

3-0332

City Clerk Virginia
1/1/80 - 12/31/81

AGREEMENT

BETWEEN THE CITY OF LINDEN AND LINDEN SUPERVISORS' ASSOCIATION

PREAMBLE

This Agreement, effective the first day of January, 1980, and terminating December 31, 1981, between the ~~City of Linden, New Jersey~~ ^{Linden, New Jersey}, hereafter referred to as the "City," and the Linden Supervisors' Association, hereafter referred to as the "L.S.A."

Whereas, the City and the L.S.A. have resolved their differences, through collective negotiations, in order that more efficient and progressive public service may be rendered, the City and the L.S.A. agree as follows:

ARTICLE I

RECOGNITION AND AREA OF BARGAINING AND MEMBERSHIP

Section 1. Recognition

The City hereby recognizes the L.S.A. as the sole and exclusive bargaining agent for all Supervisory Personnel employed by the City, in the areas of pay, wages, hours of work, benefits, and other terms and conditions of employment.

Section 2. Scope of Bargaining Unit

This Agreement covers all employees in permanent full time supervisory positions employed by the City, who are members in good standing of the L.S.A.

Section 3. Membership

The L.S.A. shall annex to this Agreement a complete list of all employees who are members in good standing as of the date of this Agreement, and shall continue for the duration of this Agreement. Employees who in the future elect to join the L.S.A. shall continue in good standing for the duration of this Agreement. The City shall be notified within sixty (60) days of new members of the L.S.A.

Section 4. Meetings

A maximum of four (4) membership meetings per year may be held on city time but in no event shall they commence earlier than 4:00 p.m. of any work day.

ARTICLE II

OFFICERS OF L.S.A. - RIGHTS AND DUTIES

Section 1.

The Bargaining Committee shall consist of no more than four (4) members in good standing as selected by the L.S.A. membership. These members shall be granted leave from their duties with the City with full pay for all meetings between the City and the L.S.A., when such meetings take place during such time that these individuals are scheduled to work.

Section 2.

The President, Vice-President, Secretary, and Treasurer shall be granted leave from their duties with full pay to perform the duties of their respective offices.

ARTICLE III

SICK LEAVE AND LEAVE

Section 1. Definition

Sick leave shall mean paid leave that will be granted to employees who through sickness or injury become incapacitated to a degree that makes it impossible for them to perform the duties of their position, or who are quarantined by a physician because they have been exposed to a contagious disease.

Section 2. Days

Fifteen (15) days per year sick leave shall be granted at the beginning of each calendar year. Sick leave may be accumulated from year to year.

Section 3. Uses

Accumulated sick leave shall be used by an employee for personal illness, illness in his immediate family, quarantine restrictions, or disabling injuries. Immediate family means spouse, child, parent or brother or sister living under the same roof. Any member who is pregnant has the discretion of taking a leave of absence or using accumulated sick leave.

Section 4. Leave Of Absence As A Result Of Injury In The Line Of Duty.

When a member of the L.S.A. is injured on the job, the Council shall grant the employee sick leave without the said employee being charged for sick leave for the time lost to such injury, pending medical proof from a licensed physician.

Section 5. Death In Immediate Family

a. Leave with pay shall be granted to an employee in the event of death in his immediate family. This leave shall not exceed three (3) working days.

b. The term "immediate family" shall mean spouse, child, parent, brother or sister; the child, parent, brother or sister of spouse; grandparents and grandchildren and grandparents and grandchildren of spouse; a relative living under the same roof. Upon request, written proof shall be submitted that a relative was living under the same roof.

c. In the event of death of an aunt or uncle, they shall be given a day off with pay on the day of the funeral if he attends the funeral. Upon request, written proof of relationship shall be submitted to Council.

d. In the event of the death of a fellow member of the L.S.A., an officer of the L.S.A. shall be given time off with pay to attend the funeral.

Section 6. Granting Accumulated Sick Leave on Death or Retirement

Each member will be granted one day of base pay for every three days sick leave upon retirement, or his beneficiary, upon death, not to exceed \$8,500.00.

If the ceiling of \$8,500.00 is raised for any other Bargaining Unit, the same shall apply to members of the L.S.A.

ARTICLE IV

WAGES

Section 1. Wages

Salaries for all members as agreed upon and negotiated are set forth in Schedule "A" and made a part hereof and shall be retroactive to January 1, 1980, and continue through until December 31, 1981.

Section 2. Increments

All members shall receive \$450.00 per year increments, until the maximum is reached, effective January 1, 1980 and January 1, 1981.

Section 3. Minimum and Maximum Wages

The minimum and maximum wage shall have at least an \$1,800.00 range between minimum and maximum and shall be as outlined in Schedule "A" for the years 1980 and 1981.

Section 4. Death of Employee

In the event of the death of any member, payment of salary shall be made up to and including the day of death, together with any accumulated time which the employee may be entitled to for services rendered to the City, including "1 for 3" sick leave pay, vacation benefits and personal days.

Section 5.

An annual salary increase of 4% compounded effective on each of the following dates: January 1, 1980 - July 1, 1980 - January 1, 1981 - July 1, 1981.

ARTICLE V
OVERTIME PAY

Section 1. Overtime

All overtime shall be paid when an L.S.A. member works in excess of his or her normal working day.

Overtime shall be paid at the rate of time and one-half (1½) his hourly base rate; longevity pay shall be included in the base rate of pay. Double time shall be granted for Sunday, holidays, and days normally off.

In the event any member of the L.S.A. must work during the time he is normally off, he will be paid at the minimum of two (2) hours overtime pay.

Also it is agreed to pay any member that works overtime in excess of ten (10) hours a meal allowance of \$2.50 and an additional meal allowance of \$2.50 for each subsequent four (4) hours of overtime work.

All payment of overtime for members of the L.S.A. except the department heads shall be submitted directly to the City Treasurer's Office for payment on the first payroll following the date the overtime was worked. A copy will be sent to the Chairman of the department.

Section 2. Exclusions

Department heads shall be excluded from overtime pay except when a department head must work a holiday, he shall get the approval of his department Chairman and submit the overtime to City Council for payment at the regular rate of pay.

ARTICLE VI

NORMAL WORKING DAY

Section 1. Hours of Work

All L.S.A. members shall work a normal work week with changes subject to the approval of their supervisor, Monday through Friday, exclusive of Legal Holidays and other days the City may declare as holidays.

The following are the Legal Holidays:

- New Year's Day
- Martin Luther King Day
- Lincoln's Birthday
- Washington's Birthday
- Good Friday
- Memorial Day
- July 4th
- Labor Day
- Columbus Day
- Veterans' Day
- Election Day
- Thanksgiving
- Christmas

In the event a paid holiday falls on Saturday and all regular city employees are scheduled to work the preceding Friday, employees covered by this agreement shall receive a paid day off of their choice in lieu of said holiday. Said paid day off shall be granted within 90 days of such holiday date, subject to final approval of the appropriate Department Head.

ARTICLE VII

VACATION

Section 1. Vacation Entitlement Shall Be Based Upon The Following Schedule

<u>Period of Employment</u>	<u>Vacation</u>
0 - 1 year service	One day per month

<u>Period of Employment</u>	<u>Vacation</u>
1 - 5 years service	12 working days
6 - 10 years service	15 working days
11 - 20 years service	20 working days
21 - 29 years service	25 working days
30 years service and over	30 working days

Section 2. Granting of Vacation

Vacation may be taken any time during the year upon approval of the department head. All vacation time shall be due at the beginning of each calendar year.

ARTICLE VIII

EMPLOYEE VACANCIES

Section 1. Notification

The President of the L.S.A. shall be notified when any vacancy exists.

Section 2. Eligibility

Any qualified member of the L.S.A. is eligible to apply for any vacancy within the City of Linden.

ARTICLE IX

IDENTIFICATION

Section 1.

All members shall be entitled to proper identification including color photo on I.D. card, with case, to include police size badges for Department and Assistant Department Heads.

ARTICLE X

RECOGNITION OF SERVICE

Section 1. Recognition of Service

The City Council shall make appropriate recognition of service to any member who has completed twenty-five (25) and thirty (30) years of service. City Council should be notified thirty (30) days prior to completion of said service.

Section 2. Retirement

The City Council shall make appropriate recognition for any L.S.A. member who retires from the City

ARTICLE XI

CLOTHING & MAINTENANCE

Section 1. Entitlement

a. All members to receive a clothing allotment of \$300.00 annually effective January 1, 1980.

b. Said clothing and maintenance allowance shall be paid at a reasonable time subsequent to the adoption of the annual city budget.

c. All employees covered by this agreement shall at their option, be entitled to either the clothing and maintenance allowance or a regular employee work clothes issue.

d. Qualified employees accepted into the Association on or after July 1 of any year shall receive one half (1/2) the prescribed annual clothing and maintenance allowance.

e. Monies for appropriate and reasonable work clothing shall be provided for in each department's budget, and approved by Council.

ARTICLE XII

EDUCATION

Section 1. Entitlement

All members are entitled to \$300.00 per annum for job related educational expenses.

Section 2. Approval

All members must have any course approved by the City Council prior to taking same.

Section 3. Reimbursement

Upon satisfactory completion of a course approved by City Council, reimbursement shall be made each member for all related expenses incurred, including tuition, books and other fees the institution being attended may charge, not exceeding \$300.00.

ARTICLE XIII

LONGEVITY

Section 1. Entitlement

All members of the L.S.A. shall be entitled to and paid longevity pay as set forth in the following schedule:

- More than 5 years, but less than 10 years - 2% of his salary
 - More than 10 years, but less than 15 years - 4% of his salary
 - More than 15 years, but less than 20 years - 6% of his salary
 - More than 20 years, but less than 25 years - 8% of his salary
 - More than 25 years - 10% of his salary
- Not to exceed a maximum of \$1,200.00

Longevity for employees entitled thereto between the period of January 1st and June 30th shall commence on the preceding January 1st. Longevity for employees entitled thereto for the period of July 1st to December 31st shall commence on the preceding July 1st.

The longevity shall be calculated based on salary as of December 31st of the preceding year.

Longevity pay shall be considered as part of base wages for the purpose of computing holiday pay, vacation pay, sick pay and retirement pay.

Section 2. New Members

Longevity pay shall not be fixed, granted and determined for new members of the L.S.A. employed by the City of Linden, if such employee was hired after January 1, 1975 (Ord. 1-21-75).

ARTICLE XIV

INSURANCE

Section 1. Health Insurance

Each member of the L.S.A. shall be provided complete hospitalization benefits, Blue Shield, Rider J, and Blue Cross under the 750 series.

Major medical coverage in its present form shall be provided for each L.S.A. member unless a better plan is adopted by the City.

The premiums of all health insurance policies, including the dental plan, shall be paid by the City.

An improved Dental Plan upon the expiration of the current plan.

Implementation of the new Blue Cross Blue Shield 1420 Series Plan when available through the N.J. State Health Benefit Plan.

Section 2. Life Insurance

The City shall assume the full cost of life insurance for each member of the L.S.A. equal to at least his base annual salary, with a limitation of \$12,500.

Section 3. Workmen's Compensation Insurance

The City shall maintain in full force and effect Workmen's Compensation Insurance for all members of the L.S.A. Employees shall

return to the City all temporary disability benefits which the said employees received for that period of time that the employee was receiving full pay from the City.

Section 4. Automobile Liability Insurance

The City shall provide adequate liability insurance for all city vehicles used by members of the L.S.A., and shall be kept in effect at all times while on city business.

ARTICLE XV

LEGAL AID

Section 1. Entitlement

Every member of the L.S.A. shall be entitled to legal aid when they would be involved in any civil matter while in their official position with the City.

Section 2. Reinstatement

If any member of the L.S.A. is suspended from his duties due to legal action against him, he shall be reinstated with full pay and benefits when he is proven innocent.

Section 3. Legal Representation

Adequate legal representation shall be provided by an attorney who has considerable expertise in the particular legal matter the L.S.A. member is involved in. Counsel, and the cost thereof, must be approved in advance by the City Council.

Section 4. Payment of Fees

All legal fees shall be paid by the City when as L.S.A. member is reinstated to his position, and/or found innocent of any charges.

ARTICLE XVI

PERSONAL DAYS

Every member of the L.S.A. shall receive three (3) noncumulative personal days per year.

ARTICLE XVII

PRIOR PRACTICES

All other rights, benefits and privileges enjoyed by employees which are not specifically provided for or abridged in this Agreement, are hereby protected by this Agreement, including but not limited to any rights, benefits and privileges bestowed on the employees by laws of the United States, laws of New Jersey, Civil Service laws of New Jersey or City Ordinances of Linden.

ARTICLE XVIII

DURATION

The duration of this Agreement shall extend through December 31, 1981. Either party wishing to amend, terminate or modify such contract must so notify the other party in writing no more than ninety (90) days nor less than sixty (60) days prior to such expiration date. Within fifteen (15) days of the receipt of notification by either party, a conference shall be held between the City and the L.S.A. for the purpose of such agreement, modification or termination.

In the event neither party serves such written notice of desire or intention to terminate, amend or modify this Agreement on or before aforementioned sixty (60) days prior to expiration of this Agreement, then the duration of this Agreement shall continue for one (1) additional year.

ARTICLE XIX

GRIEVANCE AND ARBITRATION PROCEDURE

a. A grievance within the meaning of this Agreement shall be any difference of opinion, controversy or dispute arising between the parties involving interpretation, or application of any provisions of this Agreement.

Step 1. An aggrieved employee and the grievance committee shall present his grievance to his department head within twenty (20) days of its occurrence or such grievance shall be deemed waived. In the event that the grievance is not satisfactorily settled within five (5) working days, the grievance shall be forwarded to the next step.

Step 2. The grievance committee and the department chairman and committee shall meet to discuss the grievance. (Note* This would be Step 1 for a department Head.) In the event that the grievance is not settled within five (5) days, the grievance shall be forwarded to the next step.

Step 3. The grievance committee shall meet with the City's Personnel Committee to discuss the grievance. In the event that the grievance is not settled within ten (10) days, the grievance shall be forwarded to the next step.

Step 4. The grievance committee shall meet with the Mayor and the City Council to discuss the grievance within ten (10) days. In the event that the grievance is not settled, the grievance may be taken to arbitration by either party upon notice to the other party.

b. If at any time the aggrieved party appeals his grievance before the Civil Service Commission then, from that point in time, the grievance and arbitration procedure can no longer be utilized to adjust such grievance.

c. If, in any foregoing steps, either party fails to carry out the procedure involved in these steps, the other party may take the dispute to arbitration.

d. Arbitration

Either party may apply directly to the New Jersey State Board of Mediation for the appointment of an arbitrator.

1. The decision of the arbitrator shall be final and binding upon the parties hereto and the arbitrator's fees shall be borne equally by the parties.
2. It is intended that all differences between the City and the L.S.A. shall be settled through the grievance and arbitration procedure of this Agreement. Therefore, the City agrees that it will not lock out its employees and the L.S.A. agrees that it will not sanction a strike during the life of this Agreement.
3. It is agreed that no arbitrator may in any way change, modify, add to, or delete any provision of this agreement or any signed supplemental agreement.

GRIEVANCE COMMITTEE

- A. The City recognizes the right of the L.S.A. to designate the grievance committee.

- B. The authority of the grievance committee shall be to investigate and present and process grievances without loss of pay. Such time spent in handling grievances shall be within reasonable limits and shall be considered working hours.
- C. The City will be advised in writing of the names of the grievance committee who are authorized to act on behalf of the L.S.A.

CITY OF LINDEN

ATTEST:


Val D. Imbriaco

Val D. Imbriaco,
City Clerk

By

John T. Gregorio
John T. Gregorio, Mayor

LINDEN SUPERVISORS' ASSOCIATION

ATTEST:

Elizabeth A. Wieser

Elizabeth A. Wieser,
Secretary

By

Joseph R. Wagner
Joseph R. Wagner, President

MEMBERSHIP ROSTER

LINDEN SUPERVISORS' ASSOCIATION

January 1, 1980

Chester Chrobak	Building Inspector
William Costa	Public Works Foreman
Lorraine S. Dawkins	Municipal Court Clerk
Florence Demcovitz	Assistant Assessor
Ross Gallimore	Public Works Foreman
Stephen Gassler	Public Works Foreman
Wanda Glinka Gawron	Deputy City Clerk
Louise J. Hasbrouck	Assistant Municipal Treasurer
John Kissolovege	Garage Foreman
John Kostrey	Public Works Foreman
Stanley Jamilkowski	Assistant Building Superintendent
Edward W. Miskiewicz	Assistant Garage Foreman
Frank Petroski	Public Works Foreman
Michael P. Polly	Assistant Building Inspector
Paul C. Samolonis	Sanitarian
Anthony Sinisi	Public Works Foreman
Joseph J. Travisano	Housing Inspector
Leo C. Urbanowitz	Principal Engineering Draftsman
Joseph R. Wagner	Electrical Inspector
Elizabeth A. Wieser	Supervising Clerk
Anthony A. Zebro	Garage Superintendent

MEMBERSHIP ROSTER

LINDEN SUPERVISORS' ASSOCIATION

January 1, 1980

John Brozana	Administrative Clerk
Joseph A. Caroselli	Transportation Inspector
Alexander L. Eska	Sealer Weights & Measures
Henry F. Gavan	Health Officer
Alfred R. Coleman	Plumbing Inspector
L. Seymour Lubin	Purchasing Agent
Dorothy Margavitz	Municipal Tax Collector
John Mesler, Jr.	Superintendent of Public Works
Nucenzio Pirozzoli	Garage Superintendent
Emanuel F. Frangella, Jr.	Tax Assessor
Sigvart L. Johnson	Superintendent Building & Grounds

NAME	12/31/79 BASE SALARY	1/1/80 INCREMENT	1/1/80 BASE	1/1/80 4% INCREASE	1/1/80 LONGEVITY	NEW TOTAL 1/1/80 BASE	7/1/80 4% INCREASE	7/1/80 LONGEVITY	7/1/80 TOT ANNUAL SAL
J. BROZANA	\$19,180.00	\$450.00	\$19,630.00	\$785.00	\$384.00	\$20,415.00	\$817.00	\$384.00	\$21,616.00
J. CAROSELLI	20,335.00	450.00	20,785.00	831.00	1,200.00	21,616.00	865.00	1,200.00	23,681.00
A. ESKA	20,565.00	450.00	21,015.00	841.00	823.00	21,856.00	874.00	823.00	23,553.00
E. FRANGELLA	20,807.00	450.00	21,257.00	850.00	832.00	22,107.00	884.00	1,200.00	24,191.00
H. GAVAN	25,936.00	450.00 (+1,200.)	27,586.00	1,103.00	1,200.00	28,689.00	1,148.00	1,200.00	31,037.00
S. JOHNSON	22,032.00	311.00	22,343.00	894.00	1,200.00	23,237.00	929.00	1,200.00	25,366.00
L. LUBIN	21,193.00	--	21,193.00	848.00	424.00	22,041.00	882.00	848.00	23,771.00
D. MARGAVITZ	24,991.00	--	24,991.00	1,000.00	1,200.00	25,991.00	1,040.00	1,200.00	28,231.00
J. MESLER, JR.	31,131.00	130.00	31,261.00	1,250.00	1,200.00	32,511.00	1,300.00	1,200.00	35,011.00
N. PIROZZOLI	23,447.00	450.00 (+1,200.)	25,097.00	1,004.00	1,200.00	26,101.00	1,044.00	1,200.00	28,345.00
A. GOLEMME	20,348.00	450.00 (+1,200)	21,998.00	880.00	1,200.00	22,878.00	915.00	1,200.00	24,993.00

L.S.A. SCHEDULE - 1980

<u>NAME</u>	<u>12/31/79</u> <u>BASE SALARY</u>	<u>1/1/80</u> <u>INCREMENT</u>	<u>1/1/80</u> <u>BASE</u>	<u>1/1/80</u> <u>4% INCREASE</u>	<u>1/1/80</u> <u>LONGEVITY</u>	<u>NEW TOTAL</u> <u>1/1/80</u> <u>BASE</u>	<u>7/1/80</u> <u>4% INCREASE</u>	<u>7/1/80</u> <u>LONGEVITY</u>	<u>7/1/80</u> <u>TOTAL</u> <u>ANNUAL SAL</u>
C. CHROBAR	\$26,769.00	\$450.00	\$27,219.00	\$1,089.00	\$1,200.00	\$28,308.00	\$1,132.00	\$1,200.00	\$30,640.00
W. COSTA	20,658.00	149.00	20,807.00	832.00	1,200.00	21,639.00	866.00	1,200.00	23,705.00
L. DAWKINS	13,057.00	-- (+3,000.00)	16,057.00	642.00	522.00	16,699.00	668.00	522.00	17,889.00
F. DEMCOVITZ	13,035.00	450.00	13,485.00	539.00	1,043.00	14,024.00	561.00	1,043.00	15,628.00
R. GALLIMORE	20,368.00	439.00	20,807.00	832.00	1,200.00	21,639.00	866.00	1,200.00	23,705.00
S. GASSLER	20,658.00	149.00	20,807.00	832.00	1,200.00	21,639.00	866.00	1,200.00	23,705.00
W. G. GAMRON	21,311.00	450.00	21,761.00	870.00	1,200.00	22,631.00	905.00	1,200.00	24,736.00
L. HASBROUCK	21,311.00	450.00	21,761.00	870.00	1,200.00	22,631.00	905.00	1,200.00	24,736.00
S. JAMILKOWSKI	12,593.00	--	12,593.00	504.00	1,007.00	13,097.00	524.00	1,007.00	14,628.00
J. KISSLOVEGE	18,694.00	149.00	18,843.00	754.00	748.00	19,597.00	784.00	748.00	21,129.00
J. KOSTREY	20,658.00	149.00	20,807.00	832.00	1,200.00	21,639.00	866.00	1,200.00	23,705.00
E. MISKIEWICZ	16,875.00	450.00	17,325.00	693.00	675.00	18,018.00	721.00	675.00	19,414.00
F. PETROSKI	20,496.00	311.00	20,807.00	832.00	1,200.00	21,639.00	866.00	1,200.00	23,705.00
M. POLLY	17,523.00	450.00	17,973.00	719.00	1,051.00	18,692.00	748.00	1,051.00	20,491.00
P. SAMALONIS	17,582.00	230.00	17,812.00	712.00	703.00	18,524.00	741.00	703.00	19,968.00
A. SINISI	19,737.00	450.00	20,187.00	807.00	1,200.00	20,994.00	840.00	1,200.00	23,034.00
J. TRAVISANO	16,200.00	450.00	16,650.00	666.00	--	17,316.00	693.00	--	18,009.00
L. URBANOWITZ	20,118.00	312.00	20,430.00	817.00	1,200.00	21,247.00	850.00	1,200.00	23,297.00
J. WAGNER	18,318.00	450.00 (+450.00)	19,218.00	769.00	366.00	19,987.00	799.00	366.00	21,152.00
E. WIESER	15,917.00	450.00	16,367.00	655.00	1,200.00	17,022.00	681.00	1,200.00	18,903.00
A. ZEBRO	21,702.00	450.00	22,152.00	886.00	868.00	23,038.00	922.00	868.00	24,828.00

L.S.A. SCHEDULE - 1981

NAME	12/31/80 BASE SALARY	1/1/81 INCREMENT	1/1/81 BASE	1/1/81 4% INCREASE	1/1/81 LONGEVITY	NEW TOTAL 1/1/81 BASE	7/1/81 4% INCREASE	7/1/81 LONGEVITY	7/1/81 ANNUAL SAL	1981 MINIMUM	1981 MAXIMUM
C. CHROBAK	\$29,440.00	\$214.00	\$29,654.00	\$1,186.00	\$1,200.00	\$30,840.00	\$1,234.00	\$1,200.00	\$33,274.00	\$16,284.00	\$32,074.00
W. COSTA	22,505.00	---	22,505.00	900.00	1,200.00	23,405.00	936.00	1,200.00	25,541.00	12,494.00	24,341.00
L. DAWKINS	17,367.00	450.00	17,817.00	713.00	1,042.00	18,530.00	741.00	1,042.00	20,313.00	12,647.00	24,580.00
F. DEMCOVITZ	14,585.00	185.00	14,770.00	591.00	1,167.00	15,361.00	614.00	1,167.00	17,142.00	8,127.00	15,975.00
R. GALLIMORE	22,505.00	---	22,505.00	900.00	1,200.00	23,405.00	936.00	1,200.00	25,541.00	12,494.00	24,341.00
S. GASSLER	22,505.00	---	22,505.00	900.00	1,200.00	23,405.00	936.00	1,200.00	25,541.00	12,494.00	24,341.00
W. G. GAWRON	23,536.00	434.00	23,970.00	959.00	1,200.00	24,929.00	997.00	1,200.00	27,126.00	12,565.00	25,926.00
L. HASBROUCK	23,536.00	434.00	23,970.00	959.00	1,200.00	24,929.00	997.00	1,200.00	27,126.00	12,565.00	25,926.00
S. JAMILKOWSKI	13,621.00	---	13,621.00	545.00	1,090.00	14,166.00	567.00	1,090.00	15,823.00	7,353.00	14,733.00
J. KISSOLOVEGE	20,381.00	---	20,381.00	815.00	1,200.00	21,196.00	848.00	1,200.00	23,244.00	11,040.00	22,044.00
J. KOSTREY	22,505.00	---	22,505.00	900.00	1,200.00	23,405.00	936.00	1,200.00	25,541.00	12,494.99	24,341.00
E. MISKIEWICZ	18,739.00	189.00	18,928.00	757.00	750.00	19,685.00	787.00	750.00	21,222.00	12,000.00	20,472.00
F. PETROSKI	22,505.00	---	22,505.00	900.00	1,200.00	23,405.00	936.00	1,200.00	25,541.00	12,494.00	24,341.00
M. POLLY	19,440.00	456.00	19,896.00	796.00	1,200.00	20,692.00	828.00	1,200.00	22,720.00	9,756.00	21,520.00
P. SAMALONIS	19,265.00	---	19,265.00	771.00	771.00	20,036.00	801.00	771.00	21,608.00	10,265.00	20,837.00
A. SIMISI	21,834.00	450.00	22,284.00	891.00	1,200.00	23,175.00	927.00	1,200.00	25,302.00	12,494.00	24,341.00
J. TRAVISANO	18,009.00	450.00	18,459.00	738.00	---	19,197.00	768.00	---	19,965.00	16,200.00	20,004.00
L. URBANOWITZ	22,097.00	---	22,097.00	884.00	1,200.00	22,981.00	919.00	1,200.00	25,100.00	10,916.00	23,900.00
J. WAGNER	20,786.00	---	20,786.00	831.00	416.00	21,617.00	865.00	416.00	22,898.00	10,542.00	22,482.00
E. WIESER	17,703.00	450.00	18,153.00	726.00	1,200.00	18,879.00	755.00	1,200.00	20,834.00	11,200.00	20,658.00
A. ZEBRO	23,960.00	428.00	24,388.00	976.00	958.00	25,364.00	1,015.00	958.00	27,337.00	13,784.00	26,379.00

L.S.A. SCHEDULE - 1931

NAME	12/31/80	1/1/81	1/1/81	1/1/81	1/1/81	NEW TOTAL	7/1/81	7/1/81	7/1/81	1981	1981
	BASE SALARY	INCREMENT	BASE	4% INCREASE	LONGEVITY	1/1/81 BASE	4% INCREASE	LONGEVITY	ANNUAL SAL.	MINIMUM	MAXIMUM
J. BROZANA	\$21,232.00	\$450.00	\$21,682.00	\$867.00	\$ 425.00	\$22,549.00	\$902.00	\$ 425.00	\$23,876.00	\$ 9,542.00	\$23,846.00
J. CAROSELLI	22,481.00	214.00	22,695.00	908.00	1,200.00	23,603.00	944.00	1,200.00	25,747.00	12,480.00	24,547.00
A. Eska	22,730.00	216.00	22,946.00	918.00	909.00	23,862.00	954.00	909.00	25,728.00	12,651.00	24,819.00
E. FRANGELLA	22,991.00	450.00	23,441.00	933.00	1,200.00	24,379.00	975.00	1,200.00	26,554.00	12,610.00	26,268.00
H. GAVAN	29,837.00	214.00	30,051.00	1,202.00	1,200.00	31,253.00	1,250.00	1,200.00	33,703.00	16,628.00	32,503.00
S. JOHNSON	24,166.00	--	24,166.00	967.00	1,200.00	25,133.00	1,005.00	1,200.00	27,338.00	12,527.00	26,138.00
L. LUBIN	22,923.00	--	22,923.00	917.00	917.00	23,840.00	954.00	917.00	25,711.00	12,243.00	24,794.00
D. MARGAVITZ	27,031.00	--	27,031.00	1,081.00	1,200.00	28,112.00	1,124.00	1,200.00	30,436.00	12,565.00	29,236.00
J. MESLER, JR.	33,811.00	--	33,811.00	1,352.00	1,200.00	35,163.00	1,407.00	1,200.00	37,770.00	19,640.00	36,570.00
N. PIROZZOLI	27,145.00	214.00	27,359.00	1,094.00	1,200.00	28,453.00	1,138.00	1,200.00	30,791.00	14,784.00	29,591.00
A. GOLEMME	23,793.00	450.00	24,243.00	970.00	1,200.00	25,213.00	1,009.00	1,200.00	27,422.00	13,378.00	26,736.00

A RESOLUTION AUTHORIZING THE
EXECUTION OF AN AGREEMENT
BETWEEN THE CITY OF LINDEN,
AND THE LINDEN SUPERVISORS'
ASSOCIATION, ALSO REFERRED
TO AS THE "L.S.A."

WHEREAS, the City of Linden and the Linden Supervisors'
Association, also referred to as the "L.S.A.", have reached an
agreement with regard to rates of pay, wages, hours of work,
benefits and other terms and conditions of employment, for the
period effective January 1st, 1980 and terminating December 31,
1981.
NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY
OF LINDEN that the Mayor and City Clerk are hereby authorized
to execute the above mentioned agreement.

VAL D. IMBRIACO
City Clerk

ATTEST:

ACTING)
Mayor)
GEORGE HUDAK)

President of Council)
GEORGE HUDAK)

PASSED: JUL 15 1980
APPROVED: JUL 16 1980
1980