

AGREEMENT

BETWEEN

CITY OF ASBURY PARK
MONMOUTH COUNTY, NEW JERSEY

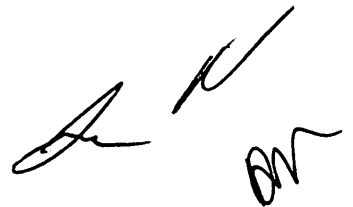
AND

THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS,
AFL-CIO, CHAPTER 5, LOCAL #196
(IFPTE)

JANUARY 1, 2021 THROUGH DECEMBER 31, 2023

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PREAMBLE

THIS AGREEMENT, entered into this 1st day of January, 2021 by and between the City of Asbury Park, in the County of Monmouth, a municipal corporation of the State of New Jersey (hereinafter referred to as the "City"), and the City of Asbury Park Employees Union, Chapter 5, Local 196, International Federation of Professional and Technical Engineers, AFL-CIO (hereinafter referred to as the "Union"), for and on behalf of the employees of the City now employed and hereinafter employed and hereinafter collectively designated as Employees; and

WHEREAS, the City and the Union have heretofore entered into negotiations as to various matters concerning the conditions of employment; and

WHEREAS, the City and the Union now desire to reduce the agreement arrived at by said negotiations to a written Agreement;

NOW, THEREFORE, WITNESSETH, the parties hereto hereby agree as follows:

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ARTICLE I – RECOGNITION

The City hereby recognizes the Union as the sole and exclusive bargaining representative for the titles as listed below:

“BLUE” COLLAR TITLES

Building Maintenance Worker
Carpenter
Electrician
Equipment Operator
Heavy Equipment Operator
Laborer
Laborer Heavy
Maintenance Repairer
Mason/Plasterer
Mechanic
Mechanics Helper
Motor Broom Driver/Truck
Painter
Senior Building Maintenance Worker
Senior Mechanic
Senior Sewage Plant Repairer
Senior Sewer Repairer
Sewage Plant Repairer
Sewer Repairer
Street Sweeper
Traffic Maintenance Worker (Laborer)
Traffic Maintenance Worker (Painter)
Traffic Signal Electrician
Truck Driver Heavy

“WHITE” COLLAR TITLES

Account Clerk Typing
Assessing Clerk Typing
Clerk
Clerk Stenographer
Clerk Transcriber
Clerk Typist
Code Enforcement Officer
Communications Operator
Deputy Municipal Court Administrator
Deputy Municipal Court Administrator 2
Deputy Municipal Court Administrator 3
Deputy Registrar of V. S.
Field Representative Senior Citizen Program
Garage Attendant
Housing Assistance Technician
Housing Inspector Trainee
Housing Inspector
Inventory Control Clerk

Investigator Clerk Public Safety
Municipal Court Attendant
Omnibus Operator
Parking Enforcement Officer
Parking Meter Collector/Parking Meter Repairer
Police Aide
Police Records Clerk
Police Records Clerk, Typing
Police Records Clerk, Transcribing
Principal Account Clerk
Principal Assessing Clerk
Principal Clerk Bookkeeper
Principal Clerk Typist
Principal Payroll Clerk
Receptionist
Sanitation Inspector
Secretarial Assistant, Stenography
Senior Account Clerk
Senior Assessing Clerk
Senior Cashier
Senior Clerk
Senior Clerk Stenographer
Senior Clerk Typist
Senior Housing Inspector
Sen. Parking Meter Collector/Sen. Parking Meter Repairer
Senior Police Records Clerk Transcribing
Senior Tax Clerk
Special Law Enforcement Officer I
Special Law Enforcement Officer II
Tax Clerk/Telephone Operator
Violations Clerk Typing

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ARTICLE II - UNION RIGHTS AND PRIVELEGES

A. The City Manager and the Union agree to cooperate in providing measures which will make employees' working conditions and surroundings more pleasant. The City Manager shall give consideration to all suggestions submitted by the Union.

B. The City agrees to permit the posting of Union information on bulletin boards in each area in which Union employees are assigned, with the exception of the posting of any political notices. All notices must include the name of the person who is responsible for the posting thereof.

C. Employees who are members of the bargaining unit shall be assigned work within their job classification. In no event shall an employee be assigned the work of a higher classification when another employee of the higher classification is available to do the said work.

D. Employees shall have the right and responsibility to notify their department head of all hazardous and unsafe conditions not corrected by their supervisors. No employee shall be required to operate equipment or work under unsafe conditions.

E. The City agrees that no increase or other benefits shall be given to any member of this bargaining unit without negotiation between the City and the Union. This said provision is subject to, conditioned upon and in accordance with New Jersey State Statutes, Civil Service Commission Rules and Regulations and Municipal Ordinances. In the event any of the aforesaid provisions contained in this paragraph are not adhered to by the City, the City will grant an equal percentage increase or benefit to all members of this bargaining unit. The Union, upon reasonable notice and during normal business hours, shall be provided access to the bargaining unit payroll list on a quarterly basis. Additionally, the Union shall be permitted to make copies thereof.

F. The City agrees to pay for four (4) Union Committee members for the time spent during regular working hours in mutually scheduled meetings with the City Manager or their designee.

G. Delegates and/or Officials (maximum of three (3) total) will be allowed a total of five (5) days in the aggregate to attend a Union convention in any calendar year without loss of pay or time.

H. Union officials shall be permitted time, upon notification to their department head, during regular working hours, for the purposes of investigation or processing of grievances, without loss of pay or time.

I. Union officials shall be permitted time, upon notification to their department head, during regular working hours, for the purposes of conducting Union business other than that of processing grievance without loss of pay or time.

J. All past privileges and practices not covered in this Agreement, which are more favorable to employees, shall be continued.

K. No material or writing relating to an employee's conduct, service, character or personality shall be placed in said employee's personnel file unless it is signed by the person submitting the information and signed (under protest, if desired) by such member with the Union official present and given a copy before it is incorporated into their file. Any employee of this Union shall have the right at reasonable times to examine their file if so desired.

ARTICLE III - HOURS OF WORK AND OVERTIME

A. Hours of Work for “White” Collar Employees

1. White Collar employees shall be deemed to be such employees as are recited and set forth in Article I, Recognition.

2. The normal work week shall be five (5) days, Monday through Friday, consisting of seven (7) hours per day, thirty-five (35) hours per week, except for those employees on shift work.

3. Code Enforcement Employees: the normal work week shall be five (5) consecutive days, Monday through Saturday, consisting of seven (7) hours per day, thirty-five (35) hours per week.

4. The existing and usual beginning and ending of the work time schedule shall be maintained, however, the City shall have the sole right to schedule employees’ work assignments, which schedule shall be fair and equitable and reflect the actual needs of the City.

B. Hours of Work for “Blue” Collar Employees

1. The normal work week is defined as the five (5) day period commencing Monday through Friday, inclusive, and shall be forty (40) hours per week, eight (8) hours per day, except for those employees on shift work or guard work, or Violations Officers who may work a split week. However, commencing May 15th and ending October 15th in any calendar year, the normal work week shall be forty (40) hours per week, eight (8) hours per day, consisting of five (5) consecutive days, subject to the provisions contained in Subsection A.4, referring to “white” collar workers, and to which this said paragraph shall be subject, and deemed to be a part hereof.

2. Municipal Custodial Staff: the normal work week shall be five (5) consecutive days, Monday through Saturday, inclusive, and shall be forty (40) hours per week, eight (8) hours per day.

3. A list of those persons in the titles referred to as “Blue” collar workers are recited and set forth in Article I, Recognition.

C. Overtime

1. “White” Collar Employees: Overtime will be paid at a rate of time and one-half (1½) of the employee’s regular rate of pay, or compensatory time at the rate of double time, at the option of the employee.

2. “Blue” Collar Employees: Overtime shall be compensated for at a rate of time and one half (1½) for all time worked in excess of forty (40) hours as heretofore recited, or compensatory time at the rate of double time, at the option of the employee.

3. General Provisions

a. After a thirty-five (35) hour work week, excepting those employees excluded by virtue of the recitals hereinbefore or hereinafter referred to as the “blue” collar workers, those employees who shall work a forty (40) hour work week as recited herein, including both blue and white collar workers, shall be paid overtime as follows:

i. All time in excess of regular daily working hours.

ii. On scheduled days off.

iii. In the event a member of the Union works on one of the holidays enumerated herein, the City shall pay one full day’s wages at the regular rate of pay of said employee, plus one (1) additional day’s wages at the rate of pay aforesaid. Excluded, however, from this said overtime recital are Fire Department Dispatchers and Violations Officers, who shall be compensated for holiday time in the same manner as are the Fire Fighters and Police Officers of the City.

b. If any employee is on vacation or holiday, that time taken shall be considered as time worked.

c. Overtime shall be distributed equally by Job Title/Classification in which the overtime exists, initially by seniority rotation and thereafter to the employee(s) with the least amount of overtime worked or charged. If no employee is available for overtime in the Job Title/Classification, then the employee with the least amount of overtime in the Department shall be asked, if qualified, to do the work.

Discrepancies found to be the error of City Hall shall be corrected by offering the next available overtime to the bypassed employee.

d. A list of employees and their hours of overtime shall be maintained in each department, posted conspicuously, and kept up-to-date on a daily basis. All overtime worked or refused shall be charged as overtime worked for the purpose of this provision.

e. Employees shall not carry more than eighty (80) accrued hours of compensatory time as of January 1, 1994. Employees shall not carry more than forty (40) accrued hours of compensatory time as of December 31st, 1994, and subsequent years.

Approval for use of time under this provision shall not be unreasonably denied, but determination by department head for use will be based on press of business and/or available manpower. In the event an employee makes several attempts to use available compensatory time during a calendar year, and the requests are denied, then said compensatory time, at the discretion of the department head or City Manager, will either be carried over or paid. Time earned under this section after December 15th of any calendar year will be used or credited as if earned in January of the following year.

D. Rest Break: Employees of this bargaining unit shall receive a fifteen (15) minute break period in the morning and in the afternoon, to begin no sooner than two (2) hours from the start of the shift work.

E. Night Differential: The City agrees to pay a night differential payment of two (\$2.00) dollars per night to all employees who work at least 50% of their shift between 4:00 p.m. and 8:00 p.m. This does not include any employees whose overtime begins after completion of his/her regular daily working hours. Effective January 1, 2006 the night differential shall increase to three dollars and fifty cents (\$3.50) per shift.

F. The City will provide written notice to the employees during January and July of accrued sick days, vacation days, and compensatory time. Beginning July 1995, once written notice is given to the employee, that employee shall have fifteen (15) working days to contest any discrepancies. Failure to

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contest shall mean the figures provided are accepted as true and accurate and are thereafter cannot be grieved. The aforementioned fifteen (15) working days shall be exclusive of the contractual time in which the employee may grieve this issue.

G. Municipal Court staff shall be compensated at one (1) hour per call when during their assigned thirty (30) day standby obligation; this may be either compensation or overtime as established under this Article, under paragraph D.1.n standby.

ARTICLE IV - STRIKES AND LOCKOUTS

The Union agrees that it shall not authorize, sanction, or approve any strike, stoppage, or slowdown during the term of this Agreement. The City agrees that it shall not cause any lockouts.



ARTICLE V - PERSONNEL FILES

A. Any employee covered by this Agreement shall have the right to inspect and obtain copies of documents from his/her personal personnel file maintained in the City Personnel Department upon five (5) working days written notice to the custodian thereof and in accordance with governing law. The employee may inspect his/her file during regular business hours and only on the employee's own time. The file must be inspected in the office where it is maintained.

B. An employee may place a response to anything in his/her personnel file no later than ten (10) days after the employee has notice of a document being placed in his/her file.

C. The contents of the employee's personal file shall only be released to someone other than a City agent by Court Order or Subpoena.

D. No material or writings relating to an employee's conduct, service, character, or personality, shall be placed in said employee's personnel file unless it is signed by the person submitting the information and signed (under protest, if desired) by such member with the Union official present and given a copy before it is incorporated into his/her file.

ARTICLE VI - NEW EMPLOYEES

The City Manager, or his/her designee, shall notify the Union President of the name and of any newly hired employees in this bargaining unit within ten (10) working days from the date the employee commences work. The Employer agrees to abide by the provisions of the Workplace Democracy Enhancement Act.

ARTICLE VII - HOLIDAYS

A. The following holidays shall be "paid" holidays per year as follows:

1. New Year's Day
2. Martin Luther King's Birthday
3. Lincoln's Birthday
4. Presidents' Day
5. Good Friday
6. Memorial Day
7. Juneteenth
8. Independence Day
9. Labor Day
10. Columbus Day
11. Election Day
12. Veterans Day
13. Thanksgiving Day
14. Friday following Thanksgiving
15. Christmas Day
16. Easter Sunday (only if worked on schedule)

B. When an employee member of this bargaining unit is required to work on any of the above sixteen (16) holidays, he/she shall be paid double (2) time at the regular rate of pay of said employee.

C. Two (2) religious holidays shall be granted to employees, such time to be charged at the discretion of the employee, to his/her accrued vacation leave due, or in the event the employee does not desire to charge the said religious holiday time to vacation time, the said employee may elect to take the two (2) religious holidays off without pay.

ARTICLE VIII - JURY DUTY

Employees shall receive full salary while serving on jury duty in exchange for an assignment and delivery to the City of their jury duty compensation, exclusive for travel or expense compensation.

If the employee is not required to be present for jury duty for the entire length of the summons they must return to work the day immediately following dismissal.

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ARTICLE IX - VACATIONS

A. An employee shall be granted vacation if earned in each full calendar year without loss of pay.

The vacation year shall run from January 1st to December 31st of the calendar year. Vacation leave shall be earned for time worked and shall not accrue during unpaid leaves. Vacations may be taken at any time during the year, subject to the approval of the City Manager or their designee. In the event an employee is not permitted to take their vacation within the calendar year earned because of emergent City business, then and in such case the said vacation shall be permitted to be carried over to the next succeeding calendar year, subject to and conditioned upon the approval of the City Manager or their designee.

Vacation shall be earned in the following manner:

<u>Years of Completed Service</u>	<u>Vacation Days</u>
One (1) to Five (5)	Fourteen (14)
Six (6) to Ten (10)	Sixteen (16)
Eleven (11) to Fifteen (15)	Twenty (20)
Sixteen (16) to Twenty (20)	Twenty-Two (22)
Twenty-One (21) to Twenty-Four (24)	Twenty-Five (25)
Twenty-Five (25) and Over	Twenty-Eight (28)

Vacation days are earned one (1) day per month for new employees. Vacation days are earned on a prorated basis for terminating employees. New employee is defined as an employee with less than 12 consecutive months of employment with the City.

B. The City Manager or their designee shall base the schedule of vacations to be taken by employees on a seniority basis.

C. Every employee shall be permitted to have within any vacation year not more than two (2) "split" vacation periods. Any deviation must be approved in advance by the City Manager or their designee.

D. This Article shall remain in full force and effect during the term of his Agreement.

E. Employees have the ability to cash-in up to three (3) days' vacation time per year accumulated that year, payable on January 30th of the following year. Vacation days used for this purpose cannot be those carried over from a prior year(s) and the member must not have any additional accumulated vacation days from years prior to carry over into the next year.

F. Upon the death of an active employee, the employee's accrued but unused vacation leave shall be paid to the designated beneficiary.

G. Vacation shall not accrue after an employee has resigned or retired, even if their name is retained on the payroll until exhaustion of vacation.

H. Upon separation of employment with the City, employees shall be entitled to be paid for their accumulated vacation time if not exhausted by the date of separation. The vacation time accrued during the calendar year in which separation of employment occurs shall be paid out on a pro-rated basis.



ARTICLE X - LEAVE OF ABSENCE

A. A leave of absence, without pay, may be granted for good cause to any employee who has been employed for a period of one (1) year, subject to New Jersey State Statutes, Civil Service Commission Rules and Regulations, Municipal Ordinances, and the consent of the City Manager, after which time the employee will be reinstated, subject to Civil Service Commission Rules and Regulations of the State of New Jersey, Municipal Ordinances, or any other Federal law, rule, or regulation which shall or may supersede this Article. The said leave of absence may not be arbitrarily or unreasonably withheld and shall be administered in accordance with the New Jersey Civil Service Commission Rules and Regulations, and the New Jersey State Statutes.

1. While on approved unpaid leave of absence, employees shall not accrue time off, and the City shall not contribute to the employee's pension or health benefits.

ARTICLE XI - LAYOFF AND TERMINATION

A. Whenever it shall be necessary to decrease the number of employees in the bargaining unit, an employee shall be laid off in accordance with the New Jersey State Civil Service Commission Rules and Regulations, and applicable New Jersey State Statutes.

B. The City will agree to discuss subcontracting as per the regulations of the State Law and State judicial decisions, and abide by the laws and statutes relating hereto.

C. Re-employment rights after layoff shall be governed by the New Jersey Civil Service Commission Rules and Regulations, and the New Jersey State Statutes.

D. At the time of a layoff, an employee of this bargaining unit employed by the City for a minimum of twelve (12) months shall receive all accrued vacation time due but not taken, plus two (2) weeks' severance pay at the regular rate of pay for said employee.

E. If there is a layoff the employee's prior accumulated sick leave time will be reinstated upon recall from layoff. Employees shall not accrue sick days while on layoff.



ARTICLE XII – BEREAVEMENT LEAVE

A. A member of this bargaining unit shall be granted five (5) working days off for the death of a father, mother, spouse, domestic partner or child including stepchild. The said time off shall be with pay.

B. A member shall be granted three (3) working days off if death occurs to others in the immediate family, which shall consist of stepfather, stepmother, brother, sister, stepbrother, stepsister, mother-in-law, father-in-law, grandmother, grandfather, grandchild, son-in-law, daughter-in-law, sister-in-law, and brother-in-law. This said time off shall be with pay.

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ARTICLE XIII - OVERTIME MEALS

The City will provide a \$15.00 allowance for meals for employees working emergency overtime.

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ARTICLE XIV - PERSONAL LEAVE

A. Employees shall be granted four (4) working days off per year with pay, providing the employee calls in prior to their shift to report same, for the purpose of conducting matters of a business or emergency nature. Such time will not be deducted from one's accumulated sick leave or vacation leave. Such days cannot be accrued from year to year, nor can this time be added to one's vacation time.

B. The City will grant additional time off for personal business which must be charged to accrued vacation time only, but not to exceed six (6) days, except upon written permission of the City Manager. It is understood that these additional days shall be granted only upon twenty-four (24) hours prior notice by the employee to his/her supervisor.

C. In the event of an emergency that prevents the employee from calling in (as in A above), said requirement shall be waived. It is understood, however, that it is the responsibility of the employee to justify the nature and extent of any such emergency situation to the employer upon their return to work.

D. Personal Leave is eligible for use at the beginning of the year, but is considered to be earned on a prorated, quarterly basis for new employees or terminating employees.

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ARTICLE XV - SICK LEAVE

A. Amount of Sick Leave

1. The minimum sick leave with pay shall accrue to any full-time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment, and twenty (20) days in every calendar year thereafter. Effective January 1, 1991, after the first year of employment, and in anticipation of continued employment, employees will be credited with twenty (20) sick leave days at the beginning of each calendar year. Effective January 1, 2015, after the first year of employment, and in anticipation of continued employment, employees will be credited with eighteen (18) sick days at the beginning of each calendar year. All employees hired after January 1, 2015 shall be credited with fifteen (15) sick days at the beginning of each calendar year. If an employee resigns, retires or is on an unpaid leave of absence greater than two (2) weeks or a suspension greater than two (2) weeks, sick time shall not be accrued during such period of non-work absences and, if previously used, shall be deducted from an employee's salary to the extent that said sick time was not accrued.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

3. Upon retirement, each permanent full-time employee, hired prior to May 1, 1982, shall receive one hundred (100%) percent of his/her accumulated sick leave time, subject to and conditioned upon, however, that said employee shall not receive more than two hundred twenty-five (225) days full pay at the rate of pay existing on the date of said employee's retirement.

4. Permanent full-time employees hired May 1, 1982 or later shall receive, upon retirement, one-half (1/2) of his/her accumulated sick leave time, limited to a maximum of one hundred thirty-five (135) days of full pay at the rate of pay existing on the date of said employee's retirement.

5. Effective January 1, 1996, all permanent full-time employees hired on or after January 1, 1996 shall receive, upon retirement, one-half (1/2) his or her accumulated sick leave time not to exceed \$15,000.00.

6. Effective January 1, 1989, twenty-five (25%) of accumulated sick days, not to exceed sixty (60) working days with pay, shall be paid in the event of the death of an employee to the employee's spouse or estate.

7. Upon the death of an active employee, the employee's accrued sick time shall be paid at fifty percent (50%) of the amount accrued at time of death to designated beneficiary of the employee to a maximum of \$15,000.00.

All full-time employees hired after December 7, 2018, shall receive, upon retirement, sick time leave not to exceed \$7,500.00.

B. Reporting of Absence of Sick Leave

1. If an employee is absent for reasons that entitle him/her to sick leave, his/her supervisor shall be notified promptly as of the employee's usual reporting time, except in those work situations where notice must be made prior to the employee's starting time.

a. Failure to so notify a supervisor may be cause for denial of the use of sick leave for that absence and constitute cause for disciplinary action.

b. Absence without notice for five (5) consecutive days shall constitute a resignation.

C. Verification of Sick Leave

1. An employee shall be required to submit acceptable medical evidence substantiating the illness and physician's certification that said employee is able to return to full duty.

a. Any employee who has been absent on sick leave for periods totaling ten (10) days in one calendar year, consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional leave in that year, unless such illness is of a chronic or recurring nature requiring absences of one (1) day or less, in which case only one (1) certificate shall be necessary for a period of six (6) months.

b. The City may require proof of illness of an employee on sick leave whenever such requirement appears reasonable and warranted under the circumstances. Abuse of sick leave shall be cause for disciplinary action.



c. Effective upon adoption of this Agreement, a member may use up to five (5) days as wellness hours. Wellness hours (verified by doctor's visit) shall not be counted towards incidences as stated in C.1-a. Prior notification must be made to the Supervisor and verification may be required.

2. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health or appropriate medical professional shall be required.

3. The City may require an employee who has been absent because of personal illness, as a condition of their return to duty, to be examined, at the expense of the City, by a physician designated by the City. Such examination shall establish whether the employee is capable of performing his/her normal duties and, in addition thereto, that their return will not jeopardize the health of the other employees.

4. Effective January 1, 2000, a Perfect Attendance Program shall be implemented. If no sick days are utilized during the calendar year, an employee shall receive three (3) additional vacation days for use in the following year. Effective January 1, 2006 if a maximum of one (1) sick day is utilized during the calendar year, a member shall receive two (2) additional vacation days for use during the following calendar year.

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ARTICLE XVI - LONGEVITY

Effective October 1, 2004 the following longevity schedule reflecting a 4% increase each year for four (4) years shall be implemented in the following manner:

5-9 years	\$585
10-14 years	\$1170
15-19 years	\$1755
20-24 years	\$2340
25-29 years	\$2925
30+ years	\$3510

Employees hired on or after January 1, 2023 shall not be eligible to receive longevity.



ARTICLE XVII - MANNER OF SALARY PAYMENT

Employees of the bargaining unit shall be paid bi-monthly, one twenty-fourth (1/24th) of their annual salary, with deductions for excessive sick time and increments for overtime to be adjusted during the next succeeding pay period. A record of each employee's sick leave shall be available to the officially designated union stewards monthly.

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ARTICLE XVIII - PROMOTIONS

Promotions shall be conducted in accordance with New Jersey's Civil Service laws, rules and regulations and/or other promulgated State and Federal rules.

Notice of available promotions or new positions shall be posted on bulletin boards in each department.



ARTICLE XIX - GRIEVANCE AND DISCIPLINE PROCEDURE

A. Purpose: The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to any problem which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

B. Definition: the term "grievance" as used herein shall be any controversy arising over the interpretation, application, or alleged violation of the terms and conditions of this Agreement and may be raised by an individual, the Union, the Union on behalf of an individual, or the City.

C. Steps of the Grievance Procedure: The following constitutes the sole and exclusive method for resolving grievance between the parties covered by this Agreement, with the exception of City-initiated grievance which will proceed in accordance with the provisions hereinafter recited, and shall be followed in its entirety unless any step is waived by mutual consent. All dates may be extended by mutual consent and no reasonable extension request shall be denied.

Step One: The Steward or Union official and aggrieved (if they so desire) shall present the grievance in writing to the immediate supervisor within ten (10) working days after the event giving rise to the grievance or of the time the employee could have reasonably been expected to gain knowledge of its occurrence. Failure by the aggrieved to act within such specified time shall be deemed to constitute an abandonment of the grievance. If no settlement is reached within sixteen (16) working hours or less, the written grievance shall be referred to Step Two:

Step Two: The Union Grievance Committee (2 Union Officials), Steward and aggrieved (if they desire) shall meet with the Department Head no later than three (3) working days after submission of the written grievance to the Department Head. The Department Head shall give a written answer, after full discussion with the Union representatives as defined herein, either at the close of the meeting or within three (3) working days thereafter. Should the grievance remain unsettled, after following the procedure outlined above, it shall then be referred to:

Step Three: The Union officials outlined in Step Two, aggrieved (if they desire) and Union Business Agent shall meet with the City Manager, Department Head and Supervisor no later than three (3) working days after the Union receives the Department Head's written answer from Step two. After discussion between the parties, the City Manager shall render a written decision within three (3) working days thereafter (copy to Union and aggrieved). Should the grievance remain unsettled after following the procedure outlined above, it shall be referred to:

Step Four: All grievances as aforesaid between the parties that have not been satisfactorily settled after following the procedures outlined above shall, at the written request of either party, made to the other within ten (10) working days (not including Saturday or Sunday) after receiving the answer in Step Three, be referred to as arbitration. If such written notice is not given within the ten (10) working days (excluding Saturday and Sunday), the grievance shall be deemed dropped. The party desiring the arbitration shall submit, within five (5) working days of notice to the other party, an arbitration request to either the New Jersey Public Employment Relations Commission/Division of Conciliation and Arbitration, or the Civil Service Commission, whichever is applicable. The parties shall be governed by the rules and regulations of the applicable Commission. Further, the parties desiring the arbitration may have the option of submitting the grievance to "Expedited" arbitration under the PERC rules governing same.

The decision of the arbitrator shall be final and binding on both parties. The cost of the arbitrator shall be shared equally by the Union and the City.

Either party may request an extension of time at any one of the above Steps but only one (1) such extension, providing the party desiring such extension gives written notice to the other prior to the expiration of the time limit specified in the specific Step. Such extension shall not exceed two (2) working days.

D. Discipline, Suspension, Discharge: Any employee subject to discipline, suspension, or discharge shall have recourse to the grievance procedure beginning at the Step Two level. Should the matter remain unsolved at the Step Two level, it shall be put in written grievance form and submitted to the City Manager under the procedure outlined in Step Three. Thereafter, if the matter remains unsettled, it may be submitted to arbitration as outlined under Step Four.

1. The City shall not discipline any member covered by this Agreement without just and proper cause.

2. Discipline shall be handled in accordance with the New Jersey Administrative Code and Civil Service Rules and Regulations.

ARTICLE XX - SENIORITY

A. Seniority is herewith defined as the length of an employee's continuous permanent service with the City, and as more particularly set forth in the New Jersey State Civil Service Commission Rules, Regulations and Statutes.

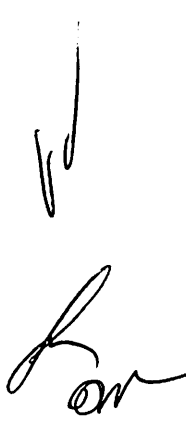
B. An employee shall cease to have seniority rights by reason of the following:

1. Voluntary separation of employment

2. Justifiable discharge

3. Absence without notice for five (5) consecutive days shall constitute resignation except for reasons approved by the City Manager, which approval shall not be unreasonably withheld and further subject to and conditioned upon the approval of the Civil Service Commission and applicable New Jersey State Statutes.

C. Seniority shall be applied for the following purposes, in addition to those provided for by New Jersey State Civil Service Commission Rules and Regulations and applicable New Jersey State Statutes; to wit, priority selection of vacation.

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ARTICLE XXI - INJURY LEAVE

A. Whenever a member of the bargaining unit is incapacitated from duty because of a physical injury sustained in the performance of their duty, such employee shall receive their salary for a period not to exceed fifty-two (52) consecutive weeks from the date of the onset of the injury. Said salary payments shall include, and are not in addition to, any entitlement of the employee to a portion of his/her salary as benefits for temporary disability due under the Worker's Compensation Law for said period of time.

B. An employee's medical condition shall be reviewed at least every four (4) months to determine if they are eligible to be continued on injury leave.

C. Injury leave may be granted only for an injury found to be approved and accepted as a compensable work-related injury which arose during and out of the course of employment. The use of injury leave is dependent upon a prior determination of compensability by the City's insurance administrators based upon the reports of authorized physicians. (See subsection F)

D. In order to receive payment under this Article, the injured employee must, as soon as practicable after a physical injury has occurred, file a written report concerning such injury with his/her immediate supervisor, and failure to do so shall render the employee ineligible for benefits/salary under this Article.

E. Absence from work under this provision must be based upon the certification of an authorized physician (See subsection F) that the employee is presently unable to perform his/her duties as a result of the work-related injury. Absences meeting this requirement shall not be charged against the employee's sick leave.

F. Injury leave under this provision may be granted for up to fifty-two (52) consecutive weeks, for any one injury, from the initial date of injury; provided, however, that an employee's entitlement to injury leave will cease and terminate as of the approved effective date of the employee's retirement due to disability as determined by the Division of Pensions, if the retirement determination precedes the expiration of the fifty-two (52) consecutive weeks of the injury leave entitlement.

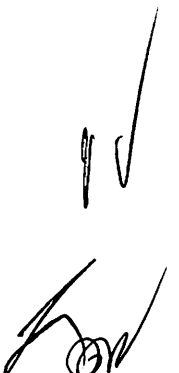
G. Entitlement under this Article will be based upon the medical evaluations submitted by the authorized physician designated by the City's insurance administrator. An employee who disagrees with

the medical evaluation submitted by the authorized physician may submit a second opinion and/or evaluation from the physician of the employee's choice. If the employee's doctor and the City's doctor disagree as to the employee's diagnosis, a third opinion shall be obtained as follows:

1. The Union and the City shall each compile a list of five (5) medical doctors from which the Union and the City shall mutually select a single physician within three (3) days from the time that the dispute between the employee's doctor and the City's doctor arose.

2. The determination of the third doctor regarding the employee's ability to return to work shall be in writing and be final and binding.

H. Absence from work under the provision aforesaid, when a disability occurs resulting from a work-connected injury, shall not be charged to the employee's sick leave.



ARTICLE XXII - INSURANCE

A. The City shall provide hospitalization and medical insurance for all full-time employees, their spouse and dependent children. All benefits shall be administered in accordance with Chapter 78 as implemented and as effective on December 21, 2017. As to dependent children, the same shall be those children who are determined to be dependent by applicable Federal or State law, rule or regulation. The City, however, shall have the option of providing similar insurance by any other insurance carrier. In the event of any such proposed change, the Union shall first be given the opportunity to review the newly proposed plans/coverage. In addition to the foregoing insurance coverage, the City shall provide major medical insurance. All of the aforementioned insurance shall be paid by the City.

B. All employees who shall retire after January 1, 1980 and have twenty-five (25) years of continuous full-time service with the City of Asbury Park shall be provided with individual hospitalization insurance as presently in effect for current employees. This provision shall not include any hospitalization or other benefits for the retired employee's spouse or dependent children, in accordance with the provisions of Chapter 75, Public Laws of 1972.

C. Effective June 1, 1988, any full-time employee who retires on or after that date and who is at least sixty-two (62) years of age and has at least twenty (20) years of continuous full-time service with the City of Asbury Park shall be entitled to receive individual hospitalization insurance, as presently in effect for current employees.

D. In the event an employee dies and the spouse remarries, there shall be no benefits inuring to or to be provided to said spouse in the event she shall remarry. In the event that the spouse of a deceased employee is covered by any of the enumerated medical, hospitalization, and/or major medical benefits herein to be reason of employment or other source wherein the same or similar benefits are provided to said spouse, said spouse shall not receive the benefits referred to herein.

E. All the aforementioned insurance shall be paid by the City in accordance with Chapter 78 of the laws of the State of New Jersey. From January 1, 2018 through December 31, 2020 there shall be a freeze on percentage paid towards health benefits based upon the percentage on December 31, 2017. On January

1, 2021, any employee subject to this freeze shall automatically begin payments at the appropriate amount under Chapter 78. All new hires shall pay the highest percentage under Chapter 78 for their salary. If at any time health insurance premiums become negotiable, the starting point for said negotiations shall be the current maximum contribution rate pursuant to Chapter 78.

F. The City of Asbury Park shall continue its practice of providing individual health insurance to an employee who retires on a disability pension.

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ARTICLE XXIII - SALARIES

A. The City agrees that the base salary rates for all employees covered by this Agreement shall be as specified in this Article. Reflected in these salary rates are the following increases which shall become effective on the dates shown.

1. Effective January 1, 2021, all employees shall receive a two percent (2.3%) wage increase, across the board and retroactive.

2. Effective January 1, 2022, all employees shall receive a two percent (2.3%) wage increase, across the board and retroactive.

3. Effective January 1, 2023, all employees shall receive a two percent (2.3%) wage increase, across the board and retroactive.

All employees hired after May 1, 2015, shall be placed on the step guided set forth as Appendix B. Employees shall receive their increment step on the anniversary date (date of hire) of their employment as a City employee. Employees with anniversary dates between the 1st and 15th of the month shall receive their increment step on the first of the month. Employees with anniversary dates between the 16th and the 31st of the month shall receive their increment on the first day of the following month. An employee promoted to a higher rate job title shall be slotted in at the step increment of the new position that is the next highest pay to his/ her present rate.



ARTICLE XXIV - MANAGEMENT RIGHTS

The management of the City and the direction and regulation of its working forces, including discharge for just cause, except as specifically limited by this Agreement or Civil Service Commission Rules and Regulations, shall be the exclusive function of the employer and its management. Provided, however, that the provisions of this paragraph shall not be used by the employer for the purpose of discriminating against any member of this bargaining unit, or in disregard of the provisions of this Agreement and/or Civil Service Commission Rules and Regulations.

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ARTICLE XXV – UNIFORM ALLOWANCE

- A. Employees shall receive a \$200.00 per year shoe allowance following submission of a receipt to the Finance Department for reimbursement. The shoes that are purchased shall be puncture-resistant, hard-soled work boots.
- B. Employees shall receive one (1) coat or jacket each calendar year.
- C. Employees shall receive four (4) t-shirts and two (2) sweatshirts each calendar year.
- D. Effective January 1, 2006 the uniform allowance for Special Officers II will be \$1,000.00, to be paid every January 15th.
- E. Employees shall receive a \$100.00 clothing maintenance allowance per year.

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ARTICLE XXVI – OUT-OF-TITLE WORK

Employees shall be compensated at the higher rate of pay for all hours worked in a higher title. Out of title compensation shall be retroactive to January 1, 2022 for the individual(s) whose out of title work was reported to the City at the time of ratification.

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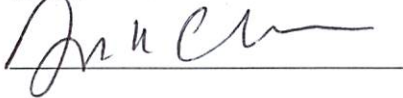
ARTICLE XXVII - TERMS OF AGREEMENT

A. This agreement shall be effective as of January 1, 2021. It shall be binding upon the City and the Union until December 31, 2023, and thereafter from year to year unless either party hereto shall notify the other in writing, in accordance with the requirements of the Public Employment Relations Commission Rules and Regulations and the Statutes of the State of New Jersey, of an intention to make change in, or terminate, the old Agreement.

B. If any provision of this Agreement hereinbefore and hereinafter recited, or any application of this Agreement as it affects any employee or group of employees, is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions shall not be affected thereby and shall continue in full force and effect, and the parties agree to negotiate immediately for a substitute for that portion of the Agreement so invalidated.

IN WITNESS THEREOF, the parties hereto have hereunto set their hands and seals and caused this document to be signed by their proper corporate officers, the day and year first above written.

Attest:



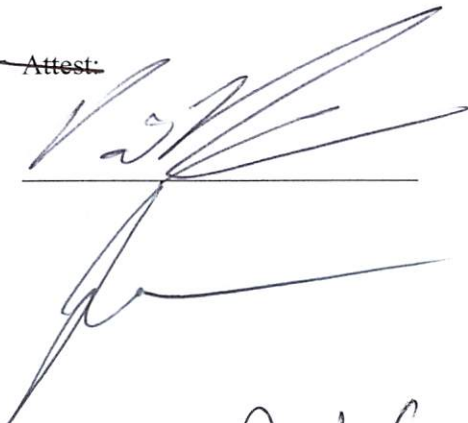
CITY OF ASBURY PARK

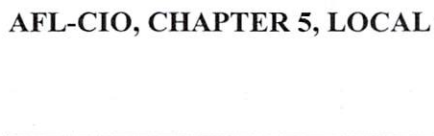
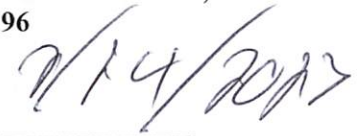
Donna M. Vieiro, City Manager

Date

Attest:



**INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS,
AFL-CIO, CHAPTER 5, LOCAL #196**

Date



IFPTE Salaries

EMPLOYÉES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2021	2021	2021	2021	2021	2021	2021	2021	2021
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Account Clerk Typing	35,980	37,819	39,658	41,497	43,336	45,175	47,015	48,854	50,694
Animal Control Officer	42,766	44,411	46,057	47,702	49,347	50,993	52,638	54,283	55,925
Assessing Clerk Typing	40,666	42,425	44,185	45,944	47,703	49,463	51,222	52,981	54,744
Assistant Animal Control Officer	32,240	33,884	35,528	37,172	38,816	40,461	42,105	43,749	45,398
Building Maintenance Worker	31,301	35,260	39,219	43,178	47,137	51,095	55,054	59,013	62,970
Carpenter	52,361	55,427	58,493	61,559	64,625	67,691	70,757	73,823	76,889
Clerk	28,957	31,147	33,338	35,528	37,718	39,909	42,099	44,289	46,476
Clerk Stenographer	45,878	48,248	50,619	52,989	55,360	57,730	60,101	62,471	64,846
Clerk Transcriber	28,957	31,147	33,338	35,528	37,718	39,909	42,099	44,289	46,476
Clerk Typist	28,957	31,147	33,338	35,528	37,718	39,909	42,099	44,289	46,476
Code Enforcement Officer	47,452	50,542	53,632	56,722	59,812	62,902	65,992	69,082	72,171
Communications Operator	35,980	38,010	40,041	42,072	44,102	46,133	48,164	50,195	52,225
Cost Estimator Property Improvement	47,686	50,791	53,896	57,001	60,105	63,210	66,315	69,363	72,527
Deputy Municipal Court Administrator	38,286	40,318	42,350	44,382	46,414	48,446	50,477	52,509	54,539
Deputy Municipal Court Administrator 2	43,439	45,471	47,503	49,534	51,566	53,598	55,629	57,661	59,692
Deputy Municipal Court Administrator 3	48,866	50,897	52,929	54,961	56,992	59,024	61,056	63,087	65,118
Deputy Registrar of V. S.	34,775	36,718	38,661	40,604	42,547	44,490	46,433	48,376	50,318
Electrician	53,394	56,608	59,823	63,037	66,251	69,465	72,680	75,894	79,112
Equipment Operator	47,686	50,330	52,974	55,619	58,263	60,907	63,551	66,195	68,841
Field Representative Senior Citizen Program	30,623	31,696	32,769	33,842	34,915	35,988	37,060	38,133	39,203
Garage Attendant	42,995	46,110	49,225	52,341	55,456	58,571	61,686	64,801	67,916
Heavy Equipment Operator	52,361	55,340	58,320	61,299	64,279	67,258	70,237	73,217	76,202
Housing Assistance Technician	39,065	41,554	44,043	46,532	49,021	51,510	54,000	56,489	58,975
* 'Housing Inspector Trainee	31,066								
Housing Inspector	47,686	50,791	53,896	57,001	60,105	63,210	66,315	69,420	72,527
Inventory Control Clerk	45,340	47,799	50,258	52,718	55,177	57,637	60,096	62,556	65,015
Investigator Clerk Public Safety	38,316	41,252	44,188	47,124	50,060	52,996	55,932	58,868	61,803
Laborer	42,995	45,525	48,056	50,586	53,116	55,646	58,176	60,706	63,236
Laborer Heavy	45,990	48,393	50,797	53,200	55,604	58,007	60,411	62,815	65,015

IFPTE Salaries

EMPLOYEES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2021	2021	2021	2021	2021	2021	2021	2021	2021
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Maintenance Repairer	45,340	48,427	51,515	54,603	57,690	60,778	63,866	66,954	70,042
Mason/Plasterer	47,686	50,791	53,916	57,001	60,105	63,210	66,315	69,420	72,527
Mechanic	47,686	50,791	53,916	57,001	60,105	63,210	66,315	69,420	72,527
Mechanics Helper	47,742	50,201	52,661	55,120	57,580	60,039	62,499	64,958	67,420
Motor Broom Driver/Truck	45,826	48,341	50,855	53,369	55,883	58,397	60,912	63,426	65,940
Municipal Court Attendant	45,879	48,249	50,620	52,990	55,361	57,731	60,102	62,472	64,846
Ominbus Operator	28,615	31,595	34,576	37,556	40,537	43,518	46,498	49,479	52,461
Painter	45,340	48,397	51,453	54,510	57,567	60,624	63,681	66,738	69,796
Parking Enforcement Officer	35,980	39,589	43,199	46,809	50,419	54,029	57,639	61,249	64,854
Parking Meter Collector/Parking Meter Repairer	47,686	50,791	53,896	57,001	60,105	63,210	66,315	69,363	72,527
Police Aide	36,608	37,766	38,925	40,083	41,242	42,400	43,559	44,717	45,879
Police Records Clerk	28,957	30,478	31,999	33,520	35,041	36,562	38,083	39,604	41,129
Police Records Clerk, Typing	28,957	30,478	31,999	33,520	35,041	36,562	38,083	39,604	41,129
Police Records Clerk, Transcribing	34,577	36,520	38,463	40,406	42,349	44,292	46,235	48,178	50,124
Principal Account Clerk	38,316	42,023	45,730	49,436	53,143	56,850	60,557	64,264	67,974
Principal Assessing Clerk	44,736	47,857	50,978	54,099	57,220	60,340	63,461	66,582	69,705
Principal Clerk Bookkeeper	38,316	42,023	45,730	49,436	53,143	56,850	60,557	64,264	67,974
Principal Clerk Typist	38,316	40,760	43,205	45,650	48,094	50,539	52,984	55,428	57,872
Principal Payroll Clerk	38,022	40,467	42,913	45,359	47,805	50,250	52,696	55,142	57,593
* 'Public Safety Telecommunicator Trainee	31,066								
Public Safety Telecommunicator	35,980	38,010	40,041	42,072	44,102	46,133	48,164	50,195	52,225
Receptionist	31,301	32,248	33,194	34,140	35,087	36,033	36,980	37,926	38,873
Sanitation Inspector	47,686	50,791	53,896	57,001	60,105	63,210	66,315	69,363	72,527
Secretarial Assistant, Stenography	38,316	40,363	42,409	44,456	46,503	48,549	50,596	52,643	54,687
Senior Account Clerk	38,316	40,363	42,409	44,456	46,503	48,549	50,596	52,643	54,687
Senior Assessing Clerk	40,666	42,109	43,553	44,996	46,440	47,883	49,327	50,770	52,219
Senior Building Maintenance Worker	47,686	50,442	53,198	55,954	58,710	61,466	64,222	66,977	69,732
Senior Cashier	40,666	42,425	44,185	45,944	47,703	49,463	51,222	52,981	54,744
Senior Clerk	38,316	40,363	42,409	44,456	46,503	48,549	50,596	52,643	54,687

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IFPTE Salaries

EMPLOYEES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2021	2021	2021	2021	2021	2021	2021	2021	2021
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Senior Clerk Stenographer	29,332	33,045	36,757	40,470	44,182	47,895	51,607	55,320	59,030
Senior Clerk Typist	38,316	40,363	42,409	44,456	46,503	48,549	50,596	52,643	54,687
Senior Housing Inspector	58,539	61,644	64,749	67,854	70,959	74,064	77,169	80,274	83,379
Senior Mechanic	53,394	56,608	59,823	63,037	66,251	69,465	72,680	75,894	79,112
Sen. Parking Meter Collector/Sen. Parking Meter Repairer	53,394	56,608	59,823	63,037	66,251	69,465	72,680	75,894	79,112
Senior Police Records Clerk Transcribing	43,173	44,503	45,832	47,162	48,491	49,821	51,150	52,480	53,808
Senior Sewage Plant Repairer	53,394	56,608	59,823	63,037	66,251	69,465	72,680	75,894	79,112
Senior Sewer Repairer	53,394	56,608	59,823	63,037	66,251	69,465	72,680	75,894	79,112
Senior Tax Clerk	40,666	42,110	43,555	45,000	46,444	47,889	49,334	50,778	52,219
Sewage Plant Repairer	47,686	50,791	53,896	57,001	60,105	63,210	66,315	69,363	72,527
Sewer Repairer	47,686	50,791	53,896	57,001	60,105	63,210	66,315	69,363	72,527
Special Law Enforcement Officer I	44,027	44,709	45,391	46,073	46,755	47,436	48,118	48,800	49,483
Special Law Enforcement Officer II	47,051	49,083	51,115	53,147	55,179	57,210	59,242	61,274	63,304
Street Sweeper	52,361	52,932	53,504	54,075	54,646	55,217	55,789	56,360	56,930
Tax Clerk/Telephone Operator	35,980	37,819	39,658	41,497	43,336	45,175	47,015	48,854	50,694
Traffic Maintenance Worker (Laborer)	42,995	45,525	48,056	50,586	53,116	55,646	58,176	60,706	63,236
Traffic Maintenance Worker (Painter)	47,686	50,791	53,896	57,001	60,105	63,210	66,315	69,363	72,527
Traffic Signal Electrician	53,394	56,608	59,823	63,037	66,251	69,465	72,680	75,894	79,112
Truck Driver Heavy	45,340	47,799	50,258	52,718	55,177	57,637	60,096	62,556	65,015
Violations Clerk Typing	28,957	31,146	33,335	35,525	37,714	39,903	42,092	44,281	46,476

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IFPTE Salaries

EMPLOYEES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2022	2022	2022	2022	2022	2022	2022	2022	2022
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Account Clerk Typing	36,807	38,689	40,570	42,451	44,333	46,214	48,096	49,977	51,860
Animal Control Officer	43,750	45,433	47,116	48,799	50,482	52,166	53,849	55,532	57,212
Assessing Clerk Typing	41,601	43,401	45,201	47,001	48,800	50,600	52,400	54,200	56,003
Assistant Animal Control Officer	32,981	34,663	36,345	38,027	39,709	41,391	43,073	44,755	46,442
Building Maintenance Worker	32,021	36,071	40,121	44,171	48,221	52,271	56,320	60,370	64,418
Carpenter	53,565	56,702	59,838	62,975	66,112	69,248	72,385	75,521	78,658
Clerk	29,623	31,864	34,104	36,345	38,586	40,827	43,067	45,308	47,545
Clerk Stenographer	46,933	49,358	51,783	54,208	56,633	59,058	61,483	63,908	66,338
Clerk Transcriber	29,623	31,864	34,104	36,345	38,586	40,827	43,067	45,308	47,545
Clerk Typist	29,623	31,864	34,104	36,345	38,586	40,827	43,067	45,308	47,545
Code Enforcement Officer	48,544	51,705	54,866	58,027	61,188	64,349	67,510	70,671	73,831
Communications Operator	36,807	38,885	40,962	43,039	45,117	47,194	49,272	51,349	53,427
Cost Estimator Property Improvement	48,783	51,959	55,135	58,312	61,488	64,664	67,840	70,958	74,195
Deputy Municipal Court Administrator	39,167	41,245	43,324	45,403	47,481	49,560	51,638	53,717	55,793
Deputy Municipal Court Administrator 2	44,438	46,517	48,595	50,673	52,752	54,830	56,909	58,987	61,064
Deputy Municipal Court Administrator 3	49,990	52,068	54,146	56,225	58,303	60,382	62,460	64,538	66,616
Deputy Registrar of V. S.	35,575	37,563	39,551	41,538	43,526	45,513	47,501	49,489	51,475
Electrician	54,622	57,910	61,199	64,487	67,775	71,063	74,351	77,640	80,931
Equipment Operator	48,783	51,488	54,193	56,898	59,603	62,308	65,013	67,718	70,424
Field Representative Senior Citizen Program	31,327	32,425	33,522	34,620	35,718	36,815	37,913	39,010	40,105
Garage Attendant	43,984	47,171	50,358	53,544	56,731	59,918	63,105	66,291	69,478
Heavy Equipment Operator	53,565	56,613	59,661	62,709	65,757	68,805	71,853	74,901	77,954
Housing Assistance Technician	39,963	42,510	45,056	47,602	50,149	52,695	55,242	57,788	60,332
* 'Housing Inspector Trainee	31,781								
Housing Inspector	48,783	51,959	55,135	58,312	61,488	64,664	67,840	71,016	74,195
Inventory Control Clerk	46,382	48,898	51,414	53,930	56,446	58,962	61,478	63,995	66,511
Investigator Clerk Public Safety	39,197	42,201	45,204	48,208	51,211	54,215	57,219	60,222	63,225
Laborer	43,984	46,573	49,161	51,749	54,338	56,926	59,514	62,103	64,691
Laborer Heavy	47,047	49,506	51,965	54,424	56,883	59,342	61,800	64,259	66,511

AM

IFPTE Salaries

EMPLOYEES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2022	2022	2022	2022	2022	2022	2022	2022	2022
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Maintenance Repairer	46,382	49,541	52,700	55,859	59,017	62,176	65,335	68,493	71,653
Mason/Plasterer	48,783	51,959	55,156	58,312	61,488	64,664	67,840	71,016	74,195
Mechanic	48,783	51,959	55,156	58,312	61,488	64,664	67,840	71,016	74,195
Mechanics Helper	48,840	51,356	53,872	56,388	58,904	61,420	63,936	66,452	68,971
Motor Broom Driver/Truck	46,880	49,452	52,024	54,596	57,168	59,740	62,312	64,884	67,457
Municipal Court Attendant	46,934	49,359	51,784	54,209	56,634	59,059	61,484	63,909	66,338
Ominbus Operator	29,273	32,322	35,371	38,420	41,469	44,518	47,568	50,617	53,668
Painter	46,382	49,510	52,637	55,764	58,891	62,019	65,146	68,273	71,401
Parking Enforcement Officer	36,807	40,500	44,193	47,886	51,579	55,272	58,965	62,658	66,346
Parking Meter Collector/Parking Meter Repairer	48,783	51,959	55,135	58,312	61,488	64,664	67,840	70,958	74,195
Police Aide	37,450	38,635	39,820	41,005	42,190	43,375	44,560	45,746	46,934
Police Records Clerk	29,623	31,179	32,735	34,291	35,847	37,403	38,959	40,515	42,075
Police Records Clerk, Typing	29,623	31,179	32,735	34,291	35,847	37,403	38,959	40,515	42,075
Police Records Clerk, Transcribing	35,372	37,360	39,348	41,335	43,323	45,310	47,298	49,286	51,277
Principal Account Clerk	39,197	42,989	46,781	50,573	54,366	58,158	61,950	65,742	69,537
Principal Assessing Clerk	45,765	48,958	52,150	55,343	58,536	61,728	64,921	68,113	71,308
Principal Clerk Bookkeeper	39,197	42,989	46,781	50,573	54,366	58,158	61,950	65,742	69,537
Principal Clerk Typist	39,197	41,698	44,199	46,700	49,201	51,701	54,202	56,703	59,203
Principal Payroll Clerk	38,896	41,398	43,900	46,402	48,904	51,406	53,908	56,410	58,918
* 'Public Safety Telecommunicator Trainee	31,781								
Public Safety Telecommunicator	36,807	38,885	40,962	43,039	45,117	47,194	49,272	51,349	53,427
Receptionist	32,021	32,989	33,957	34,926	35,894	36,862	37,830	38,798	39,768
Sanitation Inspector	48,783	51,959	55,135	58,312	61,488	64,664	67,840	70,958	74,195
Secretarial Assistant, Stenography	39,197	41,291	43,385	45,478	47,572	49,666	51,760	53,853	55,945
Senior Account Clerk	39,197	41,291	43,385	45,478	47,572	49,666	51,760	53,853	55,945
Senior Assessing Clerk	41,601	43,078	44,555	46,031	47,508	48,985	50,461	51,938	53,420
Senior Building Maintenance Worker	48,783	51,602	54,422	57,241	60,060	62,879	65,699	68,518	71,336
Senior Cashier	41,601	43,401	45,201	47,001	48,800	50,600	52,400	54,200	56,003
Senior Clerk	39,197	41,291	43,385	45,478	47,572	49,666	51,760	53,853	55,945

IFPTE Salaries

EMPLOYEES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2022	2022	2022	2022	2022	2022	2022	2022	2022
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Senior Clerk Stenographer	30,007	33,805	37,603	41,401	45,198	48,996	52,794	56,592	60,388
Senior Clerk Typist	39,197	41,291	43,385	45,478	47,572	49,666	51,760	53,853	55,945
Senior Housing Inspector	59,885	63,062	66,238	69,415	72,591	75,768	78,944	82,121	85,297
Senior Mechanic	54,622	57,910	61,199	64,487	67,775	71,063	74,351	77,640	80,931
Sen. Parking Meter Collector/Sen. Parking Meter Repairer	54,622	57,910	61,199	64,487	67,775	71,063	74,351	77,640	80,931
Senior Police Records Clerk Transcribing	44,166	45,526	46,886	48,246	49,606	50,967	52,327	53,687	55,046
Senior Sewage Plant Repairer	54,622	57,910	61,199	64,487	67,775	71,063	74,351	77,640	80,931
Senior Sewer Repairer	54,622	57,910	61,199	64,487	67,775	71,063	74,351	77,640	80,931
Senior Tax Clerk	41,601	43,079	44,557	46,035	47,513	48,991	50,468	51,946	53,420
Sewage Plant Repairer	48,783	51,959	55,135	58,312	61,488	64,664	67,840	70,958	74,195
Sewer Repairer	48,783	51,959	55,135	58,312	61,488	64,664	67,840	70,958	74,195
Special Law Enforcement Officer I	45,040	45,737	46,435	47,132	47,830	48,527	49,225	49,923	50,621
Special Law Enforcement Officer II	48,133	50,212	52,290	54,369	56,448	58,526	60,605	62,683	64,760
Street Sweeper	53,565	54,150	54,734	55,319	55,903	56,487	57,072	57,656	58,239
Tax Clerk/Telephone Operator	36,807	38,689	40,570	42,451	44,333	46,214	48,096	49,977	51,860
Traffic Maintenance Worker (Laborer)	43,984	46,573	49,161	51,749	54,338	56,926	59,514	62,103	64,691
Traffic Maintenance Worker (Painter)	48,783	51,959	55,135	58,312	61,488	64,664	67,840	70,958	74,195
Traffic Signal Electrician	54,622	57,910	61,199	64,487	67,775	71,063	74,351	77,640	80,931
Truck Driver Heavy	46,382	48,898	51,414	53,930	56,446	58,962	61,478	63,995	66,511
Violations Clerk Typing	29,623	31,863	34,102	36,342	38,581	40,821	43,060	45,300	47,545

IFPTE Salaries

EMPLOYEES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2023	2023	2023	2023	2023	2023	2023	2023	2023
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Account Clerk Typing	37,654	39,578	41,503	43,428	45,353	47,277	49,202	51,127	53,053
Animal Control Officer	44,756	46,478	48,200	49,922	51,644	53,365	55,087	56,809	58,528
Assessing Clerk Typing	42,558	44,399	46,240	48,082	49,923	51,764	53,605	55,446	57,291
Assistant Animal Control Officer	33,740	35,460	37,181	38,902	40,622	42,343	44,064	45,785	47,510
Building Maintenance Worker	32,758	36,901	41,044	45,187	49,330	53,473	57,616	61,759	65,900
Carpenter	54,797	58,006	61,215	64,423	67,632	70,841	74,050	77,258	80,467
Clerk	30,304	32,597	34,889	37,181	39,473	41,766	44,058	46,350	48,639
Clerk Stenographer	48,012	50,493	52,974	55,455	57,936	60,416	62,897	65,378	67,864
Clerk Transcriber	30,304	32,597	34,889	37,181	39,473	41,766	44,058	46,350	48,639
Clerk Typist	30,304	32,597	34,889	37,181	39,473	41,766	44,058	46,350	48,639
Code Enforcement Officer	49,660	52,894	56,128	59,362	62,595	65,829	69,063	72,297	75,529
Communications Operator	37,654	39,779	41,904	44,029	46,154	48,280	50,405	52,530	54,655
Cost Estimator Property Improvement	49,905	53,154	56,403	59,653	62,902	66,151	69,401	72,590	75,902
Deputy Municipal Court Administrator	40,068	42,194	44,320	46,447	48,573	50,700	52,826	54,952	57,076
Deputy Municipal Court Administrator 2	45,460	47,587	49,713	51,839	53,965	56,091	58,218	60,344	62,469
Deputy Municipal Court Administrator 3	51,139	53,266	55,392	57,518	59,644	61,770	63,897	66,023	68,148
Deputy Registrar of V. S.	36,394	38,427	40,460	42,494	44,527	46,560	48,594	50,627	52,659
Electrician	55,878	59,242	62,606	65,970	69,334	72,698	76,061	79,425	82,793
Equipment Operator	49,905	52,672	55,439	58,207	60,974	63,741	66,508	69,275	72,044
Field Representative Senior Citizen Program	32,048	33,171	34,293	35,416	36,539	37,662	38,785	39,908	41,027
Garage Attendant	44,996	48,256	51,516	54,776	58,036	61,296	64,556	67,816	71,076
Heavy Equipment Operator	54,797	57,915	61,033	64,151	67,269	70,387	73,505	76,623	79,747
Housing Assistance Technician	40,883	43,488	46,092	48,697	51,302	53,907	56,512	59,117	61,720
* 'Housing Inspector Trainee	32,512								
Housing Inspector	49,905	53,154	56,403	59,653	62,902	66,151	69,401	72,650	75,902
Inventory Control Clerk	47,449	50,023	52,597	55,171	57,745	60,319	62,892	65,466	68,040
Investigator Clerk Public Safety	40,099	43,171	46,244	49,317	52,389	55,462	58,535	61,607	64,679
Laborer	44,996	47,644	50,292	52,939	55,587	58,235	60,883	63,531	66,179
Laborer Heavy	48,129	50,645	53,160	55,676	58,191	60,706	63,222	65,737	68,040

IFPTE Salaries

EMPLOYEES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2023	2023	2023	2023	2023	2023	2023	2023	2023
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Maintenance Repairer	47,449	50,681	53,912	57,143	60,375	63,606	66,837	70,069	73,301
Mason/Plasterer	49,905	53,154	56,425	59,653	62,902	66,151	69,401	72,650	75,902
Mechanic	49,905	53,154	56,425	59,653	62,902	66,151	69,401	72,650	75,902
Mechanics Helper	49,963	52,537	55,111	57,685	60,259	62,833	65,407	67,981	70,557
Motor Broom Driver/Truck	47,959	50,590	53,221	55,852	58,483	61,115	63,746	66,377	69,008
Municipal Court Attendant	48,014	50,494	52,975	55,456	57,937	60,418	62,898	65,379	67,864
Ominbus Operator	29,946	33,066	36,185	39,304	42,423	45,542	48,662	51,781	54,902
Painter	47,449	50,648	53,848	57,047	60,246	63,445	66,644	69,843	73,044
Parking Enforcement Officer	37,654	41,432	45,209	48,987	52,765	56,543	60,321	64,099	67,872
Parking Meter Collector/Parking Meter Repairer	49,905	53,154	56,403	59,653	62,902	66,151	69,401	72,590	75,902
Police Aide	38,311	39,523	40,736	41,948	43,161	44,373	45,585	46,798	48,014
Police Records Clerk	30,304	31,896	33,488	35,080	36,672	38,263	39,855	41,447	43,042
Police Records Clerk, Typing	30,304	31,896	33,488	35,080	36,672	38,263	39,855	41,447	43,042
Police Records Clerk, Transcribing	36,186	38,219	40,253	42,286	44,319	46,353	48,386	50,419	52,456
Principal Account Clerk	40,099	43,978	47,857	51,737	55,616	59,495	63,375	67,254	71,137
Principal Assessing Clerk	46,818	50,084	53,350	56,616	59,882	63,148	66,414	69,680	72,948
Principal Clerk Bookkeeper	40,099	43,978	47,857	51,737	55,616	59,495	63,375	67,254	71,137
Principal Clerk Typist	40,099	42,657	45,215	47,774	50,332	52,891	55,449	58,007	60,564
Principal Payroll Clerk	39,791	42,350	44,910	47,469	50,029	52,589	55,148	57,708	60,273
* 'Public Safety Telecommunicator Trainee	32,512								
Public Safety Telecommunicator	37,654	39,779	41,904	44,029	46,154	48,280	50,405	52,530	54,655
Receptionist	32,758	33,748	34,738	35,729	36,719	37,710	38,700	39,691	40,682
Sanitation Inspector	49,905	53,154	56,403	59,653	62,902	66,151	69,401	72,590	75,902
Secretarial Assistant, Stenography	40,099	42,241	44,382	46,524	48,666	50,808	52,950	55,092	57,232
Senior Account Clerk	40,099	42,241	44,382	46,524	48,666	50,808	52,950	55,092	57,232
Senior Assessing Clerk	42,558	44,069	45,579	47,090	48,601	50,111	51,622	53,133	54,648
Senior Building Maintenance Worker	49,905	52,789	55,673	58,557	61,441	64,326	67,210	70,094	72,977
Senior Cashier	42,558	44,399	46,240	48,082	49,923	51,764	53,605	55,446	57,291
Senior Clerk	40,099	42,241	44,382	46,524	48,666	50,808	52,950	55,092	57,232

IFPTE Salaries

EMPLOYEES HIRED AFTER: 5/1/2015									
9 steps	1	2	3	4	5	6	7	8	9
	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%	2.30%
CITY OF ASBURY PARK	2023	2023	2023	2023	2023	2023	2023	2023	2023
SALARIES FOR IFPTE UNION LOCAL 196	1st YEAR	2nd YEAR	3rd YEAR	4th YEAR	5th YEAR	6th YEAR	7th YEAR	8th YEAR	MAXIMUM
Senior Clerk Stenographer	30,697	34,582	38,467	42,353	46,238	50,123	54,009	57,894	61,777
Senior Clerk Typist	40,099	42,241	44,382	46,524	48,666	50,808	52,950	55,092	57,232
Senior Housing Inspector	61,263	64,512	67,762	71,011	74,261	77,510	80,760	84,009	87,259
Senior Mechanic	55,878	59,242	62,606	65,970	69,334	72,698	76,061	79,425	82,793
Sen. Parking Meter Collector/Sen. Parking Meter Repairer	55,878	59,242	62,606	65,970	69,334	72,698	76,061	79,425	82,793
Senior Police Records Clerk Transcribing	45,182	46,573	47,965	49,356	50,747	52,139	53,530	54,921	56,312
Senior Sewage Plant Repairer	55,878	59,242	62,606	65,970	69,334	72,698	76,061	79,425	82,793
Senior Sewer Repairer	55,878	59,242	62,606	65,970	69,334	72,698	76,061	79,425	82,793
Senior Tax Clerk	42,558	44,070	45,582	47,094	48,605	50,117	51,629	53,141	54,648
Sewage Plant Repairer	49,905	53,154	56,403	59,653	62,902	66,151	69,401	72,590	75,902
Sewer Repairer	49,905	53,154	56,403	59,653	62,902	66,151	69,401	72,590	75,902
Special Law Enforcement Officer I	46,076	46,789	47,503	48,216	48,930	49,644	50,357	51,071	51,786
Special Law Enforcement Officer II	49,240	51,367	53,493	55,620	57,746	59,872	61,999	64,125	66,249
Street Sweeper	54,797	55,395	55,993	56,591	57,189	57,786	58,384	58,982	59,579
Tax Clerk/Telephone Operator	37,654	39,578	41,503	43,428	45,353	47,277	49,202	51,127	53,053
Traffic Maintenance Worker (Laborer)	44,996	47,644	50,292	52,939	55,587	58,235	60,883	63,531	66,179
Traffic Maintenance Worker (Painter)	49,905	53,154	56,403	59,653	62,902	66,151	69,401	72,590	75,902
Traffic Signal Electrician	55,878	59,242	62,606	65,970	69,334	72,698	76,061	79,425	82,793
Truck Driver Heavy	47,449	50,023	52,597	55,171	57,745	60,319	62,892	65,466	68,040
Violations Clerk Typing	30,304	32,595	34,886	37,178	39,469	41,760	44,051	46,342	48,639