chapter 78 guide percentage (%) in Tier 4 and the premium rate for the employee's coverage in question that are in effect for all these categories as of December 31, 2020. If an employee is hired after November 1, 2022, their pensionable base salary and current premium rate as of their hire date shall apply.

(4) If there is no new fully executed collective bargaining agreement executed by all parties by December 31, 2025, then, on January 1, 2026, all bargaining unit members will contribute based on the employee's pensionable base salary, the applicable Chapter 78 guide percentage (%) in Tier 4 and the premium rate for the employee's coverage in question that are in effect for all of these categories as of December 31, 2025, and will be increased every year going forward as to all three (3) categories above for every January thereafter.

ARTICLE 11 - PERSONAL LEAVE DAYS

A. Each employee shall be entitled to take three (3) personal days in each year of this Agreement. Personal leave days may not be accrued. Department Heads must be notified in advance and, except in case of emergency, prior approval of the Department Head must be obtained.

B. For employees employed on or after January 1, 2004, the employees must be employed for at least six (6) months by the County before becoming eligible for personal leave.

C. Employees hired after January 1, 2014 shall be entitled to one (1) personal leave day for the first (1st) year of employment after the employee completes six (6) months of service; two (2) personal leave days for the second (2nd) through fifth (5th) calendar year of employment and three (3) personal leave days after the fifth (5th) calendar year of employment. If an employee is hired before July 1 of any year, he/she shall be entitled to two (2) personal leave days effective the January 1 following his/her initial employment.

D. For part-time employees, a personal leave day is calculated on the basis of one-tenth (1/10th) of his/her biweekly hours.

ARTICLE 12 - WORK SCHEDULE, OVERTIME, COMPENSATORY TIME OFF

A. **Standard Work Schedule.** The standard work week shall consist of five (5) days, Monday through Friday, between 7:00 am and 4:30 pm, with one half (1/2) hour or one (1) hour off unpaid for lunch, as modified below. Employees work forty (40) hours per week and will continue to work such hours, irrespective of date of hire.

(1) The standard work week shall consist of five (5) days, Monday through Friday. New starting and ending times of each daily shift shall be discussed by the Employer and the Union prior to implementation as well as any changes in such schedules that may occur from time to time thereafter. However, the provisions contained in the preceding paragraph shall not apply to those Departments, where certain employees, as of 2015 and beyond, had regularly scheduled

weekend work required.

(2) All new employees hired on or after January 1, 2018 shall work five (5) days in a week (Monday through Sunday), eight (8) paid hours a day, with a one-half (1/2) hour or one (1) hour unpaid meal break.

(3) Where the department has a shift operation, standard hours shall be established by the Department Head so as not to exceed forty (40) hours weekly for employees who worked such hours prior to November 6, 2013.

(4) There shall be one (1) fifteen (15) minute break in the morning and one (1) fifteen (15) minute break in the afternoon. Breaks shall not be combined with any meal period nor be allowed to shorten a work day or to cover for a lateness or any other reason other than a break.

(5) When the demands of business necessitate, management maintains the right to change the schedule for an individual or individuals, fewer than fifteen (15), under the following provisions:

(a) Management will advise and consult with the Union at least thirty (30) calendar days before implementation of the proposed change.

(b) After discussions with the Union, Management will solicit qualified volunteers from within the organizational unit.

(c) If there are not sufficient qualified volunteers, Management shall assign qualified employees to the new schedule with the least senior qualified employee(s) first.

(d) In the event that a change of schedule creates a serious inconvenience or hardship, Management will make every effort possible to accommodate the individual.

(e) In the event that an emergent condition occurs, Management shall notify the Union immediately and thereafter shall waive the thirty (30) calendar day period for the duration of the emergency.

(6) The Employer shall post a schedule of each employee's shift four (4) weeks in advance of the start of any given work week. The Schedule may be changed from time to time by mutual agreement thereafter. This Schedule will remain in effect until it is superseded by a new schedule or by this Agreement.

(7) Employees engaged in continuous operations are defined as those engaged in an operation for which there is regularly scheduled employment for seven (7) days per week. In such cases, Saturday and Sunday work schedules shall be rotated equitably among the employees in the Department.

B. Overtime

(1) All employees covered by this Agreement shall be eligible for overtime.

(2) Overtime shall be paid as follows:

(a) For hours worked up to and including forty (40) hours per week, payment shall be at straight time.

(b) For hours worked in excess of forty (40) hours in one (1) week, payment shall be at time and one-half (1 ½).

(c) All employees' standard hourly rate shall be used in computing overtime pay.

(d) Part-time workers shall not be entitled to time and one-half (1 ½) pay unless they work more than forty (40) hours in a week.

(e) When a snow emergency is declared by the County Executive, time worked by blue collar employees of that department, other than the normal working

hours, shall be paid at time and one half (1 ½).

(f) When a holiday is observed during the regular bi-weekly pay period and the employee received pay for that day, those hours shall be included in the computation of overtime for that period.

(g) When an employee receives paid leave during the regular bi-weekly period, those hours shall be included in the computation of overtime for that period.

(h) When an employee is called back to duty at the end of a regular tour, the employee shall be entitled to a minimum payment of four (4) hours or the actual amount of time worked, whichever is greater. The Employer may require that the four (4) hours be actually worked. This shall not apply in the case of employees required to work overtime immediately after the regular tour.

(i) When an employee is required to work on a holiday, he/she shall receive time and one-half (1 ½) for the hours worked on the holiday plus the employee shall receive a day off for the holiday worked; or the employee shall receive standard time plus time and one-half (1 ½) for the hours worked. The option shall be that of the employee.

(j) Overtime, as well as holiday work, must be authorized by the Department Head or his/her designated deputy and entered on the weekly time sheets.

(k) At the option of the employee, overtime earned may be credited to the employee's Compensatory Time Off (CTO) Account to the extent permitted in the Section covering Compensatory Time Off (CTO) and as limited by applicable Federal and State regulations. The taking of such Compensatory Time (CTO) may be arranged for only at the discretion of the Department Head.

(l) When an institutional worker is required to work two (2) consecutive shifts, commonly referred to as a "double shift," he or she shall receive overtime at the

rate of one and one-half (1 ½) times his/her regular rate of pay for the second shift.

(m) An employee shall be entitled to a meal reimbursement when they are required to come back to work or are asked to stay past their normal working hours without advance notice. An employee is entitled to a meal reimbursement commencing with the third (3rd) hour actually worked beyond their normal work day and every fifth (5th) hour actually worked thereafter (i.e. at the third (3rd) hour of overtime worked, eighth (8th) hour of overtime worked, thirteenth (13th) hour of overtime worked.). Effective, November 1, 2022, the meal reimbursement shall be Fifteen Dollars (\$15.00) per meal. If an employee is scheduled in advance to remain beyond normal work hours or to come to work on a day the employee is not normally scheduled to work, the employee is not eligible for meal reimbursement.

(3) Overtime List

Overtime shall be assigned by the Department Head on a rotating basis according to the appropriate job title for the work to be performed. An initial list shall be posted by the Department Head with employees' names arranged according to seniority in each title. Overtime shall be offered to each employee beginning with the name first appearing on the said list and continuing through the list. If an employee does not choose to work overtime, his/her name shall be placed on the bottom of the overtime list. If an employee does not choose to be considered for any overtime, he/she shall so indicate to the Department Head in writing and thereafter overtime shall not be offered to him/her. In the event that thereafter the employee shall desire to have his/her name again placed on the overtime list, he/she shall notify his/her Department Head and his/her name shall thereafter be restored to the bottom of the said list. In case of an emergency, the Department Head shall have the right to call in any employee to work overtime, regardless of title or seniority.

(4) Compensatory Time Off

To the extent permitted by applicable State and Federal Law, employees who work in excess of the regular hours may elect to take CTO. If the extra hours are worked at straight time, CTO shall be taken in straight time, with the approval of the Department Head and subject to the

needs of the Department. If the extra time is in excess of forty (40) hours, the employee may elect to take off one and one-half (1½) times the hours worked, subject to the approval of the Department Head and the needs of the Department. Compensatory time may be earned and accrued by employees. The compensatory time accrual may not exceed a maximum of seventy (70) hours. No employee shall be eligible for nor be allowed to bank overtime as CTO if the time worked is directly related to an underlying state of emergency that is being Federally reimbursed.

C. On-Call. The Union will be notified of employees designated to be On-call. If the County/Employer requires additional On-call employees, the County/Employer will provide the affected employees and the Union fourteen (14) calendar days written notice, except in cases of a declared emergency by Federal, State and/or County official(s). All qualified employees, as determined solely by the County/Employer, shall be eligible for On-call. On-call pay shall be as follows: (a) Eighty (\$80.00) Dollars per week if on-call assignment occurs between 7:00 A.M. Monday and 4:30 P.M. Friday; and/or, (b) One Hundred (\$100.00) Dollars per week if the On-call assignment occurs between 4:31 P.M. Friday and 6:59 A.M. on the following Monday. An On-call employee could be eligible for both amounts above if he/she is designated to be On-call for both of the entire periods above.

D. The County will pay eligible bargaining unit members two (2x) times their hourly base rate if they work weekend overtime once they have exceeded eight (8) hours actually worked per weekend day. No employee shall work more than sixteen (16) hours of overtime on any weekend day.

ARTICLE 13 - PAY DURING ABSENCE

A. Unscheduled Absences

If, for any reason, an employee is unable to report for duty, he/she must notify the Department Head at least thirty (30) minutes before the employee's scheduled starting time. Irregular or poor attendance may be cause for disciplinary action. An employee absent from work without notification for five (5) consecutive working days will be considered to have resigned from the position. Such resignation is not considered to be in good standing.

B. Scheduled Absences

When an employee is on a leave of absence without pay for a period in excess of three (3) consecutive months in a calendar year, the annual salary increase shall not be paid upon return to active status, but shall be delayed for a period equal to the period of unpaid leave.

C. Jury Duty

A leave of absence shall be granted to an employee called for jury duty. This leave of absence shall not be charged against the employee's vacation or sick leave privileges. For the time served on the jury, full pay will be given according to the basic rate of pay usually received for a standard work period. Fees received as a juror, other than meal and travel allowances, shall be returned to the Employer.

D. Sick Leave

(1) If the employee is unable to report to work due to illness or for any other reason, it is essential that the employee's Department Head or supervisor be notified, according to the Department's procedure. Each Department shall post (in a central area) and distribute to all employees, in writing, the procedure to notify the Employer of an absence. Failure to give prior notification shall result in disapproval of the request for sick leave or be considered as an unscheduled absence.

(2) The cause for the employee's absence must be reported daily, unless adequate explanation and reason is provided to cover several days. For any sick leave of five (5) consecutive work days or more, a doctor's certificate must be submitted. The Department Head: (1) retains the right in sick leave cases under five (5) days to request the Personnel Director to obtain a Physician's Certificate; or, (2) to require examination by an Employer physician if the Department Head has any questions as to the employee's condition. Such requests must be reasonable and not made arbitrarily.

(3) Sick leave must be earned before it can be used. Should the employee require none or

only a portion of the earned sick leave for any year, the amount not taken accumulates to the employee's credit from year to year during employment.

(4) Sick Leave is earned and accumulated in the following manner:

One (1) working day for each full month of service during the remaining months of the first calendar year of employment and fifteen (15) working days (1¼ per month) for each calendar year thereafter. If the employee begins work after the fourth (4th) day of the month, sick leave is not earned for that month.

(5) Part-time employees are eligible for sick leave. The amount earned is proportional to the allowance of a full-time employee. It is determined by the number of standard hours worked each pay period.

(6) Seasonal and per diem employees are not eligible for sick leave.

(7) Sick leave may be granted for:

(a) Personal illness or accidental disability by reason of which the employee is unable to perform the usual duties of the position.

(b) Serious illness of a member of the employee's immediate family or household (as defined in Bereavement Leave) requiring the employee's attention and care. The circumstances of the illness should be of an emergent nature where the employee is required to be in direct attendance for a period not to exceed three (3) working days/year.

(c) In case of extended illness, the employee may use accrued Compensatory Time Off or Vacation Leave.

(d) Cosmetic surgery, in which case the employee shall arrange, with the reasonable approval of his/her Department Head, the scheduling of the surgery

and attendant leave.

(8) Accumulated sick leave is forfeited upon separation from the County's service, except as provided for under "Terminal Leave" hereinafter.

(9) The County will have a sick leave buy back program as follows:

(a) To be eligible, the employee must have at least thirty (30) sick leave days on the books as of October 31st of each year.

(b) The employee may sell back up to five (5) days per year.

(c) The employee must notify the County of his/her willingness to sell back days and the amount of the sell back as of November 15th of each year.

(d) The rate at which the days will be paid at the yearly rate in the year in which sell back notification occurs.

(e) The County will pay the sick leave buy back amount by the first (1st) pay period in February of the next year.

(f) The provisions of this Section, as per State law, effective January 1, 2022, shall only apply to bargaining unit employees who were hired by the County on or before December 31, 2011. Any bargaining unit employees hired by the County on or after January 1, 2012 shall not be eligible for the provisions of this Section.

E. Injury Leave

(1) Injury leave, as distinguished from sick leave, shall mean paid leave given to an employee due to absence from duty caused by an accident, illness or injury which occurred while the employee was performing duties and which is compensable under the Workers Compensation statutes or any policy of Workers Compensation Insurance applicable to said employee.

(2) All payments which shall be made concerning injury leave are subject to the same rules and regulations as Workers Compensation Insurance and shall not be made if the accident is proven to have been due to intoxication or substance addiction or willful misconduct on the part of the employee. If an employee, absent from work due to an accident, illness or injury which is covered by Workers Compensation Insurance, willfully fails to fulfill all of the conditions necessary to receive compensation benefits, the employee shall not be entitled to payment of any injury leave benefits from the Employer until such conditions have been fulfilled.

(3) After all injury leave is used, the employee may be granted additional injury leave only upon approval of the County Executive. After all injury leave is used, the employee may elect to use any sick leave, vacation or compensatory time due at the time of the injury.

(4) Use of Injury Leave: Employees absent from due to an accident, illness or injury which is compensable under the Workers Compensation statutes or any policy of Workers Compensation Insurance applicable to the said employees and who have completed three (3) months' service with the Employer will be compensated by the Employer on a bi-weekly basis at the regular base rate of pay for a period not in excess of thirty (30) working days for each new separate injury. Payments shall be made in either of the following ways:

(a) A check issued by the Employer in the full sum of the employees' base salary. Upon receipt of a compensation check for temporary disability during the said thirty (30) working day period, the employees shall endorse said checks over to the Employer. Subject to it being permitted to do so by applicable Federal and State Law or regulation, the Employer shall record that portion of the salary checks equal to the amount of the compensation checks covering partial disability as not being income to the employees for income tax purposes and the W-2 or similar forms sent to the employees at the conclusion of each year shall not show such payments as income.

(b) A check issued by the County in an amount equal to the difference between the employee's base salary, and the amount of partial disability Workers Compensation Insurance payments received by the employee during the said

thirty (30) working day period.

If eligibility for such payments is contested by the Employer, eligibility will be based on the determination of the New Jersey Division of Workers Compensation under the terms of the New Jersey Workers Compensation Act.

(5) Contested Injuries: Charges may be made against sick leave accrual, if available, in any case where the Employer is contesting the employees' eligibility for injury leave. In the event that the Workers Compensation Division determines in favor of the employee, sick leave so charged shall be reccredited to the employee's sick leave accrual balance. In the event eligibility for payment is denied by the Workers Compensation Division, the employee shall be eligible to utilize sick leave accrual, if available, retroactive to the date of injury, and/or to use vacation leave.

(6) Medical Proofs: In order to limit the obligation of the Employer for each new separate injury, the Employer may require the employee to furnish medical proof or submit to a medical examination by the Employer at its expense to determine whether a subsequent injury is a new and separate injury or an aggravation of a former injury while in the Employer's service.

(7) When an employee has suffered an injury while on duty, and is absent for five (5) days or more, the employee shall submit to the Employer a written certification from a physician setting forth the nature of the injury and the physician's prognosis as to the length of time before the employee can return to duty, and without restriction.

(a) Additional reports shall be submitted by the physician every two (2) weeks thereafter indicating the current status of the employee's health and the date of the employee's anticipated return to duty.

(b) In the absence of such certification, the employee shall be removed from injury leave.

F. Bereavement Leave

Employees shall be entitled to four (4) consecutive working days leave with pay, one (1) day of which must be the day of burial in the event of the death of a member of their immediate family. Immediate family is defined as and is limited to spouse, son, daughter, mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandchildren, or any other relative residing in the employees household at the time of demise. Employees shall be entitled to one (1) day off (day of funeral) in the event of death of an employee's aunt, uncle and domiciled partner. Domiciled partner is defined pursuant to State statute.

G. Terminal Leave

(1) Employees, upon retirement (Service Retirement, Accidental Disability Retirement, Ordinary Disability Retirement, Early Retirement and Deferred Retirement), or employees who conclude their service with the Employer after reaching age sixty (60) who are not covered by the Public Employees Retirement System, shall be granted a terminal leave lump sum payment as set forth below:

Terminal Leave Payment shall be no more than Twenty Thousand (\$20,000.00) Dollars. In addition, in the event of the death of an employee, the estate of that employee shall be eligible for terminal leave lump sum payment according to the option selected by the estate, provided that employee had been employed by the Employer for seven (7) consecutive years. All employees hired on or after December 31, 2011 and before January 1, 2018 shall be capped as to Terminal Leave at fifty (50%) percent of their accumulated sick leave not to exceed Fifteen Thousand (\$15,000.00) Dollars. Employees hired on or after January 1, 2018 shall not be eligible for terminal leave payments.

(2) Employees are eligible for Terminal Leave benefits providing they work a minimum of twenty (20) hours per week. The hours requirement shall be changed to a minimum of thirty (30) hours per week for employees hired on or after January 1, 2018. However, any current employees working regularly under thirty (30) hours per week as of December 31,

2017 shall continue to receive benefits under this Section unless they voluntarily reduce their hours.

H. Leave of Absence

(1) Leave Without Pay - A permanent employee, for reasons satisfactory to the Employer, may be granted a personal leave of absence without pay for a period up to six (6) months. In exceptional circumstances, such leave may be extended for an additional six (6) months, provided it is considered to be in the best interest of the Employer.

(a) A personal leave of absence or an excused absence will not be granted to an employee for the purpose of seeking or accepting employment with any other Employer.

(b) Personal leaves of absence are granted with the understanding that the employee intends to return to the Employer. If an employee fails to return within five (5) working days after the expiration of the leave or excused absence, the employee shall be considered to have resigned and not in good standing.

(c) Employees on leave without pay for more than two (2) weeks in any month will not receive paid health benefits, holiday pay, nor will they accrue sick and vacation time, except the Employer may extend paid health benefits coverage as provided under Article 10, Section C.

(2) Employees as it relates to family leave shall be governed by the applicable County policy.

(3) Military Duty Leave - If the employee has permanent employee status, a leave of absence without pay will be granted, except for the first two (2) weeks which will be with pay, if the employee is required to serve actively in any component of the Armed Forces of the United States or New Jersey. Military Duty Leave may extend to three (3) months after the employee's release from required military service. Sufficient proof of active military duty

must be presented to the department head prior to requesting such leave.

(4) Military Training Leave

(a) A full-time or part-time provisional or permanent employee, who is a member of any component of the Armed Forces of the United States or New Jersey, and who is required to undergo Military Field Training for a period of up to two (2) weeks, upon request, shall be granted a leave of absence with pay to take part in such training. The employee must provide a certified copy of orders for military training to the Department Head prior to requesting leave for such training. Any military pay received by the employee while on military training leave may be retained by the employee and shall be in addition to the regular salary which would have been received from the Employer had such training not been ordered. Except for employees in Section (3) above, when military training leave is granted, it shall be in addition to any vacation leave, sick leave or compensatory time off to which an employee may be entitled.

(b) A full-time or part-time permanent, provisional or unclassified employee who has been continuously employed by the Employer for at least one (1) full year, at the time such military training is to commence, shall be granted a leave of absence with pay as provided in Section (4)(a) above.

(c) A full-time or part-time, permanent, provisional or unclassified employee who has not been continuously employed by the Employer for at least one (1) full year at the time military training is to commence, may only be granted a leave of absence without pay unless said employee chooses to utilize any accrued vacation leave or compensatory time off, for the duration or any part of the period of military field training.

(5) Members of the Union who are elected or designated by the Union to attend any meetings or educational conferences or conventions of the Union, or other bodies of which the Union is affiliated, shall be granted necessary time off without loss of pay provided that

notification is given to the Employer, in writing, by the Union at least one (1) week in advance and provided that such requests are not in excess of thirty (30) working days per year for all members (this means that the thirty (30) working days shall be in aggregate of both the blue and white collar Labor Agreements), excluding the annual steward training day which will accommodate up to maximum of fifty (50) County employees at no loss of pay or benefits. One (1) year accrual may be carried. Requests for such leave shall be submitted by the Union President or Business Manager to the Personnel Officer, who shall respond to the request within five (5) working days of receipt.

ARTICLE 14 - VACATION

A. Vacation leave is earned and accumulated on a monthly basis in the following manner:

(1) One (1) day per month in the first calendar year for the first eleven (11) months and four (4) days in the twelfth (12th) month, provided the initial date of hire is on or before the fourth (4th) day of the month.

(2) From the beginning of the second (2nd) calendar year of employment to and including the fifth (5th) year of employment, employees earn vacation at the rate of one and one-quarter (1 ¼) days per month (15 days per year).

(3) From the beginning of the sixth (6th) year of employment and thereafter, employees earn vacation at the rate of one and two-thirds (1 2/3) days per month (20 days per year).

(4) Employees hired after January 1, 2014 shall be entitled to a maximum of twenty (20) vacation days after ten (10) years of service.

B. Part-time employees are eligible for vacation leave. The amount earned is proportional to the allowance of a full-time employee. It is determined by the number of standard hours worked in each pay period and the employee's years of continuous service. Per Diem employees have no vacation entitlement.

C. General

(1) When employees complete their first six (6) months of employment, they may ask to take the balance of their vacation leave for that calendar year. Beginning January 1 of each succeeding year of employment, employees may ask to use, in advance of earning, the full amount of vacation leave for that year. Any vacation time borrowed under this policy must be earned back by the last pay period of that calendar year; otherwise any negative vacation balance will either be charged to available compensatory time off time or deducted from the employee's pay.

(2) In the event of termination of employment prior to repayment of advanced vacation leave, the necessary salary adjustment will be made on the employee's final paycheck.

(3) Effective January 1, 2022, employees who do not use all of their vacation leave in any calendar year due to the business necessity/business demands of the County may add their unused days to their allowance for the following year only. If these days are not used in the next succeeding calendar year, those days shall be forfeited.

(4) Effective January 1, 2022, if any employee retires, is laid off or resigns with proper notice and has earned unused vacation leave on the books at the time of their retirement, layoff or resignation with proper notice, the employee will be entitled to be paid for any earned unused vacation leave carried over from the previous calendar year plus any pro rata share of the current year's earned unused vacation leave that remains at the time of retirement/layoff/proper resignation. The employee will be paid for those days at the daily rate in effect at the time that the days were earned initially. Under no other scenario will vacation pay be paid out by the County, except as set forth in section C(5) below.

(5) If an employee should die while employed, a sum of money equal to earned and unused vacation leave shall be paid to his/her estate.

(6) The salary paid to an employee while on vacation leave will be the same amount the employee would have earned while working regular straight time hours during vacation periods.

(7) Employees on leaves of absence without pay for more than two (2) weeks in any month do not earn vacation leave for that month.

(8) Employees on approved paid vacation leave or sick leave will continue to accrue vacation leave according to length of service and regular work schedule.

(9) If a holiday observed by the Employer occurs during the period of the employee's vacation leave, it is not charged against the balance of the employee's vacation.

(10) Every effort is made to arrange vacation schedule to meet the individual desire of all departmental employees. When there is conflict in the dates of proposed vacation schedules, preference will be given to the employee with seniority. Seniority shall be defined, for the purposes of this Article, as an employee's date of hire or rehire with the County. All requests for vacation leave must be approved by the employee's Department Head. The Department Head may require that vacation be scheduled in other than the summer months when the needs of the department require it.

(11) Employees may receive their salary covering the period of vacation prior to commencing vacation to the extent that they have earned and accrued such vacation time and provided that at least one week is to be taken and the employee has notified his/her Department Head at least thirty (30) days prior to the commencement of the vacation.

ARTICLE 15 - HOLIDAYS

A. (1) The Employer agrees to furnish the following holidays with pay to all employees covered by this Agreement:

New Year's Day

Martin Luther King Day

President's Day

Good Friday

Memorial Day
Juneteenth (effective calendar year 2021, as modified below)
Independence Day
Labor Day
Columbus Day
Election Day
Veteran's Day
Thanksgiving Day
Friday after Thanksgiving
Christmas Day
Employee's Birthday (see §B and §C(5) below)

(2) Juneteenth shall be celebrated, starting in calendar year 2023, on the third (3rd) Friday in June or whichever date the State of New Jersey designates as to when the holiday will be celebrated.

(3) The day of the holiday will be the actual holiday, unless the employee works a Monday through Friday schedule; then the provisions of §C(1) apply.

(4) Any employee who is supposed to work on a holiday and calls in sick and/or for any other prior non-approved leave shall be required to produce a doctor's note when he/she returns to work.

B. Employee Birthday

(1) The employee will not receive the provisions of §C(5) below if the employee actually works his/her birthday.

(2) If an employee's birthday falls on a Saturday or Sunday, the Saturday birthday will be celebrated on Friday and the Sunday birthday will be celebrated on a Monday.

(3) If a holiday falls on the employee's day off, he/she shall be afforded another paid day

off in lieu of the scheduled holiday. The employee has the option to receive holiday payment on their scheduled day off, if they so choose, but they must provide their management/payroll person with advance notice of their choice to be paid prior to the holiday taking place. If the employee fails to provide such advance notice, the holiday will be added to the employee's compensatory time bank. Employees' birthdays which fall during their vacation shall receive the day off following the vacation period.

(4) Otherwise, the employee's birthday will be celebrated on the actual day in question, unless more than five (5%) percent of the employee's division have the same birthday, then the employee(s) will take their birthday during the week the birthday occurs.

C. General:

(1) If a holiday falls during an employee's vacation, an additional day of vacation shall be granted. If a holiday falls on a Sunday, it will be observed on the following Monday; if a holiday falls on a Saturday, it will be observed on the preceding Friday.

(2) Holidays falling within a period of paid absence will entitle the employee to pay for such holidays. Periods of paid absence are: Sick Leave, Terminal Leave, Jury Duty Leave, Compensatory Time Off, Vacation Leave, and Bereavement Leave.

(3) Holidays falling during the unpaid leave of absence will not be credited.

(4) A Department Head, for good cause, may disallow holiday pay for any employee who does not work the scheduled day before or the scheduled day following a holiday.

(5) Those full-time employees who work on a holiday shall receive, at the option of the employee, either:

(a) Payment at a rate of time and one-half (1½) for all hours worked plus an additional day off for the hours worked; or,

(b) Standard time plus time and one-half (1½) for the hours worked. Any employee may obtain at his/her request, equivalent compensatory time off in lieu of pay for all hours worked on the holiday schedule.

(6) Part-time employees are eligible for holidays at a straight time rate in an amount equal to what they would have received if the day on which the holiday fell would have been a regular working day.

ARTICLE 16 - PENSIONS

Pensions shall be provided in accordance with applicable State law.

ARTICLE 17 - DISCIPLINARY ACTION/GRIEVANCE PROCEDURES

A. Grievance and Minor Suspensions

Any grievance relating to the wages, hours or working conditions of an employee, including suspensions for five (5) days or less, fines, demotion or disciplinary actions shall be handled in the manner set forth below and at all stages of the grievance procedure the employee shall be represented by the Union. No grievance may be filed by an employee or the Union on his/her behalf who has previously resigned or retired from the employ of the County, unless said grievance is in response to an action taken by the County subsequent to the employee's resignation or retirement.

Disciplinary action shall be taken for "just cause" only.

(1) The employee and the Union should discuss the grievance with his/her immediate supervisor. If the employee and the Union are not satisfied with the result of the discussion, the Union may file a written notice of grievance with the Department Head. If, for any reason, the employee and the Union do not wish to discuss the grievance with the supervisor, the employee and the Union may begin the procedure with the written notice to the Department Head.

(2) The Department Head shall make a determination on the grievance within ten (10) calendar days of the date it is received and shall advise the Union of the decision in writing.

(3) The Union may appeal the decision of the Department Head by appealing to the County Executive or designee and forwarding copies of all previous writings on the matter. The County Executive or designee shall determine whether a hearing is necessary on the grievance and if he/she finds that a hearing is needed, may either conduct the hearing or assign it to a Hearing Officer. The County Executive or his/her designee shall decide the matter within ten (10) calendar days after the final date of the hearing and shall issue a written decision to the employee and the Union.

(4) If the decision of the County Executive or designee is not satisfactory to the Union, the Union shall have the right to submit the grievance, which is a claimed violation, misinterpretation or misapplication of the terms of this Agreement and the County's policies directly affecting the employees of the Union or, in minor disciplinary actions, the decision of the County Executive or his/her designee to an arbitrator appointed by the parties pursuant to the rules and regulations of the New Jersey Public Employment Relations Commission, Trenton, New Jersey. The Union shall file a written demand for arbitration with the New Jersey Public Employment Relations Commission within ten (10) calendar days of the receipt by the employee and the Union of the County Executive's or his/her designee's decision. A copy of the demand for arbitration shall also be sent to the County Executive or designee.

The decision of the Arbitrator shall be final and binding upon the parties and shall be in writing setting forth findings of fact, reasons and conclusions on the issue(s) submitted. No one (1) Arbitrator shall have more than one (1) substantive grievance submitted to him/her, and under consideration by him/her, at any one (1) time unless the parties otherwise agree in writing. A grievance shall be considered under consideration by an Arbitrator until he/she has rendered his/her written decision which shall be done within forty five (45) calendar days from the close of the Hearing.

In the event of the submission of any matter for arbitration as herein provided, the Arbitrator shall have no right or power to alter or modify the terms of this Agreement. The cost of the Arbitrator and his/her expenses shall be borne equally by both parties, unless otherwise

provided by law.

B. Major Suspensions

(1) In any case where a permanent employee in the classified service, as defined in Title 4A of the New Jersey Civil Service Commission rules and regulations, or where a provisional employee has been employed by the Employer for at least ninety (90) days, is suspended by the Employer for a period of more than five (5) days at one time or receives suspensions or fines more than three (3) times or for an aggregate of more than fifteen (15) days in one (1) calendar year or is demoted or is removed from his/her position, he/she shall be issued a Preliminary Notice of Disciplinary Action. The employee shall have a right to appeal for a hearing before a Hearing Officer appointed by the County Executive and shall file a written Notice of such Appeal with the County Executive within ten (10) days of receipt of the Preliminary Notice of Disciplinary Action. The Hearing Officer shall conduct a hearing no sooner than ten (10) nor more than thirty (30) days after service of the notice of appeal unless mutually extended. The Hearing Officer shall make specific findings of fact and report those findings and conclude the matter. The procedure set forth by the New Jersey Civil Service Commission and the rules and regulations of the New Jersey Civil Service Commission shall also be applicable to those employees who are subject to that.

Disciplinary action shall be taken for "just cause" only.

(2) The Union shall have the right to represent any employee requesting representation, but individual employees shall have the right to elect to represent themselves.

(3) The request for a hearing shall set forth in writing a statement by the employee of the facts relating to the suspension, fine, demotion or removal.

(4) A County employee not in the classified service, as defined by the New Jersey Civil Service Commission and not serving in a title set forth in Article 1 and who was appointed by Resolution of the County Executive and who is serving at the pleasure of the County Executive, is hereby excluded from the procedures set forth herein and nothing contained herein is intended to give said employee any right of a hearing or to an appeal.

(5) No grievance may be filed by an employee or the Union on his/her behalf who has resigned or retired from the employ of the County, unless said grievance is in response to an action taken by the County subsequent to the employee's(s') resignation or retirement.

ARTICLE 18 - RELEASE TIME

A. In order to provide the orderly handling of grievance and disciplinary matters, the President, Grievance Chairperson, Shop Steward and grievant involved in the grievance or disciplinary proceeding shall be released from their County duties prior to the scheduled matter for a reasonable period of time (not to exceed two (2) hours) for the purpose of handling such grievance matters. In the event of a class grievance, the Union will make a request of the Personnel Director, who shall determine which grievants will attend. Reasonable advance notice for such release time shall be provided to the Department Head or his/her designee. Such leave time shall not substantially interfere with County operations and/or the employee's normal job function, except in emergent circumstances. It is understood and agreed that the Grievance Chairperson and Shop Steward shall be released for a reasonable period of time to investigate potential grievances and proposed disciplinary actions, and such time shall be administered in the manner indicated above.

B. Effective January 1, 2004, the Local Union President only shall be provided one (1) day per month to attend to Union functions. The Union President shall provide the Director of the Office of Personnel and his/her Department Director or designee, in writing, a minimum of seventy-two (72) hours prior written notice prior to seeking to take such time and receive approval. Such written notice shall include the location(s) where the President will attend to Union functions on that day. There shall be no monthly or yearly accumulation. Said release time may be rejected if the granting of such would be detrimental to the operation of the County.

ARTICLE 19 - SENIORITY RIGHTS

A. Permanent employees shall be entitled to rights for seniority with respect to changes in job assignment, hours or working conditions within that title only when there is an authorized vacancy. Nothing in this Article shall limit the County's managerial prerogatives.

B. Seniority shall be based on Civil Service title seniority, which shall commence with the date of certification in that title and in those instances where none of the employees involved have been certified as permanent employees by the New Jersey Civil Service Commission, seniority shall be based upon length of service with the Employer.

ARTICLE 20 - SHIFT CHANGES

Wherever possible, shift changes will be made at regularly scheduled times established by the Department Head, except in emergent circumstances. Notice of shift changes shall be posted as early as possible but not later than one (1) week prior to the effective date of the change. Twenty (20) calendar days' notice shall be given to the employee whenever possible, except in emergencies or prospective diminution of services.

ARTICLE 21 - UNION DUES

A. The Employer agrees to deduct initiation fees, assessments and membership dues from the pay of each employee in the bargaining unit who is a member of the Union, a sum to be certified at least on an annual basis in writing by the Local Union to the Employer's Treasurer, who shall remit same to the Union at regular intervals.

B. Notwithstanding anything to the contrary in this Article, the Employer shall have no obligation to make dues deductions until and unless it receives the signed authorization from the employee in accordance with the Union Authorization Form. The Employer shall notify the Union President of new employees no later than ten (10) days from the date of hire.

C. The Union agrees to indemnify and hold the County harmless from any claim or action commenced by an employee against the Employer which arises out of any of the aforesaid deductions under this Article, provided that the claim does not arise out of the negligence of the Employer.

ARTICLE 22 - OUT OF TITLE WORK

In the event a permanent employee is temporarily assigned by the Department Head to perform duties which are not set forth in the employee's job description and which are duties set forth in a higher title and the employee performs those duties during fifty percent (50%) of his/her working time, over a period in excess of one (1) month, the employee shall be forthwith provisionally appointed by the Employer to the said higher title and shall be paid accordingly, pending the results of a promotional examination issued by the New Jersey Civil Service Commission. If the employee, as a result of the promotional examination, is not eligible for permanent appointment in the said title, the employee will revert to the previous title and any increase in wages received as a result of the provisional appointment shall be terminated and the employee shall not thereafter be required to perform the duties of the said higher title. The Parties agree that a permanent employee must be formally assigned in writing by the Department Head to perform duties of a higher title.

ARTICLE 23 - PERSONNEL FILE

All entries in an employee's personnel file shall be contained in both the Employer's Personnel Department file and the operating department's file, if one exists. No entries, notations, documents, etc. shall be placed in department files which are not also placed in the Employer's personnel file. No entries, notations, documents, etc. which reflect on the employee's ability, performance or character shall be placed in a department file or in the Employer personnel file without a copy first having been given to the employee, and the employee having been given the opportunity to place his/her initials thereon and a copy given to the employee. The placement of initials on entries in an employee's personnel file shall not indicate the approval, agreement or acceptance by the employee to the entry but shall solely acknowledge notice of the entry.

ARTICLE 24 - LAYOFFS

A. In the event layoffs become necessary, the provisions of the New Jersey Civil Service Act, N.J.S.A. 11A:8-1 et. seq., and all administrative rules and regulations adopted thereunder by the New Jersey Civil Service Commission shall be followed.

B. Notice shall be forwarded to the Union by the County Executive or his/her designee of any general layoffs or of any layoffs limited to one (1) or more departments at least forty-five (45) days before such layoffs are due to become effective. Copies of the layoff notices to individual employees shall also be forwarded to the Union.

C. In the event of layoffs, the Parties agree to meet to discuss the wage rates of impacted employees.

ARTICLE 25 - USE OF PERSONAL VEHICLE

A. Whenever an employee is required to use his/her own vehicle on Employer business, he or she shall be compensated for such usage at the IRS rate. All employees must adhere to the County's vehicle policy.

B. Employees attending conferences/seminars/meetings outside the work place, who are required to attend such events, shall be compensated for normal travel time excluding normal commutation time. The County may provide a vehicle and the employee shall be paid from the time the employee takes possession of the vehicle, excluding any time overnight at the employee's residence.

C. If the employee, without prior authorization from the Department Head, opts to use an alternative method of transportation (his/her own vehicle, public transportation, etc.) he/she shall be compensated for all reasonable time excluding the time to and from their home and regular work place.

ARTICLE 26 - TUITION REIMBURSEMENT

The Employer shall reimburse employees for the cost of tuition incurred by them for courses taken at an accredited institution of learning, provided:

A. The course is directly job-related and has received the prior approval of the employee's Department Head and the County Executive, which approval shall not be unreasonably

withheld.

B. The course or its equivalent is not offered by the Employer, at no cost to the employee.

C. Tuition Reimbursement shall not exceed Two Thousand Seven Hundred (\$2,700.00) Dollars per year (\$300.00 per credit).

D. The per credit amounts set forth in subsection C above are the maximum credit payments eligible to be made; the County shall reimburse the employee for the actual tuition credit rate of the school, not to exceed the maximum per credit amount. The total maximums are based on the actual per credit rates of the school in question and the number of credits taken, not to exceed the total maximum amount.

E. No employee shall be entitled to reimbursement for more than nine (9) credits per year.

F. The employee has successfully completed the course and proof thereof has been furnished to the Employer.

ARTICLE 27 - LICENSE COST REIMBURSEMENT

A. The Employer shall reimburse employees for the cost of non-professional licenses required by the Employer, so that the employees may perform their duties as set forth in their titles or as assigned by the Employer, provided no employee shall be entitled to reimbursement for the cost of an ordinary motor vehicle driver's license.

B. The following are examples of licenses, the cost of which would be reimbursed by the Employer: commercial driver's license (provided the employee is assigned duties requiring such a license) (as modified below); Plumber Foreman License; Gold Seal, Red Seal Stationery Engineer Second Class, Blue Seal Stationary Engineer Third Class, and all licenses above the basic Black Seal License; Certified pesticide applicator registration; and, License to operate a bus.

C. Stipends

(1)(a) All current DPW employees (except as modified below) will be offered the opportunity, on an annual basis, to obtain either a CDL Class A or Class B license. If the employee obtains a Class A license and maintains said license throughout the year and uses the license for the County at least thirty (30) working days a year, he/she shall receive a yearly stipend of Three Thousand (\$3,000.00) Dollars, less all applicable deductions. Said payment shall be made in the second (2nd) paycheck in the following January. If an employee obtains a Class B license and maintains said license throughout the year and uses the license for the County at least thirty (30) working days a year, he/she shall receive a yearly stipend of One Thousand Five Hundred (\$1,500.00) Dollars, less all applicable deductions. Said payment shall be made in the second (2nd) paycheck in the following January. If an employee obtains an (N) tank vehicle endorsement needed for vehicles that transport liquids or gas in bulk and maintains said endorsement throughout the year and uses the endorsement for the County at least thirty (30) working days a year, he/she shall receive an additional yearly stipend of One Thousand Five Hundred (\$1,500.00) Dollars, less all applicable deductions. Said payment shall be made in the second (2nd) paycheck in the following January. The maximum yearly stipend available to an employee for the Class A/ Class B/ N endorsements in any one (1) year shall be Four Thousand Five Hundred (\$4,500.00) Dollars, less all applicable deductions for all licenses/endorsements.

(b) Any employee who, as of November 1, 2022, is receiving a yearly stipend for obtaining, maintaining and using a CDL Class A license, CDL Class B license and/or (N) tank vehicle endorsement shall continue to receive said stipend as long as there is no break in the employee's certification and use of the license for the County. If there is a break in the employee's certification or use of the license for the County, the employee shall no longer receive that stipend. New employees hired on or after November 1, 2022 shall not be entitled to the CDL Class A, CDL Class B or (N) tank endorsement-related stipends.

(c) As to those employees serving in and performing the duties of Supervising Mechanic, they will be eligible, (if they obtain the certification(s) on their own time and with their own money), for an annual stipend of One Thousand Five Hundred (\$1,500.00) Dollars, less all applicable deductions, for every ASE certification level they obtain, maintain and use on behalf of

the County up to a maximum of Six Thousand (\$6,000.00) Dollars per year, less all applicable deductions, if they obtain, maintain and use a Level 4 ASE certification on behalf of the County. The use of such certification must be for at least thirty (30) working days in any year and said payment shall be made in the second (2nd) paycheck in the following January.

(d) Supervising Mechanics who work on specialized equipment on behalf of the County shall be eligible for an hourly rate during those specific hours they are working on said specialized equipment. The County will consult with the Union prior to the implementation of same.

ARTICLE 28 - PHYSICAL EXAMINATIONS

A. Each employee shall be entitled to receive a physical examination to be conducted at the Center for Occupational Medicine or at another site mutually agreed upon by the Employer and the Union, consisting of the following: chest x-ray; SMA series of blood tests (23 in number); urine analysis; EKG; blood pressure test. In addition, female employees may have a breast examination and PAP smear test. All or any portion of the testing shall be voluntary on the part of the employee.

B. Each employee desiring a physical examination shall so indicate, in writing, to his/her Department Head which physical examination shall be scheduled by the Employer.

C. Each employee shall cooperate with the Employer as to any possible reimbursement which the Employer may be able to secure from any insurance company affording coverage to the employee, the premiums for which insurance coverage are paid by the Employer.

D. Examinations shall be scheduled at the reasonable, mutual convenience of the affected parties. All scheduled appointments must be pre-approved by the Employer and cannot exceed eight (8) hours in total for the year except that a follow-up examination required by the physical shall be accommodated to a maximum period of four (4) hours annually.

ARTICLE 29 - NOTIFICATION TO UNION OF CERTAIN HIREES

The Employer shall make available to the Union a list of all persons who shall be proposed for hiring by the Employer, prior to each such hiring whenever possible. The Employer will notify the Union, in writing, of any intention to hire through a personnel agency, rather than directly.

ARTICLE 30 - PER DIEM EMPLOYEES

A. Employees who regularly work twenty (20) hours per week or more shall receive all fringe benefits as provided in this Agreement. Effective January 1, 2018, all bargaining unit members hired on or after January 1, 2018 must regularly work thirty (30) hours per week or more to receive all fringe benefits as provided in this Agreement. Per Diem employees are employees who regularly work less than thirty (30) hours and do not receive fringe benefits as provided in this Agreement.

B. The Employer shall have the right to hire, less than twenty (20) hours per week, per-diem employees, upon the condition that there is a recognized employment need for them. The hiring is not intended to avoid paying these employees the fringe benefits which would result from a hiring of a twenty (20) hour per week or greater employee. Effective January 1, 2018, all bargaining unit members hired on or after January 1, 2018 must regularly work thirty (30) hours per week or more to be eligible to receive all fringe benefits as provided in this Agreement. Thus, per diems going forward shall work less than thirty (30) hours per week.

ARTICLE 31 - HEALTH/ SAFETY/FAMILY CAREGIVER/WORKPLACE COMMITTEE

There shall be a health and safety/family caregiver/workplace committee consisting of three (3) employees of the bargaining unit who shall be selected by the Union President and three (3) persons employed by the Employer who shall be selected by the County Executive or his/her designee. This committee shall meet quarterly during the duration of this collective bargaining agreement. The committee shall discuss matters of health and safety/family caregiver/workplace as it pertains to County operations and procedures and shall be entitled to bring its comments and

recommendations to the Employer for its consideration. Upon the affirmative vote of three (3) members of the Committee, applicable problems shall be brought directly to the attention of the County Executive or his/her designee.

ARTICLE 32 - UNIFORMS

A. (1) Effective January 1, 2023 and for the duration of this Agreement, the positions below shall receive the uniform allowance set forth below:

	<u>2023</u>	<u>2024</u>	<u>2025</u>
(a) For those known as “outside” and “security” workers:	\$550.00	\$600.00	\$650.00
(b) For those known as “inside” workers:	\$500.00	\$550.00	\$600.00
(c) For those known as “exceptions”:	\$600.00	\$650.00	\$700.00
(d) For those known in various “food service” titles:	\$325.00	\$375.00	\$425.00
(e) Supervising Mechanics:	\$600.00	\$650.00	\$700.00

(2) For all employees hired prior to January 1, 2008, the uniform allowance shall be paid as follows:

(a) a check for one-half (½) of the annual allowance shall be paid to each employee in the first (1st) month of each year.

(b) The remainder of the uniform allowance shall be paid promptly by the Employer upon the submission by the employee of receipts to demonstrate the employee’s purchase of uniform clothing or work shoes, which purchases shall amount to not less than one-half (½) of the dollar amount of the employee’s annual uniform allowance.

(c) Each employee shall be obligated to submit to the Employer additional

receipts to demonstrate the employee's purchase of uniforms or work shoes in a dollar amount equal to his/her annual uniform allowance.

(3) Security personnel will be considered outside personnel for purposes of uniform allowance and shall receive the outside personnel uniform allowance, effective January 1, 2004.

(4) Bargaining unit employees required to wear work boots shall receive a One Hundred Fifty (\$150.00) Dollar annual allowance, effective January 1, 2014. Effective January 1, 2018, the County shall, in lieu of providing the One Hundred Fifty (\$150.00) dollar allowance, reimburse security guards for boots purchased for use at work for the County, after the providing of purchase receipts for said boots to the County's designee, up to One Hundred Fifty (\$150.00) dollars per year.

B. For those employees hired after January 1, 2008 and still within the first (1st) calendar year of their employment, the uniform allowance shall be payable as follows:

(1) A check in the amount of one-half ($\frac{1}{2}$) of the annual uniform allowance shall be paid in the first (1st) month of their employment.

(2) The remainder of the uniform allowance shall be paid promptly by the Employer upon the submission by the employee of receipts to demonstrate the employee's purchase of uniform clothing or work shoes, which purchases shall amount to not less than one-half ($\frac{1}{2}$) of the dollar amount of the employee's annual uniform allowance, provided that payment on the remainder of the uniform allowance shall not be due sooner than ninety (90) days after the date of hire.

(3) Each employee shall be obligated to submit to the Employer additional receipts to demonstrate the employees' purchase of uniforms or work shoes in a dollar amount equal to his/her annual uniform allowance.

C. All employees covered by this Agreement other than as specified in Sections A(2) and B above shall receive their clothing allowance in full in the first (1st) month of each year.

D. Each employee shall wear a uniform consisting of a shirt, pants and, where required, a jacket, except that “food service” personnel shall wear a uniform consisting of a smock or jacket. The color of the uniform for “outside” employees shall be khaki or a different color if mutually agreed to between the Employer and the Union; the color of the uniforms to be worn by the painters, cooks and “food service” personnel shall be white. A Bergen County identification patch supplied by the Employer shall be worn on the shirt of all uniforms. The Employer must provide identification cards with the employee’s picture thereon, which card shall be worn as part of the uniform. Failure to wear the uniform shall result in disciplinary action against the employee.

E. The Employer shall continue to provide rain gear and gloves to all employees deemed eligible by the Department/Division Head and this shall not be deducted from the employee’s allowance.

F. The maintenance of the uniform shall be the responsibility of the employee.

ARTICLE 33 - EMPLOYMENT OPPORTUNITIES

Effective as of the signing of this Agreement, the County agrees to establish an interview list of Union members for employment opportunities throughout the County. The County will call the list as job openings occur, consistent with New Jersey Civil Service Commission rules and regulations.

ARTICLE 34 - SEVERABILITY

Should any clause of this contract be found unenforceable or invalid, the parties agree to reopen negotiations and consider alternative approaches to the issue involved. In such event, the remaining portions or provisions of this Agreement shall continue in full force and effect.

ARTICLE 35 - UNION RIGHTS

Agents of the Union, who are not employees of the Employer, shall be permitted to visit job sites and work locations for the purpose of discussion Union matters, so long as such visitations

do not interfere with the general operation of the Employer. The Union shall furnish the names of all such agents to the County Personnel Officer upon request.

The Union shall have the right to post Union notices on available bulletin boards for general purposes and/or those normally used to post notices to employees.

Union employees or the President shall have the right to examine time sheets and other records pertaining to the computation of compensation or fringe benefits of any individual whose pay is in dispute, upon reasonable notice to the County Personnel Officer.

Employees shall be entitled to representation by a Shop Steward or other representative when they are summoned to meet with management regarding disciplinary action.

ARTICLE 36 - FIRST AID EQUIPMENT

The Employer shall provide first aid equipment at each County work site.

ARTICLE 37 - TOOL ALLOWANCE

All employees required by the Employer to supply their own tools shall be given a tool allowance payable at the first payroll period of each year. The tool allowance shall be paid as follows:

(1) Four Hundred Fifty (\$450.00) Dollars shall be paid to all employees in "mechanic" titles which shall specifically include; mechanic; senior mechanic; automotive mechanic; senior automotive mechanic; mechanic diesel; senior mechanic diesel; mechanic helper; assistant mechanic foreman; mechanic foreman; body and fender repairer; senior mechanic body and fender repairer; dredge mechanic; and, all other "mechanic" titles which may be added to the unit during the term of this Agreement.

(2) Three Hundred Twenty-Five (\$325.00) Dollars shall be paid to all employees in the carpenter shop, plumbing shop and electrician shop, specifically including the following titles:

carpenter foreman; mason and plasterer; maintenance repairer; maintenance repairer carpenter; maintenance repairer electrician; maintenance repairer foreman; maintenance repairer general foreman; maintenance repairer roads and bridges; maintenance repairer mason plasterer; maintenance repairer plumber; maintenance repairer; senior maintenance repairer carpenter; senior maintenance repairer electrician; senior maintenance repairer locksmith; senior maintenance repairer plumber; senior maintenance repairer roads and bridges; general foreman; sign design processor letterer; sign design processor letterer foreman; sign design letterer assistant foreman; plumber; plumber foreman; electrician; electrician foreman; boiler room staff and, all other titles which may be added to the three (3) named shops for which the Employer requires the employee to supply his/her own tools.

(3) Persons working in “mechanic” titles at the Mosquito Commission Garage who are supplied tools by the Employer shall not collect a tool allowance.

ARTICLE 38 - MISCELLANEOUS

A. The Union recognizes that all employees covered under this bargaining unit are essential employees in all capacities and that the County may call upon these employees for any reason whatsoever as the County Executive so determines.

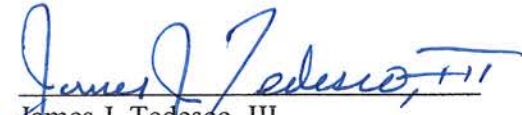
B. In the event that the County becomes eligible to join the NJMA, the County shall do so at the earliest practical time subsequent to eligibility.

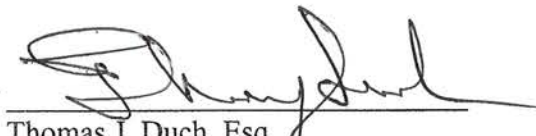
ARTICLE 39 - CONTINUATION OF CONTRACT PROVISIONS

All of the provisions of this Agreement shall continue in full force and effect beyond the stated expiration date set forth herein until a successor Agreement is executed and becomes effective.

IN WITNESS WHEREOF, the Parties hereto have caused these presents to be signed and attested by their proper corporate officers and their corporate seal to be affixed and have hereunto set their hands and seals the day and year first above written.

FOR THE COUNTY OF BERGEN



James J. Tedesco, III
County Executive

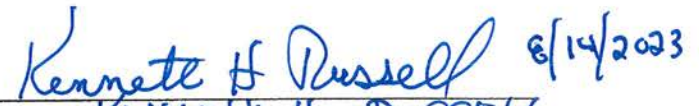

Thomas J. Duch, Esq.
County Administrator/County Counsel
8/15/23

ATTEST:



FOR UNITED SERVICE WORKERS
UNION (USWU) DPW SUPERVISORY
UNIT


Kevin Boyle, Jr.
Public Sector Coordinator, USWU
8/1/23


Printed: KENNETH H. ROSSELL
Title: PRESIDENT USWU LOCAL 6551
8/14/2023

ATTEST:




Exhibit A

See attached salary guide

Exhibit A

DPW Supervisory Salary Guide			
Step	Class 1	Class 2	Class 3
1	\$ 60,000.00	\$ 65,000.00	\$ 73,000.00
2	\$ 62,400.00	\$ 68,300.00	\$ 76,700.00
3	\$ 65,200.00	\$ 71,400.00	\$ 80,200.00
4	\$ 68,500.00	\$ 74,300.00	\$ 83,400.00
5	\$ 71,600.00	\$ 77,700.00	\$ 87,200.00
6	\$ 75,200.00	\$ 81,600.00	\$ 91,600.00
7	\$ 80,000.00	\$ 86,000.00	\$ 95,500.00
Class 1 - Job Titles:			
	Assistant Chief Inspector Mosquito Extermination		
	Assistant Supervising Heating & Air Conditioning Mechanic		
	Assistant Supervising Heavy Equipment Operator		
	Chief Stationary Engineer		
	General Supervisor Mosquito Extermination		
	General Supervisor Roads		
	General Supervisor Streets		
	Maintenance Supervisor		
	Road Repair Supervisor		
	Supervising Equipment Operator		
	Supervising Heavy Equipment Operator		
	Supervising Maintenance Repairer		
	Supervisor Boiler Room		
	Supervisor Mosquito Extermination		
	Supervisor of Automotive Equipment Maintenance		
	Supervisor of Buildings and Grounds		
	Supervisor Traffic Maintenance		
Class 2 - Job Titles:			
	Assistant Supervising Carpenter		
	Assistant Supervising Electrician		
	Assistant Supervising Mechanic		
	Assistant Supervising Plumber		
	Assistant Supervisor of Garage Services		
	Assistant Supervisor, Trades		
	Building Superintendent		
	Chief Inspector, Mosquito Extermination		
	General Supervising Maintenance Repairer		
	General Supervisor Building Services		
	General Supervisor Traffic Maintenance		

Exhibit A

<u>DPW Supervisory Salary Guide (continued)</u>	
Class 2 - Job Titles (continued):	
	Road Repair Superintendent
	Supervising Public Works Inspector
	Supervising Road Inspector
Class 3 - Job Titles:	
	Director of Maintenance Services
	Director Repair and Maintenance
	General Supervisor of Garage Services*
	General Supervisor Plumber
	General Supervisor Public Works
	General Supervisor Trades
	Sign Maker 4
	Supervising Carpenter
	Supervising Electrician
	Supervising Mechanic
	Supervising Mechanic Diesel
	Supervising Plumber
	Supervisor of Garage Services
	Supervisor of General Services
	Supervisor Public Works
	Supervisor Trades
	Supervisor Water Management Mosquito Extermination
	* Note: General Supervisor of Garage Services starts at Step 3