

RESOLUTION NO. 97-24

**RESOLUTION OF THE CITY COUNCIL OF THE CITY OF BRIDGETON AUTHORIZING
AND APPROVING CONTRACT BETWEEN CITY OF BRIDGETON
AND TEAMSTERS LOCAL UNION NO.676**

WHEREAS, the City of Bridgeton and the Teamsters Local Union No. 676 (Affiliated with the International Brotherhood of Teamsters) has negotiated with respect to a new collective bargaining agreement between the City and the Teamsters Local Union No. 676; and

WHEREAS, a form of collective bargaining agreement has been reached between the City of Bridgeton and the Teamsters Local Union No. 676; and

WHEREAS, the City Council of the City of Bridgeton is desirous of approving the aforesaid collective bargaining agreement between the City of Bridgeton and the Teamsters Local Union No. 676; and


WHEREAS, an agreement arrived at by collective bargaining procedures is exempt from the bidding requirements of the Local Public Contracts Law, N.J.S.A. 40A:11-1, et seq.;

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Bridgeton that the Mayor or Business Administrator as his designated representative, and Clerk, be and are hereby authorized to execute an agreement between the City of Bridgeton and the Teamsters Local Union No. 676 upon final ratification by the Teamsters Local Union No. 676, the terms of which are hereby incorporated herein by reference; and

BE IT FURTHER RESOLVED, that a copy of the aforesaid agreement shall remain available and on file in the Clerk's office for public inspection.

ADOPTED at a regular meeting of the City Council of the City of Bridgeton held on the 18th day of June, 2024.

ATTEST:

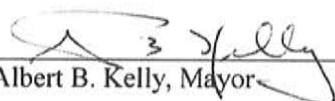


Nichole Almanza, RMC, CMR
Municipal Clerk



Edward Bethea Council President

APPROVED:



Albert B. Kelly, Mayor

AGREEMENT

Between

**THE CITY OF BRIDGETON
In the County of Cumberland**

And

**TEAMSTERS LOCAL UNION NO. 676
Affiliated with the International Brotherhood of Teamsters**

EFFECTIVE DATES:

January 1, 2024

Up to and Including

December 31, 2026

TABLE OF CONTENTS

ARTICLE 1	RECOGNITION OF UNION	4
ARTICLE 2	MANAGEMENT RIGHTS AND RESPONSIBILITIES	4
ARTICLE 3	DUES CHECKOFF/AGENCY SHOP	5
ARTICLE 4	STEWARDS AND ALTERNATES	5
ARTICLE 5	PRESENTING A GRIEVANCE	9
ARTICLE 6	SPECIAL CONFERENCES	9
ARTICLE 7	VACATIONS	10
ARTICLE 8	HOLIDAY PROVISIONS	10
ARTICLE 9	PERSONAL DAYS	10
ARTICLE 10	LIFE INSURANCE	11
ARTICLE 11	SEVERANCE PAY	11
ARTICLE 12	FUNERAL LEAVE	111
ARTICLE 13	PAST PRIVILEGES	12
ARTICLE 14	EMPLOYEE HEALTH AND SAFETY	12
ARTICLE 15	EQUIPMENT	12
ARTICLE 16	VETERANS-RESERVES	13
ARTICLE 17	BENEFITS	134
ARTICLE 18	COFFEE BREAKS	14
ARTICLE 19	CALL-IN AND REPORTING PAY	14
ARTICLE 20	ABSENCE WITHOUT LEAVE	15
ARTICLE 21	METHOD OF COMPENSATION-OVERTIME SERVICE	15
ARTICLE 22	WORKING IN HIGHER RATED CLASSIFICATION	16
ARTICLE 23	WORKING HOURS GUARANTEE	16
ARTICLE 24	FEEDING THE ANIMALS	16
ARTICLE 25	INTERFERANCE WITH WORK	16
ARTICLE 26	MISCELLANEOUS	16
ARTICLE 27	WAGES	16

ARTICLE 28	LONGEVITY CLAUSE	177
ARTICLE 29	PERSONNEL REGULATIONS	17
ARTICLE 30	DEPARTMENT OF PERSONNEL	18
ARTICLE 31	PAYROLL DEDUCTIONS	188
ARTICLE 32	BREACH OF CONTRACT EFFECT	188
ARTICLE 33	SAVINGS CLAUSE	188
ARTICLE 34	EMBODIMENT OF AGREEMENT	18
ARTICLE 35	UNUSED SICK DAYS	19
ARTICLE 36	TERM OF AGREEMENT	19

AGREEMENT

THIS AGREEMENT is made and entered into this 18th day of June, 2024, between THE CITY OF BRIDGETON, IN THE COUNTY OF CUMBERLAND, a municipal corporation of the State of New Jersey, hereinafter referred to as the "EMPLOYER" of the "CITY", and the Teamsters Local Union No. 676, affiliated with the International Brotherhood of Teamsters, hereinafter referred to as the "UNION".

PURPOSE AND INTENT

The general purpose of this Agreement is to set forth terms and conditions of employment and to promote orderly and peaceful relations for the mutual interest of the City of Bridgeton and in its capacity as an employer, the employees, the Union and the people of the City of Bridgeton. The parties recognize that the interest of the community and the job security of the employees depend upon the Employer's success in establishing a proper service to the community. To these ends, the Employer and the Union encourage to the fullest degree friendly and cooperative relations between the respective representatives at all levels and among all employees.

ARTICLE 1 **RECOGNITION OF UNION**

Pursuant to and in accordance with all applicable provisions of Chapter 303 of the Laws of 1968 (N.J.S.A.) 34:13A-5.1 et seq.) the Employer does hereby recognize the Union as the sole and exclusive representative of the employees of the Department of Public Works, Department of Water and Sewer, and Department of Recreation and Public Affairs, excepting that this representation shall not extend to any management executive nor any supervisor having the power to hire, discharge, discipline or to effectively recommend the same, nor any person who is employed in a clerical or similar position in any of the aforesaid Departments. The representation shall extend to grievances and terms and conditions of employment. The City shall compile a list of individuals together with their job titles excluded from the bargaining unit in each of these departments.

ARTICLE 2 **MANAGEMENT RIGHTS AND RESPONSIBILITIES**

It is recognized that the control of properties and the maintenance of order and efficiency, is solely a responsibility of the City. Accordingly, the City retains the rights, including but not limited to hire, suspend or discharge for just cause, assign, promote, or transfer to determine the amount of overtime to be worked, to relieve employees from duty because of lack of work or for other legitimate reasons; decide the number and location of its facilities, stations, etc., determine the work to be performed within the unit, maintenance and repair, amount of supervision necessary, machinery and tool equipment, methods, schedules of work, together with the selection, procurement, designing, engineering and the control of equipment and materials; purchase services of others, contract or otherwise, except as they may be otherwise specifically limited in this Agreement and to make reasonable and binding rules which shall not be inconsistent with this Agreement.

ARTICLE 3

DUES CHECKOFF/AGENCY SHOP

Section 1

The employer agrees to deduct from the wages of any employees covered by this Agreement, and forward to the Union all Union membership dues and initiation fees uniformly required, if any, as provided in a written authorization form used by the Employer herein, provided that the said form shall be executed by the employee after 30 days. The written authorization for union dues deduction shall remain in full force and effect during the period of this contract; but may be withdrawn at any time by the filing of notice of such withdrawals with the Comptroller of Employer or other proper disbursing officer. The filling of this Notice of Withdrawal shall be effective to halt deductions as of January 1, or July 1, next succeeding the date on which Notice of Withdrawal is filed. The Employer agrees to provide this service without charge to the Union. The Union agrees that there should be no discrimination, intimidation, restraint or coercion by it or its officers, agents or members against any employee who refuses or fails to execute an authorization card. Any employee that begins to pay initiation fees after the initial 30 days of employment may request any initiation fee back from the Union if they do not complete the 90-day probationary period required by the City and have not paid the initiation in full. Once the employee has been granted seniority or paid the initiation in full, no initiation amounts will be refunded. Any initiation fees remitted to the Union eligible for refund will be refunded to the employee directly by the Union.

Section 2

Agency Shop

Eliminated (see Janus v. American Federation of State, County, and Municipal Employees)

ARTICLE 4

STEWARDS AND ALTERNATES

In each department, employees shall be represented by one steward or designated representative, who shall be a regular employee working in that Department. In the absence of the Steward or designated representatives, an alternate may be appointed by the Union. The Union agrees that it will at all times keep the Department Head advised of the name of the Steward or designated alternate representing the Union in each Division. The shop steward shall have super seniority in the event there are layoffs and/or recall from layoffs in the City.

ARTICLE 5

PRESENTING A GRIEVANCE

5.1. Definitions

5.1.1. Grievance

A "grievance" is a claim by an employee within the Union based upon the interpretation, application or violation of this Agreement, policies or administrative decisions or practices affecting one or more employees within the Union.

5.1.2. Aggrieved Person

An "aggrieved person" is the person or the Union making the claim.

5.1.3, Party in Interest

A "party in interest" is the person making the claim and any individual including the Union or the Employer who might be required to take action or against whom action might be taken in order to resolve the claim.

5.2. Purpose of Procedure

The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may from time to time arise affecting employees. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure.

5.3. Procedure

5.3.1. Level One - Supervisor

An aggrieved person shall first submit the grievance in writing to his or her immediate supervisor within ten (10) working days of its occurrence or within ten (10) working days of the aggrieved person having knowledge or being reasonably expected to have knowledge of its occurrence. Failure to so act shall constitute an abandonment of said grievance,

5.3.2. Level Two - Department Head

If the aggrieved person is not satisfied with the disposition of his or her grievance at Level One, or if no decision has been rendered within five (5) working days of submission of the grievance, he or she may submit the grievance in writing to his or her Department Head within five (5) working days of the decision at Level One or within five (5) working days from the last day on which the decision should have been rendered at Level One, whichever is sooner.

5.3.3. Level Three-Designated Officer

If the aggrieved person is not satisfied with the disposition of the grievance at Level Two or if no decision has been rendered within five (5) working days of submission of the grievance at said level, the aggrieved person may submit the grievance in writing to the appropriate officer approved by the Business Administrator within five (5) working days of the decision at Level Two or within five (5) working days from the last day on which the decision should have been rendered at Level Two, whichever is sooner. The aggrieved person and/or a representative of the Union shall be permitted to appear and present the grievance before the designated officer. For the purpose of this Agreement, discipline of written warning or less affecting any employee covered by this Agreement shall not proceed beyond Level Three.

5.3.4. Level Four - Arbitration

If the aggrieved person is not satisfied with the disposition of his or her grievance at Level Three or if no decision has been rendered within ten (10) working days of submission of the grievances at said level, the aggrieved person may submit a request in writing to the Union that the grievance be submitted to arbitration. Said request must be submitted to the Union with notice to the Employer within ten (10) working days of the

decision at Level Three or ten (10) working days from the last day on which the decision should have been rendered at Level Three, whichever is sooner. If the Union determines that the grievance is meritorious, it may submit the grievance to arbitration within thirty (30) working days of its receipt of a request by the aggrieved person.

5.4. Arbitration

5.4.1. List of Arbitrators

Within fifteen (15) working days of such written notice of submission to arbitration, the Employer and the Union shall request a list of arbitrators from the Public Employees Relations Commission, The parties shall then be accordingly bound by the rules and procedures of the Public Employees Relations Commission.

5.4.2. Decision and Effect

The arbitrator's decision shall be in writing and submitted to the Employer and the Union. Said decision shall be final and binding on the parties.

5.4.3. Arbitrability

In the event the arbitrability of a grievance is at issue between the parties, jurisdiction to resolve the issue shall rest solely with the arbitrator,

5.4.4. Costs

The costs for the services of the arbitrator, including per diem expenses, if any, and actual and necessary travel and subsistence expenses, if applicable, shall be borne equally by the Employer and the Union. The Employer shall provide the hearing room. Any other expenses incurred including the cost of a transcript, if applicable, shall be paid by the party incurring same,

5.4.5. Bad Faith

If the arbitrator in his/her sole discretion determines that either party has acted in bad faith, the costs of the arbitration may be assessed by the arbitrator against said party.

5.5. Right of Representation

5.5.1. Choice of Representation

Any aggrieved person may represent himself or herself at all stages of the grievance procedure or, at his or her option, by authorized Union representative(s), including counsel retained by the Union, or retained counsel of the aggrieved person's own choice.

5.5.2. Limitation On Payment Of Fees

If an aggrieved person chooses to retain legal counsel of his or her own choice, as described immediately above, the Employer or the Union shall not be responsible for the payment of fees or expenses of said counsel.

5.6. Miscellaneous

5.6.1. Written Grievances

It is understood by both parties, that all grievances must be submitted in writing and specifically spell out the alleged violation along with the relevant Article of this Agreement. Failure of the aggrieved to sign the grievance will result in dismissal of said grievance.

5.6.2. Written Decisions

Decisions rendered at Levels One, Two, Three and Four of the grievance procedures shall be in writing, setting forth the decision and the reason therefore and shall be transmitted promptly to all parties in interest and to the Union.

5.6.3. Time Limitations

The time limitations indicated at each level should be considered as maximum limitations and binding upon the parties and every effort should be made to expedite the process. A failure to respond at any Step in this procedure by the Employer or its agents shall be deemed a negative response and upon the termination of the applicable time limits the grievant may proceed to the next step. The failure of the employee to observe the time limits herein shall constitute abandonment of the grievance and settlement on the basis of the last City answer. Said time limitations may, however, be extended by mutual agreement in writing,

5.6.4. Reprisals

Reprisals of any nature, kind or degree shall not be taken by the Employer or by its representatives, agents, or employees against any party in interest, any representative, any member of the Union or any other participant in the grievance procedure by reason of such participation.

5.6.5. Election Of Remedies

Employees shall have an election as to whether they shall pursue remedies under Civil Service or under the grievance procedure as set forth herein. Furthermore, employees shall have an election as to whether they shall pursue remedies under Public Employee Relations Commissions procedures relating to unfair labor practices or the grievance procedure set forth herein. In any event, any action beyond Step (2) in the grievance procedure shall constitute an election to pursue remedies under this Agreement.

5.6.6. Limitation On Obligations of Union

Any provision contained within this Article or elsewhere in the Collective Bargaining Agreement shall not be construed as requiring the Union to process a grievance or to represent an employee in any proceedings instituted with the New Jersey Department of Personnel (formerly the New Jersey Civil Service Commission). The Union's decision to process any grievance at any step, including arbitration, or to terminate the grievance proceedings at any step shall be final as to the interests of the grievant and the Union.

5.6.7. Informal Efforts

Any provision contained within this Article shall not be construed to discourage or prohibit an aggrieved person and/or the Union from pursuing informal efforts with the Employer to effectuate a prompt and amicable resolution of the matter in controversy.

ARTICLE 6 **SPECIAL CONFERENCES**

Special conferences for important matters will be arranged between the Local Union representatives and the Department Head of any office designated by the Mayor upon the request of any of the above named. Such meeting shall be between no more than five (5) and at least two (2) representatives of the Department of the City and no more than five (5) and at least two (2) representatives of the Union.

Arrangement for such special conferences shall be made in advance and an Agenda of the matters to be taken up at the meeting shall be presented at the time the conference is requested. Matters taken up in special conferences shall be confined to those included in the Agenda. Such conferences shall be held within fourteen (14) calendar days after the request is made.

Problems of health and safety shall be proper subject for discussion at special conferences.

ARTICLE 7 **VACATIONS**

A. Vacation Period

1. Vacations will, insofar as possible, be granted at time most desired by employees according to their seniority. In each department, no more two (2) employee may be on vacation at the same time unless the Department Head is satisfied that he or she has sufficient personnel to operate efficiently. Employees shall give notice of vacation period at least two (2) weeks prior to commencement of same. Supervisor may grant a shorter notice.
2. When an official holiday occurs during a scheduled vacation, the employee shall be entitled to an additional vacation day. He or she shall also receive holiday pay for such official holiday.
3. Eligibility: Employees shall receive the following paid vacations based upon their period of employment:
 - a. 90 days to 1 year - one day for each month of employment retroactive to the date of hire.
 - b. 1 year to 5 years - 12 days
 - c. 6 years to 10 years - 15 days
 - d. 11 years to 15 years - 20 days
 - e. 16 years to 20 years - 25 days
 - f. 21 years or more 30 days

To qualify for a full vacation in any given year, an employee must have been continuously employed for his employment year. Employees who are employed for less than a full year shall receive a prorated vacation. After one (1) year, employees shall be given their full complement of vacation time on their anniversary date in the year of the increase.

4. Employees may sell back one (1) week of vacation when mutually acceptable to the Employer and an employee at said employee's rate of pay. Neither the Employer nor any employee can require the other to exercise this option. The Union acknowledges that the Employer is not obligated to exercise this option in any individual instance despite previously electing to do so. Request to sell back must be submit by April 1st of each year.

No vacation time may be carried over into the next year unless additional time is earned in November or December and then that time, and that time only, may be carried over until March 31st of the next year. If not used by March 31 of the next year, the time is forfeited. The Employer will make all reasonable efforts to assist the Employee to use that time.

ARTICLE 8 **HOLIDAY PROVISIONS**

- A. Employees will observe the listed holidays and receive eight (8) hours pay at straight time computed as part of their forty (40) hour work week.

New Year's Day	Columbus Day
Martin Luther King Day	Election Day
President's Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Day After Thanksgiving
Independence Day	Christmas Day
Labor Day	
Juneteenth (third Friday in June)	

In the event the President of the United States, the Legislature or the Governor of the State of New Jersey, or the Mayor of the City of Bridgeton, should declare a holiday in addition to those already mentioned above, then those holidays will be observed by the City of Bridgeton.

- B. Holidays falling on Saturday shall be observed on Friday; Holidays falling on Sunday shall be observed on Monday.
- C. Employees who are required to work on a holiday shall receive their regular straight eight (8) hour pay plus one and one-half times their regular hourly rate for any time worked as allocated in this Agreement under Article 19.
- D. In order to qualify for a holiday except as provided in Article 7 (2) above, the employee shall have worked regularly scheduled days before and after holiday unless excused by the Department Head.

ARTICLE 9 **PERSONAL DAYS**

Employees will receive four (4) Personal Days which will, insofar as possible, be granted at the time most desired by employees according to their seniority. No more than one (1) employee may take a personal day at the same time in any one Division of a Department; unless the Department Head is satisfied he has sufficient personnel to operate efficiently, Employee shall give notice of taking a personal day at least 48

hours in advance, except in emergencies, and the personal day shall be taken only with the approval of the Department Head.

- a. New employees will not be entitled to personal days until after the completion of their initial ninety (90) calendar days working test period and acceptance into the Teamsters Local #676.
- b. Personal days may not be carried from year to year.
- c. Personal days shall be prorated in any year that the employee does not work the full calendar year.
- d. Upon request, Personal Days may be carried over at the discretion of the Business Administrator

ARTICLE 10 LIFE INSURANCE

The employer shall provide each employee with a life insurance policy providing a death benefit of \$10,000.00 and Accidental Death and Dismemberment benefit of \$10,000.00 on the life of the employee.

ARTICLE 11 SEVERANCE PAY

Eliminated- see Article 35

ARTICLE 12 FUNERAL LEAVE

Employees within the Bargaining Unit shall be entitled to bereavement leave of absence with pay due to the death of a member of said employee's family or household as follows:

Four (4) Days of Leave	One (1) Day of Leave
Spouse/Domestic Partner	Uncle
Parent/Step Parent	Aunt
Child/Step Child	Niece
Sibling	Nephew
Grandchild	Brother-in-Law
Grandparent	Sister-in-Law
Significant Other	Son-in-Law
Mother-in-Law/father-in-Law	Daughter-in-Law

*Significant Other shall be defined as a person with whom the employee lived as a spouse or shared a domicile such as a life partner. It does not include roommates, friends or persons with whom the subject had other than a committed relationship and active relationship.

Day of Choice

Employees within the bargaining unit shall be entitled to one (1) "Day of Choice" to be used for ex-spouses, co-parents, friends, roommates, etc.

ARTICLE 13

PAST PRIVILEGES

All privileges enjoyed by employees and specifically covered by the following, shall continue:

Previous 1-4 Eliminated

1. In accordance with the present practice, departments will as much as possible during sub-zero weather, limit outdoor work to repair work, snowplow activities or emergencies.
2. Lunch periods shall be observed during the term of this Agreement in accordance with prior practice. Employees shall not be required to work in holes or ditches that exceed nine (9) feet in depth.

ARTICLE 14

EMPLOYEE HEALTH AND SAFETY

In the event any employee covered by this Agreement having duties which takes him or her into a building which he or she reasonably believes may be dangerous to his or her health and safety, he or she shall notify his or her Supervisor of the dangerous condition. The Supervisor shall immediately inspect the building and report to the Department Head his or her findings of the conditions in the aforesaid building. If the Department Head finds there is an emergency situation he or she may order the employee to complete his or her assigned task. If the Department Head does not find an emergency situation exists, he or she shall arrange a meeting within three (3) days with the Local Union representative and the concerned employee and his or her Supervisor regarding the condition of the building. At the meeting the parties shall determine the appropriate action to be taken. No employee shall be suspended for failure to obey instructions, until this meeting shall take place, unless the Department Head shall have determined that an emergency exists.

ARTICLE 15

EQUIPMENT

The City agrees to furnish all employees subject to outside working conditions, outer garments, so as to protect said employee from rain. Additionally, the City agrees to furnish all employees covered by this Agreement, having need of safety shoes, safety goggles, and hard hats, as determined by the Department Head, the appropriate equipment. It is understood the City will provide two (2) pairs of boots will be per calendar year (June and December) to each DPW employee who works outside. The price per pair of boots will not exceed \$250.00 and the vendor will be chosen by the Department Head of DPW and/or the Businesses Administrator. Additionally, the City agrees to furnish all permanent employees represented by the Union with working shirts and trousers for use during working hours and to provide laundry service that will assure each employee of five (5) clean uniforms each workweek. The City will make every effort to see that the uniforms are laundered and pressed in a satisfactory manner to the employees.

A cell phone will be provided by the City for mutual use by those scheduled to be on-call.

Tool allowance for Civil Service titled Mechanics of up to \$650.00 per year. Tools purchased must be for use on City vehicles or to repair/replace existing tools used on City vehicles and proof of purchase is

required for reimbursement by the City. Allowance must be used (tools ordered) in budget year, no carryover.

The City agrees to provide Carhartt pants (winter)

The City agrees to provide Carhartt bib every 2 years

ARTICLE 16 **VETERANS - RESERVES**

Nothing in this Agreement shall abridge the rights and preferences of veterans and members of the Armed Forces, as provided by Federal, State, and Local Laws.

ARTICLE 17 **BENEFITS**

17.1. Health Benefits

17.1.1. Health Insurance Coverage

The City shall provide the following health benefits for all permanent full-time employees and their dependents, beginning on the first day of the third month after two (2) months of active employment:

- A. Hospitalization, Major Medical and Health Maintenance Organization coverage through the New Jersey State Health Benefits Plan (NJSHBP), as it exists or as modified by the State Health Benefit Program (or any other substantially similar health benefit plan), including any changes in co pays or deductibles that may be implemented by the New Jersey State Health Benefits Program, for all employees and eligible dependents covered by this agreement. The City agrees to pay the cost of the NJSHBP Plan selected by employees, subject to the cost contributions required by law as set forth in paragraph C, hereunder.
- B. The City retains the right, at its option, to change any of the existing insurance plans or carriers providing such benefits, so long as the level of benefits provided to the employees and their eligible dependents is substantially similar. The City further reserves the right, as its option, to self-insure any of said plans and coverages so long as the level of benefits provided to the employees and their eligible dependents is substantially similar. The City agrees to expedite arbitration in the event the Union contends the proposed health coverage is not substantially similar to the existing health benefit coverage. This clause will not prevent the City from changing providers during the arbitration process. If the City chooses to change pending the arbitration determination, such change cannot be used as evidence that the Union has consented to such change.
- C. Employees shall contribute to the costs of Health Benefits Insurance Plan coverage in accordance with P.L. 2011, Chapter 78. Both parties agree to open the CBA to further negotiations as it relates to Chapter 78 premium share costs if there is a new law that impacts Chapter 78 health benefits premium contributions or the 2.0% cap as it relates to budgets. Under those circumstances, until another agreement is entered into, the terms existing in this contract will prevail
- D. The Employer agrees to provide a prescription plan for the employees, their spouses and/or eligible dependents. Currently a Prescription Plan is provided through the New Jersey State Health Benefits

Plan, Co-pays for generic prescriptions are currently Five Dollars (\$5.00) and Ten Dollars (\$10.00) for brand name prescriptions (per current State Health Benefits rates) and are subject to future additional changes to reflect the then applicable State Health Benefit Plan Prescription co-pays.

The City retains the right, at its option, to change any of the existing prescription plans or carriers providing such benefits, so long as the level of benefits provided to the employees and their eligible dependents is substantially similar. The City further reserves the right, at its option, to self-insure any of said plans and coverages so long as the level of benefits provided to the employees and their eligible dependents is substantially similar.

In the event the City no longer provides prescription coverage under the State Health Benefits Plan, then in such event the copayment for Prescription Plan shall be Ten Dollars (\$10.00) for mail-in prescriptions, Fifteen (\$15.00) for generic drugs and Twenty-Five (\$25.00) for brand name drugs. Reduced cost for prescriptions shall be available through a mail order system.

The City retains the right, at its option, to change the Prescription Plan provider so long as the level of benefits provided to the employees and their eligible dependents is substantially similar.

17.2 Health Benefits after Twenty-five (25) years of service with the City

1. Must have 25 years of service.
2. Maximum of 5 years health/prescription coverage immediately after retirement.
3. Health/prescription benefits are to be maintained at the member & spouse/partner coverage rate at retirement. Employee shall make the employee contribution to the City as required by law. The City will pay a maximum of \$19,200 for any plan chosen by the employee through June 30, 2016. Effective July 1, 2016 the City maximum cost will increase to \$21,120. The employee is responsible for the employee contribution and any cost exceeding the City maximum contribution.
4. If the employee is employed after retirement with health benefits, with equal or better than benefits, that coverage will be primary.
5. If employee is eligible for Medicare, Medicare will be the primary coverage.
6. Starting July 1, 2017, if the insured passes away within the 5 years, the surviving spouse shall receive the coverage for up to 12 months or the 5 years, whichever comes first.

ARTICLE 18 **COFFEE BREAK**

Coffee breaks of fifteen (15) minutes, two times per day, once in the a.m. and once in the p.m., shall be permitted during the normal forty (40) hour workweek at the discretion of the supervisor.

ARTICLE 19 **CALL-IN AND REPORTING PAY**

- A. When an employee is called back to work after his regular work day, he shall be guaranteed no less than two (2) hours of pay at the appropriate rate.

- B. Any employee covered by this Agreement who shall be called in to work on a Saturday or Sunday, which employee is not otherwise scheduled to work, shall be granted no less than four (4) hours of pay at the appropriate rate.
- C. Any employee called into work on July 4th, Thanksgiving, Christmas or New Year's Day, shall be guaranteed no less than four (4) hours of pay at the appropriate rate.
- D. All overtime shall be assigned on the basis of seniority, providing the senior employee has the necessary qualifications to perform the job to be assigned.
- E. An employee who is on vacation will not be called in the case of regular call back. In cases of emergencies, the employee on vacation will be called last unless the employee possesses skills unavailable from other employees in the unit. In no case will an employee be required to respond to an emergency while away, on vacation which is defined as more than 50 miles from the city of Bridgeton. Acceptable proof of being away (out of town) may be required
- F. Zoo call back schedule will allow for all zoo employees to be called first. If more assistance is necessary, the guidance of the Director of Public Works will be sought.
- G. Regularly scheduled Water Dept. and Sewer Dept. personnel for weekend rounds will be scheduled on a voluntary basis. The City will determine minimum hours and staffing requirements for the rotation for each Dept.
- H. An employee that has a regularly scheduled shift beginning after 4:00pm shall be entitled to shift differential pay of \$2.00 per hour

ARTICLE 20

ABSENCE WITHOUT LEAVE

An absence of an employee from duty, including an absence for a single day or part of a day, that is not authorized by a specific grant of leave of absence under the provisions of these regulations shall be deemed an absence without leave. Any such absence shall be without pay and may be subject for disciplinary action. In the absence of such disciplinary action, any employee who absents himself for five (5) consecutive days without leave shall be deemed to have terminated his employment. Such action may be reconciled by a subsequent grant of leave at the option of the Department Head.

ARTICLE 21

METHOD OF COMPENSATION FOR OVERTIME SERVICE

- A. Employee shall receive one and one-half times the regular rate of pay for all hours worked in excess of eight (8) hours per day, or in excess of forty (40) hours worked or paid for per week. Vacation hours, personal hours, sick hours and compensatory hours will be considered as time worked for the purpose of determining the 8-hour work day and/or 40-hour work week.
- B. An employee covered by this Agreement who performs overtime service in accordance with the provisions of this Agreement shall receive, in addition to his regular weekly compensation time and one-half his straight time hourly rate for each hour of overtime services.
- C. Employees shall not be required to accept compensatory time off in lieu of monetary compensation for overtime services, unless agreed to between both the employer and employee. The employee may not bank more than 80 compensatory hours (comp time) in a given year and

such banked time shall be permitted to be carried over for one (1) year, after which any unused compensatory time carried over from the previous year shall be lost.

- D. When an employee is required to work twelve (12) continuous hours or more, they shall receive a meal allowance of Six Dollars (\$15.00) and a one-half (1/2) hour break following the twelfth (12) hour.

ARTICLE 22 **WORKING IN HIGHER RATED CLASSIFICATION**

The practice of appointing employees to work in higher rated classifications in an acting capacity is discouraged. However, if an employee shall work in a position paying a higher hourly rate, such employee shall be paid such higher rate provided he works at least a minimum of four (4) hours in such classification, plus any/all hours over said four (4) hours, if worked.

ARTICLE 23 **WORKING HOUR GUARANTEE**

Employees covered under this Agreement are guaranteed an eight (8) hour daily working schedule provided said employees are ready, willing and able to work these hours. Employees covered under this Agreement are specifically guaranteed a forty (40) hour weekly work schedule, provided said employees are ready, willing and able to work those hours. Schedules may include Saturday or Sunday and shall be as set by the City.

ARTICLE 24 **FEEDING THE ANIMALS**

In order to prevent injury to employees engaged in the feeding of dangerous animals in the Cohanzick Zoo, the city agrees that two (2) employees shall be assigned to this task, according to a schedule to be made by the Employer.

ARTICLE 25 **INTERFERENCE WITH WORK**

The Union agrees to refrain from engaging in any strike, work stoppage, slowdown or interference of any kind with the operations of the City during the term of this Agreement.

ARTICLE 26 **MISCELLANEOUS**

An employee shall perform any reasonable work assignment made by supervisors, irrespective of their job title, so long as they suffer no reduction in their hourly rate. Contractual Work: The right of contracting or subcontracting is vested in the City. The City of Bridgeton shall provide Winter Coats to all employees covered by this Agreement. Winter Coats shall be replaced on fair, wear and tear basis to be determined by the Department Head.

ARTICLE 27 **WAGES**

- A. All employees shall be compensated according to the attached Wage Guide effective and retroactive to January 1, 2024

- B. With the exception of eligible Recreation employee(s) who shall continue to receive \$3.50 per hour additional weekend compensation, compensation for all employees whose regular schedule includes Saturday or Sunday as provided for under Article 24 (zoo) has been incorporated into base pay as indicated in attached Wage Guide and is pensionable.
- C. Retro/annual increase monies will be paid to the employees within a reasonable period of time within the context of an adopted budget.
- D. Compensation for employees possessing current and valid Class B CDL, Class A CDL, Hazmat, Tanker, or Air Brake credentials has been incorporated into the base pay as indicated in the attached Wage Guide and is pensionable
- E. Compensation for Crew Chief/Foreman/Zoo Foreperson will increase by \$4.00/hour. Crew Chief/Foreman/Zoo foreperson will be compensated for all hours actually worked and such designation as crew Chief/Foreman/Zoo Foreperson shall be at the discretion of Department Head and Administration. Anyone that is qualified and asked by the City to fill the role of Crew Chief/Foreman/Zoo Compensation in the absence of the designated person will receive the extra \$4.00 for every hour worked in said capacity. The need for an "Acting Foreman" will be at the sole discretion of the City.

Zoo Foreperson- shall be an existing animal keeper selected by the Head Keeper, with approval of the Recreation Director, or selected directly by the Recreation Director in the absence of the Head Keeper, to be in charge of routine daily zoo operations and other zoo employees/keepers carrying out said operations for a designated shift or workday. Forepersons shall be designated when the Head Keeper is out of state or further than 2 ½ hours travel time away from being physically present on scene to direct/assess/respond to an emergent or ongoing situation at the zoo; or when circumstances dictate that designating a foreperson is deemed by the Recreation Director or Business Administrator to be in the best interests of the health, safety, and welfare of the animals at the zoo or necessary for the orderly and efficient operation of the zoo.

- F. Compensation for licensed employees possessing licenses Water (W-1), Water (W-2), Water (W-3), Treatment (T-1), Treatment (T-2), Treatment (T-3), Collection (C-1), Collection (C-2), Collection (C-3) Zoo AZA Continuing Education Credits/Certificate, Certified Pool, and Certified License Compost Operator has been incorporated into the base pay as indicated in the attached Wage Guide and is pensionable

ARTICLE 28 **LONGEVITY CLAUSE**

Longevity has been deleted.

ARTICLE 29 **PERSONNEL REGULATIONS**

It is understood and agreed that the personnel regulations adopted by the City of Bridgeton shall apply to all cases and for all matters not covered by this Agreement.

ARTICLE 30 **NEW JERSEY CIVIL SERVICE COMMISSION**

This Agreement is intended to comply with all statues, rules and regulations of the New Jersey Civil Service Commission.

ARTICLE 31 **PAYROLL DEDUCTIONS**

A. **CREDIT UNION**

The Employer agrees to make payroll deductions for Teamsters Local 676 Federal Credit Union purposes if the employee has provided the Employer with a signed card so authorizing. Such deductions will only be remitted to the Credit Union once a month.

B. **D.R.I.V.E.**

The Employer agrees to deduct from the paycheck of all employees covered by this Agreement voluntary contributions to DRIVE, DRIVE shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a weekly basis for all weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The employer shall transmit to DRIVE National Headquarters on a monthly basis, in one check, the total amount deducted along with the name of each employee on whose behalf a deduction is made, the amount deducted from the employee's paycheck.

C. **BI-WEEKLY PAY**

Employees shall be paid on a bi-weekly basis for the term of this Agreement.

ARTICLE 32 **BREACH OF CONTRACT EFFECT**

The waiver of any breach of condition of this Agreement by either party shall not constitute a precedent in the further enforcement of the terms and conditions herein.

ARTICLE 33 **SAVINGS CLAUSE**

It is understood and agreed that if any part of this Agreement is in conflict with the law, that such part shall be suspended and the appropriate mandatory provisions shall prevail, and the remainder of the Agreement shall not be affected thereby. Any arbitrator may not be presumed or permitted to be able to make decisions in violations of law.

ARTICLE 34 **EMBODIMENT OF AGREEMENT**

This document constitutes the sole and complete Agreement between the parties, and embodies all terms and conditions governing the employment of employees represented by the Union. The parties acknowledge they have had the opportunity to present and discuss proposals on any subject, which is (or may be) subject to collective bargaining provided, however, that upon mutual agreement of the parties, which shall be in writing, the parties may further amplify or interpret the terms of this Agreement. Any prior commitment or agreement between the City and the Union or any individual employee covered by this Agreement is hereby superseded.

ARTICLE 35 **SICK DAYS/UNUSED SICK DAYS**

Employees shall receive one sick day per month during their first calendar year of employment. Thereafter, on January 1, of each year, in anticipation of continued employment, an employee shall be provided with 15 days of sick leave.

Sick leave not used in a year shall accumulate without limit for use at another time when/if needed. Upon exhaustion of sick leave, an employee's leave shall be without pay unless an employee has other leave time available and it is approved for use.

It is stipulated and agreed that employees who retire having accumulated sick days shall be compensated up to \$15,000. Unused sick leave shall only be payable upon retirement from the City. For the purposes of this article, "retirement" shall mean an approved retirement from the New Jersey State Pension System. The amount to be compensated shall be computed by multiplying one-half of the accumulated sick day's times eight hours, times the hourly rate of said employee at the time of his retirement.

Each employee shall be entitled to fifteen (15) sick days per year. A doctor's note must be provided after three (3) consecutive days sick. A doctor's note may be required by the Department Head or the Business Administrator for payment of sick leave before or after a Holiday or if the Department Head or Business Administrator suspects abuse of the sick leave policy.

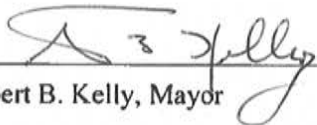
ARTICLE 36 **TERM OF AGREEMENT**

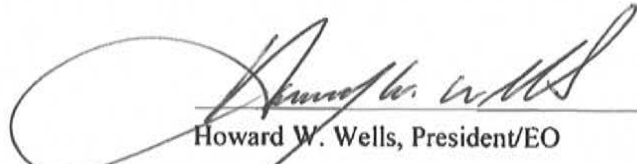
This Agreement shall be in effect until December 31, 2026 and thereafter until modified. This Agreement shall continue in full force and effect from year to year thereafter, unless either party gives notice in writing, no sooner than one hundred and fifty (150) nor later than ninety (90) days prior to the expiration date of this Agreement, of a desire to change, modify or terminate this Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals at Bridgeton New Jersey, on this 18th day of June, 2024

THE CITY OF BRIDGETON
IN THE COUNTY OF CUMBERLAND

676 TEAMSTERS LOCAL UNION


Albert B. Kelly, Mayor


Howard W. Wells, President/EO


Nichole Almanza, RMC, CMR


Brian Higginbotham, Trustee/BA

*PRIOR BASE SALARY TIERING 'GRADE' LISTED FOR HISTORICAL COMPARISON

*2024 RE-ESTABLISHED STEPS CONTAIN BUILT IN PRIOR CONTRACT ENDORSEMENTS + 2.25%

*ALL EMPLOYEES WILL RECEIVE ANNUAL INCREASES EFFECTIVE 1/1 OF RESPECTIVE YEAR

PER HOURLY BASE RATES

**CALCULATED ANNUALIZED
BASE SALARY (2,080 HOURS)**

ANIMAL KEEPER (GRADE 4)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		17.31	17.70	18.10
2	15.11	18.17	18.58	19.00
3	16.11	19.03	19.46	19.90
4	17.11	19.89	20.34	20.80
5	18.11	20.75	21.22	21.70
6	19.11	21.62	22.10	22.60
7		22.48	22.98	23.50
8	21.18	23.34	23.86	24.40

ANIMAL KEEPER (GRADE 4)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		36,000	36,810	37,638
2	31,429	37,792	38,643	39,512
3	33,509	39,584	40,475	41,386
4	35,589	41,377	42,308	43,260
5	37,669	43,169	44,140	45,133
6	39,749	44,961	45,973	47,007
7		46,753	47,805	48,881
8	44,054	48,546	49,638	50,755

LABORER 1 - NON-CDL (GRADE 1)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		16.35	16.71	17.09
2	14.60	17.69	18.09	18.49
3	15.60	19.03	19.46	19.90
4	16.60	20.37	20.83	21.30
5	17.60	21.72	22.21	22.71
6	18.60	23.06	23.58	24.11
7		24.40	24.95	25.51
8	25.18	25.75	26.33	26.92

LABORER 1 - NON-CDL (GRADE 1)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		34,000	34,765	35,547
2	30,368	36,793	37,621	38,468
3	32,448	39,587	40,477	41,388
4	34,528	42,380	43,333	44,308
5	36,608	45,173	46,189	47,229
6	38,688	47,966	49,046	50,149
7		50,760	51,902	53,069
8	52,374	53,553	54,758	55,990

LABORER 1 - CDL (GRADE 1)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		17.31	17.70	18.10
2	14.60	18.64	19.06	19.49
3	15.60	19.98	20.43	20.89
4	16.60	21.32	21.80	22.29
5	17.60	22.66	23.17	23.69
6	18.60	23.99	24.53	25.08
7		25.33	25.90	26.48
8	25.18	26.67	27.27	27.88

LABORER 1 - CDL (GRADE 1)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		36,000	36,810	37,638
2	30,368	38,781	39,654	40,546
3	32,448	41,562	42,497	43,453
4	34,528	44,343	45,341	46,361
5	36,608	47,124	48,184	49,268
6	38,688	49,905	51,028	52,176
7		52,686	53,871	55,083
8	52,374	55,467	56,715	57,991

PER HOURLY BASE RATES

TRAFFIC MAINTENANCE (GRADE 9)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		19.23	19.66	20.11
2	15.69	20.67	21.13	21.61
3	16.69	22.11	22.61	23.12
4	17.69	23.55	24.08	24.62
5	18.69	24.99	25.55	26.12
6	19.69	26.43	27.02	27.63
7		27.87	28.49	29.13
8	27.76	29.30	29.96	30.64

**CALCULATED ANNUALIZED
BASE SALARY (2,080 HOURS)**

TRAFFIC MAINTENANCE (GRADE 9)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		40,000	40,900	41,820
2	32,635	42,993	43,961	44,950
3	34,715	45,987	47,022	48,080
4	36,795	48,980	50,082	51,209
5	38,875	51,974	53,143	54,339
6	40,955	54,967	56,204	57,469
7		57,961	59,265	60,598
8	57,741	60,954	62,326	63,728

MOTOR BROOM DRIVER (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		20.19	20.65	21.11
2	15.94	21.57	22.06	22.55
3	16.94	22.95	23.47	24.00
4	17.94	24.33	24.88	25.44
5	18.94	25.71	26.29	26.88
6	19.94	27.09	27.70	28.32
7		28.47	29.11	29.76
8	28.29	29.85	30.52	31.20

MOTOR BROOM DRIVER (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		42,000	42,945	43,911
2	33,155	44,869	45,878	46,911
3	35,235	47,738	48,812	49,910
4	37,315	50,606	51,745	52,909
5	39,395	53,475	54,678	55,908
6	41,475	56,344	57,612	58,908
7		59,213	60,545	61,907
8	58,843	62,081	63,478	64,906

MECHANIC HELPER (GRADE 8)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		18.27	18.68	19.10
2	15.64	19.76	20.21	20.66
3	16.64	21.25	21.73	22.22
4	17.64	22.74	23.26	23.78
5	18.64	24.24	24.78	25.34
6	19.64	25.73	26.31	26.90
7		27.22	27.83	28.46
8	27.18	28.71	29.36	30.02

MECHANIC HELPER (GRADE 8)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		38,000	38,855	39,729
2	32,531	41,103	42,028	42,973
3	34,611	44,206	45,201	46,218
4	36,691	47,309	48,373	49,462
5	38,771	50,412	51,546	52,706
6	40,851	53,515	54,719	55,950
7		56,618	57,892	59,194
8	56,534	59,721	61,064	62,438

PER HOURLY BASE RATES

MECHANIC (GRADE 11)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		21.15	21.63	22.12
2	16.70	22.62	23.13	23.65
3	17.70	24.09	24.63	25.19
4	18.70	25.56	26.13	26.72
5	19.70	27.03	27.63	28.26
6	20.70	28.50	29.14	29.79
7		29.96	30.64	31.33
8	29.84	31.43	32.14	32.86

**CALCULATED ANNUALIZED
BASE SALARY (2,080 HOURS)**

MECHANIC (GRADE 11)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		44,000	44,990	46,002
2	34,736	47,054	48,113	49,195
3	36,816	50,108	51,235	52,388
4	38,896	53,162	54,358	55,581
5	40,976	56,216	57,481	58,774
6	43,056	59,270	60,603	61,967
7		62,324	63,726	65,160
8	62,067	65,378	66,849	68,353

EQUIPMENT OPERATOR (CDL ONLY / NON COMPOST) (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		20.91	21.38	21.87
2	15.94	22.29	22.79	23.31
3	16.94	23.67	24.20	24.75
4	17.94	25.05	25.61	26.19
5	18.94	26.43	27.02	27.63
6	19.94	27.81	28.44	29.08
7		29.19	29.85	30.52
8	28.29	30.57	31.26	31.96

EQUIPMENT OPERATOR (CDL ONLY / NON COMPOST) (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		43,500	44,479	45,480
2	33,155	46,369	47,412	48,479
3	35,235	49,238	50,345	51,478
4	37,315	52,106	53,279	54,477
5	39,395	54,975	56,212	57,477
6	41,475	57,844	59,145	60,476
7		60,713	62,079	63,475
8	58,843	63,581	65,012	66,475

EQUIPMENT OPERATOR (WITH COMPOST) (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		20.91	21.38	21.87
2	15.94	22.40	22.90	23.42
3	16.94	23.89	24.42	24.97
4	17.94	25.37	25.94	26.53
5	18.94	26.86	27.47	28.08
6	19.94	28.35	28.99	29.64
7		29.83	30.51	31.19
8	28.29	31.32	32.03	32.75

EQUIPMENT OPERATOR (WITH COMPOST) (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		43,500	44,479	45,480
2	33,155	46,593	47,641	48,713
3	35,235	49,685	50,803	51,946
4	37,315	52,778	53,966	55,180
5	39,395	55,871	57,128	58,413
6	41,475	58,963	60,290	61,647
7		62,056	63,452	64,880
8	58,843	65,149	66,615	68,113

PER HOURLY BASE RATES

WATER / SEWER REPAIRER 1 (GRADE 5)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		17.31	17.70	18.10
2	15.18	18.87	19.30	19.73
3	16.18	20.44	20.90	21.37
4	17.18	22.00	22.50	23.00
5	18.18	23.57	24.10	24.64
6	19.18	25.13	25.70	26.28
7		26.70	27.30	27.91
8	26.74	28.26	28.90	29.55

**CALCULATED ANNUALIZED
BASE SALARY (2,080 HOURS)**

WATER / SEWER REPAIRER 1 (GRADE 5)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		36,000	36,810	37,638
2	31,574	39,255	40,138	41,041
3	33,654	42,510	43,466	44,444
4	35,734	45,765	46,795	47,847
5	37,814	49,020	50,123	51,251
6	39,894	52,275	53,451	54,654
7		55,530	56,779	58,057
8	55,619	58,785	60,107	61,460

WATER / SEWER REPAIRER 2 (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		20.19	20.65	21.11
2	15.94	21.57	22.06	22.55
3	16.94	22.95	23.47	24.00
4	17.94	24.33	24.88	25.44
5	18.94	25.71	26.29	26.88
6	19.94	27.09	27.70	28.32
7		28.47	29.11	29.76
8	28.29	29.85	30.52	31.20

WATER / SEWER REPAIRER 2 (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		42,000	42,945	43,911
2	33,155	44,869	45,878	46,911
3	35,235	47,738	48,812	49,910
4	37,315	50,606	51,745	52,909
5	39,395	53,475	54,678	55,908
6	41,475	56,344	57,612	58,908
7		59,213	60,545	61,907
8	58,843	62,081	63,478	64,906

WATER METER REPAIRER (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		20.19	20.65	21.11
2	15.94	21.57	22.06	22.55
3	16.94	22.95	23.47	24.00
4	17.94	24.33	24.88	25.44
5	18.94	25.71	26.29	26.88
6	19.94	27.09	27.70	28.32
7		28.47	29.11	29.76
8	28.29	29.85	30.52	31.20

WATER METER REPAIRER (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		42,000	42,945	43,911
2	33,155	44,869	45,878	46,911
3	35,235	47,738	48,812	49,910
4	37,315	50,606	51,745	52,909
5	39,395	53,475	54,678	55,908
6	41,475	56,344	57,612	58,908
7		59,213	60,545	61,907
8	58,843	62,081	63,478	64,906

PER HOURLY BASE RATES

METER WORKER 1 (GRADE 3)				
			2025	2026
STEPS	2023	*2024	(2.25%)	(2.25%)
1		16.83	17.21	17.59
2	14.98	18.40	18.82	19.20
3	15.98	19.98	20.43	20.81
4	16.98	21.55	22.04	22.42
5	17.98	23.13	23.65	24.03
6	18.98	24.70	25.26	25.65
7		26.28	26.87	27.26
8	26.34	27.85	28.48	28.87

**CALCULATED ANNUALIZED
BASE SALARY (2,080 HOURS)**

METER WORKER 1 (GRADE 3)				
			2025	2026
STEPS	2023	*2024	(2.25%)	(2.25%)
1		35,000	35,788	36,593
2	31,158	38,276	39,138	39,943
3	33,238	41,553	42,488	43,293
4	35,318	44,829	45,838	46,643
5	37,398	48,105	49,188	49,993
6	39,478	51,381	52,538	53,343
7		54,658	55,888	56,693
8	54,787	57,934	59,238	60,043

METER WORKER 2 (GRADE 10)				
			2025	2026
STEPS	2023	*2024	(2.25%)	(2.25%)
1		20.19	20.65	21.11
2	15.94	21.57	22.06	22.55
3	16.94	22.95	23.47	24.00
4	17.94	24.33	24.88	25.44
5	18.94	25.71	26.29	26.88
6	19.94	27.09	27.70	28.32
7		28.47	29.11	29.76
8	28.29	29.85	30.52	31.20

METER WORKER 2 (GRADE 10)				
			2025	2026
STEPS	2023	*2024	(2.25%)	(2.25%)
1		42,000	42,945	43,911
2	33,155	44,869	45,878	46,911
3	35,235	47,738	48,812	49,910
4	37,315	50,606	51,745	52,909
5	39,395	53,475	54,678	55,908
6	41,475	56,344	57,612	58,908
7		59,213	60,545	61,907
8	58,843	62,081	63,478	64,906

SR PUMPSTATION OPERATOR (1 LICENSE @ LEVEL 1) (GRADE 10)				
			2025	2026
STEPS	2023	*2024	(2.25%)	(2.25%)
1		20.19	20.65	21.11
2	15.94	21.64	22.13	22.63
3	16.94	23.10	23.62	24.15
4	17.94	24.55	25.10	25.67
5	18.94	26.00	26.59	27.18
6	19.94	27.45	28.07	28.70
7		28.91	29.56	30.22
8	28.29	30.36	31.04	31.74

SR PUMPSTATION OPERATOR (1 LICENSE @ LEVEL 1) (GRADE 10)				
			2025	2026
STEPS	2023	*2024	(2.25%)	(2.25%)
1		42,000	42,945	43,911
2	33,155	45,021	46,034	47,069
3	35,235	48,041	49,122	50,228
4	37,315	51,062	52,211	53,386
5	39,395	54,083	55,300	56,544
6	41,475	57,103	58,388	59,702
7		60,124	61,477	62,860
8	58,843	63,145	64,565	66,018

PER HOURLY BASE RATES

SR PUMPSTATION OPERATOR (2 LICENSES @ LEVEL 1) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		20.19	20.65	21.11
2	15.94	21.72	22.21	22.71
3	16.94	23.24	23.77	24.30
4	17.94	24.77	25.33	25.90
5	18.94	26.29	26.89	27.49
6	19.94	27.82	28.44	29.08
7		29.34	30.00	30.68
8	28.29	30.87	31.56	32.27

**CALCULATED ANNUALIZED
BASE SALARY (2,080 HOURS)**

SR PUMPSTATION OPERATOR (2 LICENSES @ LEVEL 1) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		42,000	42,945	43,911
2	33,155	45,173	46,189	47,228
3	35,235	48,345	49,433	50,545
4	37,315	51,518	52,677	53,862
5	39,395	54,690	55,921	57,179
6	41,475	57,863	59,165	60,496
7		61,035	62,409	63,813
8	58,843	64,208	65,653	67,130

SR PUMPSTATION OPERATOR (3 LICENSES @ LEVEL 1) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		20.19	20.65	21.11
2	15.94	21.79	22.28	22.78
3	16.94	23.39	23.92	24.45
4	17.94	24.99	25.55	26.12
5	18.94	26.59	27.18	27.80
6	19.94	28.18	28.82	29.47
7		29.78	30.45	31.14
8	28.29	31.38	32.09	32.81

SR PUMPSTATION OPERATOR (3 LICENSES @ LEVEL 1) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		42,000	42,945	43,911
2	33,155	45,325	46,344	47,387
3	35,235	48,649	49,744	50,863
4	37,315	51,974	53,143	54,339
5	39,395	55,298	56,542	57,814
6	41,475	58,623	59,942	61,290
7		61,947	63,341	64,766
8	58,843	65,272	66,740	68,242

SR PUMPSTATION OPERATOR (1 LICENSE @ LEVEL 2) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		20.19	20.65	21.11
2	15.94	21.69	22.18	22.68
3	16.94	23.18	23.71	24.24
4	17.94	24.68	25.24	25.80
5	18.94	26.18	26.77	27.37
6	19.94	27.67	28.30	28.93
7		29.17	29.83	30.50
8	28.29	30.66	31.35	32.06

SR PUMPSTATION OPERATOR (1 LICENSE @ LEVEL 2) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		42,000	42,945	43,911
2	33,155	45,112	46,127	47,165
3	35,235	48,224	49,309	50,418
4	37,315	51,335	52,491	53,672
5	39,395	54,447	55,672	56,925
6	41,475	57,559	58,854	60,178
7		60,671	62,036	63,432
8	58,843	63,783	65,218	66,685

PER HOURLY BASE RATES

SR PUMPSTATION OPERATOR (2 LICENSES @ LEVEL 2) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		20.19	20.65	21.11
2	15.94	21.81	22.30	22.80
3	16.94	23.42	23.95	24.48
4	17.94	25.03	25.59	26.17
5	18.94	26.64	27.24	27.86
6	19.94	28.26	28.89	29.54
7		29.87	30.54	31.23
8	28.29	31.48	32.19	32.92

**CALCULATED ANNUALIZED
BASE SALARY (2,080 HOURS)**

SR PUMPSTATION OPERATOR (2 LICENSES @ LEVEL 2) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		42,000	42,945	43,911
2	33,155	45,355	46,375	47,419
3	35,235	48,710	49,806	50,926
4	37,315	52,065	53,236	54,434
5	39,395	55,420	56,666	57,941
6	41,475	58,774	60,097	61,449
7		62,129	63,527	64,957
8	58,843	65,484	66,958	68,464

SR PUMPSTATION OPERATOR (3 LICENSES @ LEVEL 2) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		20.19	20.65	21.11
2	15.94	21.92	22.42	22.92
3	16.94	23.65	24.18	24.73
4	17.94	25.38	25.95	26.54
5	18.94	27.11	27.72	28.35
6	19.94	28.84	29.49	30.15
7		30.57	31.26	31.96
8	28.29	32.30	33.03	33.77

SR PUMPSTATION OPERATOR (3 LICENSES @ LEVEL 2) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		42,000	42,945	43,911
2	33,155	45,598	46,624	47,673
3	35,235	49,196	50,303	51,435
4	37,315	52,794	53,982	55,196
5	39,395	56,392	57,661	58,958
6	41,475	59,990	61,339	62,720
7		63,588	65,018	66,481
8	58,843	67,186	68,697	70,243

WATER TREAT PLANT OP (1 LEVEL 2 / 2 LEVEL 3 LICENSES) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		20.19	20.65	21.11
2	15.94	22.04	22.53	23.04
3	16.94	23.89	24.42	24.97
4	17.94	25.73	26.31	26.90
5	18.94	27.58	28.20	28.83
6	19.94	29.43	30.09	30.76
7		31.27	31.98	32.70
8	28.29	33.12	33.86	34.63

WATER TREAT PLANT OP (1 LEVEL 2 / 2 LEVEL 3 LICENSES) (GRADE 10)				
STEPS	2023	*2024	2025 (2.25%)	2026 (2.25%)
1		42,000	42,945	43,911
2	33,155	45,841	46,872	47,927
3	35,235	49,682	50,800	51,943
4	37,315	53,523	54,727	55,959
5	39,395	57,364	58,655	59,974
6	41,475	61,205	62,582	63,990
7		65,046	66,510	68,006
8	58,843	68,887	70,437	72,022

PER HOURLY BASE RATES

WATER TREAT PLANT OP (3 LEVEL 3 LICENSES) (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		20.19	20.65	21.11
2	15.94	22.10	22.59	23.10
3	16.94	24.00	24.54	25.09
4	17.94	25.91	26.49	27.09
5	18.94	27.81	28.44	29.08
6	19.94	29.72	30.39	31.07
7		31.62	32.33	33.06
8	28.29	33.53	34.28	35.05

**CALCULATED ANNUALIZED
BASE SALARY (2,080 HOURS)**

WATER TREAT PLANT OP (3 LEVEL 3 LICENSES) (GRADE 10)				
STEPS	2023	*2024	2025	2026
			(2.25%)	(2.25%)
1		42,000	42,945	43,911
2	33,155	45,963	46,997	48,054
3	35,235	49,925	51,048	52,197
4	37,315	53,888	55,100	56,340
5	39,395	57,850	59,152	60,483
6	41,475	61,813	63,203	64,626
7		65,775	67,255	68,768
8	58,843	69,738	71,307	72,911

ARTICLE 22 - WORKING IN HIGHER RATED CLASSIFICATION

	*2024	2025 (2.25%)	2026 (2.25%)
	FLAT PER HOUR RATE	2.50	2.56

- Examples:
- Laborer 1 Filling Position of Traffic Maintenance
 - Water or Sewer Repairer 1 Filling Position of Water or Sewer Repairer 2

TITLES INCLUDED IN PRIOR CONTRACT:

- GRADE 1: PK REC WK / PK MAIN WK / PW REPAIRER / TRUCK DRIVER
- GRADE 2: RESERVED
- GRADE 6: PW ROOF REPAIRER
- GRADE 7: PSO SEWER REPAIRER
- GRADE 10: EQUIPMENT OPERATOR MECHANIC HELPER
- GRADE 11: SENIOR MECHANIC