

PREAMBLE

This agreement entered into the day and year set opposite the signatures of the parties, by and between the City of Plainfield, a municipal corporation of the State of New Jersey, hereinafter called the "City", and Local 37, an affiliate of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, hereinafter called the "Union".

WITNESSETH:

70

WHEREAS, the City and the Union recognize and declare that providing quality to the public is their mutual aim; and

WHEREAS, the City Council and the City Administration retain the basic decision-making powers over fiscal and management questions, although they are willing to consult with employee representatives on employee oriented matters, and

WHEREAS, it is the purpose of this agreement to prescribe the legitimate rights of those municipal employees working in the Maintenance Force of the Recreation Division and those working in the Public Works Division who are members of the Union and to provide orderly and peaceful procedures for presenting employee grievances and proposals and to protect the rights of the public in the City of Plainfield.

WHEREAS, the parties have reached certain understandings which they desire to confirm in this agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE 1 - RECOGNITION

The City hereby recognizes the Union as the exclusive and sole representative for collective negotiation concerning the terms and conditions of employment for employees of the Maintenance Force of the Recreation Division and those of the Public Works Division and

including of clerical employees ^{not employees} but ^{at} salary grade 14 or above whether on active employment or leave of absence authorized by the City. This in no way means that heads of divisions and those employees in management positions are to be represented in these collective negotiations.

ARTICLE 2 - NEGOTIATION PROCEDURE

2-1. The parties agree to enter into collective negotiations over a successor agreement in accordance with N.J.S.A 34:13A-1 et. seq. as amended in good faith efforts to reach agreement on all matters concerning the terms and conditions of employment.

2-2. Neither party in any negotiations shall have any control over the selection of the negotiating representatives of the other party.

2-3. Continuing Review of this Agreement

Representatives of the City and the Union negotiating committee shall meet at least once each month, unless waived by both parties, for the purpose of reviewing the administration of the agreement, and to resolve problems that may arise. These meetings are not intended to by-pass the grievance procedure.

2-4. Except as this agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this agreement to employees covered by this agreement as established by the rules, shall continue to be so applicable during the term of this agreement. Unless otherwise provided in this agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any negotiated benefit reduced to writing and existing prior to its effective date. This document constitutes the sole and complete agreement between the parties, and embodies all the terms and conditions governing the employment of employees in the unit. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may be) subject to collective bargaining. Any prior commitment or agreement between the City

and the Union or any individual employee covered by this agreement is hereby superseded.

2-5. This agreement incorporates the entire understanding of the parties on all matters which were or could have been the subject of negotiation. During the term of this agreement, neither party shall be required to negotiate with respect to any such matter whether or not covered by this agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or executed this agreement.

2-7. This agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

ARTICLE 3 - CHECK-OFF

The employer agrees to deduct, effective January 1, 1976 and 1977, the initiation fee and/or dues of \$9.00 per month from the wages of each employee who is a member of the Union and to forthwith remit the same to the Union office. The employer shall be furnished by the Union, as a condition precedent to the deduction of amounts provided herein, with a sufficient and proper written authorization from each employee from whose salary such deductions are to be made authorizing the deduction of fees and dues as heretofore provided.

ARTICLE 4 - GRIEVANCE PROCEDURE

4-1. Procedures governing grievances by employees shall be in accordance with Section II of the Municipal Code of the City of Plainfield and amendments thereto.

ARTICLE 5 - EMPLOYEES RIGHTS AND RESPONSIBILITIES

Employees rights and responsibilities shall be in accordance with Section II of the Municipal Code of the City of Plainfield. The City agrees to provide specific Rules and Regulations for those employees in the Division of Public Works.

ARTICLE 6 - CITY'S RIGHTS AND RESPONSIBILITIES

6-1. Management Responsibilities

It is recognized that the management of the City Government, the control of its 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 select and direct the working forces, including the right 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 as set forth in state law, local ordinance or applicable rules and regulations; decide the number and location of its facilities, stations, etc., determine the work necessary, machinery and tool equipment, methods, schedules of work together with 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.

6-2. Ban on Strikes and Lockouts

It is recognized that the need for continued and uninterrupted operation of the City's department and agencies is of paramount importance to the citizens of the community and that there should be no unlawful interference with such operation. Parties hereto agree that there will not be and that the Association, its officers, members, agents, or principals will not engage in strikes, slowdowns, lockouts or organized mass absenteeism. The City shall have the right to discipline or discharge any employee participating in a strike, slowdown, lockout or organized mass absenteeism. The City agrees not to lock out or cause to be locked out any employee covered under the provisions of this agreement.

ARTICLE 7 - SALARIES

7.1 The salary range of all employees will be set forth by City

Ordinance, whereby the 1976 salary ranges will be reflected in a salary guide system which contains eleven (11) step increments which are approximately three percent (3%) apart. Employees who were not at maximum for their range in 1975 will be placed in the new salary guide at the closest figure above their current salary and be eligible for two (2) increment steps in 1976 and one step increment in 1977. Employees at step 4 1/2 and maximum of their ranges in 1975 are the lone exception to this article. Employees at step 4 1/2 will be moved to step 8 in the new guide and employees at maximum will be moved to step 9 in the new guide, both groups will be eligible for one (1) step in 1976 and another in 1977.

7-2. The 1977 salary guide reflects an increase of approximately four percent (4%) on each step of the salary system. The changes in 1976 salary guide are reflected on the attached guide and shown as "stipulation #1", the 1977 salary guide is attached and shown as "stipulation #2". Employee salary increments for 1976 and 1977 will be based on the aforementioned ranges, utilizing the method established by Section 11:7-5 of the Municipal Code of the City of Plainfield.

7-3. The City agrees to provide, for the year of 1976 only, a transition payment of \$100 (one hundred) to all employees at step 4 1/2 and maximum of their ranges prior to January 1, 1976. This payment is to be paid in one lump sum in December of 1976.

7-4. The City agrees that if any other employee group is granted salary increases in excess of the provisions of Article 7, above, or receive additional fringe benefits, which would be applicable to all City employees, that said increases, in salaries and/or benefits, shall also apply to Union Membership.

ARTICLE 8 - LONGEVITY

8-1. In addition to the salaries established pursuant to the preceding sections, longevity pay shall be paid to each employee of

the City of Plainfield who has completed the number of years shown on the following schedule, which longevity pay shall be payable to such employees at the same time and in the same manner as his or her regular pay.

8-2. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for the longevity pay on or before June 30th of the calendar year.

8-3. Longevity pay shall be subject to the merit conditions set forth in Section 11:4-1 and shall be paid in accordance with the following schedule in 1976;

10 years service	\$300
15 years service	\$600
20 years service	\$900
25 years service	\$1,200

1977

10 years service	\$300
15 years service	\$800
20 years service	\$1,100
25 years service	\$1,400

8-4. In addition, the City agrees that for the duration of this contract the following exceptions shall be observed;

A. Employees now receiving longevity at 8 and 9 years would be paid in accordance with the aforementioned schedules as if they had served 10 (ten) years under the new system.

B. Employees eligible for longevity in 1976 (completed 8 years of service) would receive longevity payments as if they had completed 10 years of service.

C. Employees eligible for longevity in 1977 (8 years under the old system) would receive longevity payments as if they completed 10 years of service.

8-5. Service with the City of Plainfield as used herein is defined

as employment by the City for a continuing period preceding the entitlement for longevity pay, plus fifty per cent (50%) of the period of any other employment by the City of Plainfield. Payment of longevity is permissible for certain part-time employees as provided in Section 11:4-1.

ARTICLE 9 - INSURANCE PROTECTION

9-1. The City shall pay the entire cost of providing health benefits for employees covered by this agreement in the New Jersey State Health Benefits Program. The New Jersey State Health Benefits Program includes Blue Cross, Blue Shield, and Major Medical insurance as well as "rider J" benefits under the Blue Cross/Blue Shield Plan. The City further agrees to provide at no cost to the employee a disability income insurance plan. Such plan shall provide, when combined with other existing benefits, at least 50% of the employees salary. However, such plan will not become effective until such time as the employee has exhausted all of his sick leave vacation, workmen's compensaton benefits and the 180 day waiting period, whichever coverage lasts the longest.

9-2. The City agrees that during the duration of this agreement it will neither seek nor negotiate changes that will result in a reduction of the coverage or benefits as provided by plans listed in this article.

ARTICLE 10 - VACATION and HOLIDAYS

10-1. All members of the Teamsters Union Local #37 shall earn vacation as set forth in Section 11:9-1 & 11:9-3 of the Municipal Code of the City of Plainfield. Vacation schedules shall be established taking into account the desires of the employees and the needs of the municipality. Where there is conflict in choice of vacation time among employees, job seniority shall prevail.

10-2. All full time and unclassified members of the Teamster's Union shall earn vacation on the basis of the following schedule:

1-5 years of service	13 days
6-10 years of service	16 days
11-15 years of service	19 days
16-20 years of service	22 days
21 yrs. of service & over	26 days

10-3. The City agrees to grant the following official holidays with pay to members of the Teamsters Union Local #37, in accordance with Section 11:8-2 of the Municipal Code of the City of Plainfield:

- (1). New Year's Day
- (2). Washington's Birthday
- (3). Good Friday
- (4). Memorial Day
- (5). Independence Day
- (6). Labor Day
- (7). Columbus Day
- (8). Veteran's Day
- (9). Thanksgiving Day
- (10). Friday After Thanksgiving
- (11). Half day Christmas Eve and Half day New Year's Eve
- (12). Christmas Day

10-4. Wherein the City and Union both agree to the language and its implications as stated in paragraph 10-4 of this Article, they agree to the following exceptions:

For the year of 1976 only, the City agrees to the following exception to the aforementioned schedule; Friday, July 2, 1976, will be declared a holiday in order that all City employees may enjoy an extended weekend. This privilege is granted in order that our employees may observe the 200th birthday of the nation.

ARTICLE 11 - MISCELLANEOUS

11-1. This agreement constitutes City policy for the term of

said agreement, and the City shall carry out the commitments contained herein and give them full force and effect as City policy.

11-2. If any provision of this agreement or any application of this agreement to any employee or groups of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

11-3. The City and the Union agree that there shall be no discrimination and that all practices, procedures and policies of the City system shall clearly exemplify that there is no discrimination in the hiring, training, assignment promotion, transfer or discipline of employees on the basis of race, creed, color, religion, national origin, marital status or sex.

11-4. Copies of this agreement, together with copies of the City Personnel Ordinance, shall be available for review to members of the Union.

11-5. If there is any conflict between the terms of this agreement and any ordinance hereafter enacted, the terms of this agreement shall prevail. Reference to any ordinances shall mean those ordinances in effect at the time of the adoption of this agreement referring to matters contained herein, shall have no effect upon this agreement without consent of all parties hereto.

11-6. Any member working twenty (20) consecutive hours or more in the course of any one work week in a higher classification shall receive the rate of pay of the higher classification as provided in Section 11:7-5 (c) of the Municipal Code of the City of Plainfield for all hours actually worked in that classification during the particular week, provided the individual is qualified to perform the duties of such classification and provided that the individual is authorized to perform the duties of the higher classification by his/her Department Director. This shall not apply to

those employees who are considered Public Works Trainees. In cases where trainees are assigned to perform a particular higher function for one month or more they shall be paid at the higher classification for the entire month.

11-7. The City agrees that two men will be assigned to snowplows while plowing during night hours of darkness. Further, the City agrees to pay \$1.50 meal money to each Teamster employee who works two (2) hours over the normal shift in performing snow removal duties. Said employees will receive \$1.50 for each additional two (2) hours worked over the normal shift as long as such hours are in consecutive order.

11-8. Upon retirement an employee shall be entitled to pay at the prevailing rate at the time of retirement on the basis of one-third (1/3) day per full day of verifiable sick leave accumulated and not previously used, upon separation the prevailing rate shall be one-fourth (1/4).

ARTICLE 12 - BULLETIN BOARD

12-1. One bulletin board will be made available to the Union for the purpose of posting Union notices relating to meetings, dues, entertainment, health and safety, and general Union activities, at each location where men assemble for work assignments. The City shall post job vacancies on the bulletin board as vacancies arise. Notices of said job vacancies will be sent to Union shop steward.

ARTICLE 13 - UNIFORMS

13-1. The City shall furnish two (2) pairs of safety shoes as needed to each member each year.

13-2. The City shall supply gloves to members as needed up to a maximum of four (4) pairs per year.

13-3. The City shall supply rental uniforms to members each year, which will include an overcoat. Those employees of the Sewer and Sanitation units will be provided an extra set of uniforms.

ARTICLE 14 - WORKWEEK

14-1. Standard work hours shall be 7:00 a.m. to 3:30 p.m., pro-

vided that during the winter months there are no complaints or other operating problems as a result of the earlier work hours. Lunch shall be observed from 11:30 a.m. to 12:00 noon.

14-2. There shall be fifteen (15) minute rest period during the morning hours worked and another fifteen (15) minute rest period during the afternoon hours.

14-3. When an employee is requested to work twelve (12) or more consecutive hours, he shall be granted a second lunch period of one-half (1/2) hours duration at no loss of pay, and he shall be granted an additional one-half (1/2) hour lunch period for each five (5) consecutive hours over the above mentioned twelve (12) consecutive hours at no loss of pay.

ARTICLE 15 - DURATION OF AGREEMENT

This agreement shall be effective as of January 1st, 1976, and shall continue in effect through December 31st, 1977, subject to the Union's and the City's right to negotiate over a successor agreement as provided in Article 2. This agreement shall not be extended orally, and it is expressly understood that it shall expire on the date indicated.

LOCAL UNION NO. 37 AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF
AMERICA

BY: Albert Barlas
President

ATTEST:

Raymond Snyder
Secretary

CITY OF PLAINFIELD

BY: Paul J. Keefe
Mayor

ATTEST:

Bernie M. Stasts

City Clerk

June 4, 1976
Date

1976

GRADE	INCREMENT	1	2	3	4	5	6	7	8	9	10	11
1	196	5351	5547	5743	5939	6135	6331	6527	6723	6919	7115	7311
2	205	5598	5803	6008	6213	6418	6623	6828	7033	7238	7445	7648
3	214	5858	6072	6286	6500	6714	6928	7142	7356	7570	7784	7998
4	224	6132	6356	6580	6804	7028	7252	7476	7700	7924	8148	8372
5	235	6418	6653	6888	7123	7358	7593	7828	8063	8298	8533	8768
6	246	6718	6964	7210	7456	7702	7948	8194	8440	8686	8932	9178
7	257	7035	7292	7549	7806	8063	8320	8577	8834	9091	9348	9605
8	270	7367	7637	7907	8177	8447	8717	8987	9257	9527	9797	10067
9	282	7714	7996	8278	8560	8842	9124	9406	9688	9970	10252	10534
10	296	8079	8375	8671	8967	9263	9559	9855	10151	10447	10743	11039
11	310	8463	8773	9083	9393	9703	10013	10323	10633	10943	11253	11563
12	324	8861	9185	9509	9833	10157	10481	10805	11129	11453	11777	12101
13	340	9289	9629	9969	10309	10649	10989	11329	11669	12009	12349	12689
14	356	9734	10090	10446	10802	11158	11514	11870	12226	12582	12938	13294
15	373	10200	10573	10946	11319	11692	12065	12438	12811	13184	13557	13930
16	391	10691	11082	11473	11864	12255	12646	13037	13428	13819	14210	14601
17	410	11205	11615	12025	12435	12845	13255	13665	14075	14485	14895	15305
18	430	11745	12175	12605	13035	13465	13895	14325	14755	15185	15615	16045
19	451	12313	12764	13215	13666	14117	14568	15019	15470	15921	16372	16823
20	472	12908	13380	13852	14324	14796	15268	15740	16212	16684	17156	17628
21	495	13532	14027	14522	15017	15512	16007	16502	16997	17492	17987	18482
22	519	14190	14709	15228	15747	16266	16785	17304	17823	18342	18861	19380
23	545	14879	15424	15969	16514	17059	17604	18149	18694	19239	19784	20329
24	571	15602	16173	16744	17315	17886	18457	19028	19599	20170	20741	21312
25	599	16363	16962	17561	18160	18759	19358	19957	20556	21155	21754	22353
26	628	17162	17790	18418	19046	19674	20302	20930	21558	22186	22814	23442
27	659	18000	18659	19318	19977	20636	21295	21954	22613	23272	23931	24590
28	691	18880	19571	20262	20953	21644	22335	23026	23717	24408	25099	25790
29	725	19803	20528	21253	21978	22703	23428	24153	24878	25603	26328	27053
30	760	20774	21534	22294	23054	23814	24574	25334	26094	26854	27614	28374
31	798	21793	22591	23389	24187	24985	25783	26581	27379	28177	28975	29773
32	837	22864	23701	24538	25375	26212	27049	27886	28723	29560	30397	31234
33	878	23986	24864	25742	26620	27498	28376	29254	30132	31010	31888	32766

Comment:

GRADE	INCREMENT	1	2	3	4	5	6	7	8	9	10	11
1	204	5564	5768	5972	6176	6380	6584	6788	6992	7196	7400	7604
2	213	5824	6037	6250	6463	6676	6889	7102	7315	7528	7740	7954
3	223	6090	6313	6536	6759	6982	7205	7428	7651	7874	8097	8320
4	233	6377	6610	6843	7076	7309	7542	7775	8008	8241	8474	8707
5	244	6679	6923	7167	7411	7655	7899	8143	8387	8631	8875	9119
6	256	6986	7242	7498	7754	8010	8266	8522	8778	9034	9290	9546
7	268	7313	7581	7849	8117	8385	8653	8921	9189	9457	9725	9993
8	281	7661	7942	8223	8504	8785	9066	9347	9628	9909	10190	10471
9	293	8025	8318	8611	8904	9197	9490	9783	10076	10369	10662	10955
10	308	8401	8709	9017	9325	9633	9941	10249	10557	10865	11173	11481
11	322	8806	9128	9450	9772	10094	10416	10738	11060	11382	11704	12026
12	337	9215	9552	9889	10226	10563	10900	11237	11574	11911	12248	12585
13	354	9659	10013	10367	10721	11075	11429	11783	12137	12491	12845	13199
14	371	10120	10491	10862	11233	11604	11975	12346	12717	13088	13459	13830
15	388	10608	10996	11384	11772	12160	12548	12936	13324	13712	14100	14488
16	407	11117	11524	11931	12338	12745	13152	13559	13966	14373	14780	15187
17	426	11657	12083	12509	12935	13361	13787	14213	14639	15065	15491	15917
18	447	12217	12664	13111	13558	14005	14452	14899	15346	15793	16240	16687
19	469	12806	13275	13744	14213	14682	15152	15621	16090	16559	17028	17497
20	491	13424	13915	14406	14897	15388	15879	16370	16861	17352	17843	18334
21	515	14071	14586	15101	15616	16131	16646	17161	17676	18191	18706	19221
22	540	14756	15296	15836	16376	16916	17456	17996	18536	19076	19616	20156
23	567	15473	16040	16607	17174	17741	18308	18875	19442	20009	20576	21143
24	594	16225	16819	17413	18007	18601	19195	19789	20383	20977	21571	22165
25	623	17017	17640	18263	18886	19509	20132	20755	21378	22001	22624	23247
26	653	17849	18502	19155	19808	20461	21114	21767	22420	23073	23726	24379
27	685	18724	19409	20094	20779	21464	22149	22834	23519	24204	24889	25574
28	719	19633	20352	21071	21790	22509	23228	23947	24666	25385	26104	26823
29	754	20595	21349	22103	22857	23611	24365	25119	25873	26627	27381	28135
30	790	21607	22397	23187	23977	24767	25557	26347	27137	27927	28717	29507
31	830	22664	23494	24324	25154	25984	26814	27644	28474	29304	30134	30964
32	870	23781	24651	25521	26391	27261	28131	29001	29871	30741	31611	32481
33	913	24946	25859	26772	27685	28598	29511	30424	31337	32250	33163	34076

Comment:

Addendum to Contract

1. Replace Section 7-1 with;

7-1 The salary range of all employees will be set forth by City Ordinance, whereby the 1976 salary ranges will be reflected in a salary guide system which contains eleven (11) step increments which are approximately three percent (3%) apart. Employees who were at Step 4 or below in 1975 will be placed in the new salary guide at the closest figure above their current salary and be eligible for two (2) increment steps in 1976 and two (2) increment steps in 1977. The same procedure will be followed for employees at Step 4½ in 1975 except that such employees will be eligible for one (1) increment step in 1976. Employees at maximum salary in 1975 will be moved to Step 9 in the new guide and be eligible to move to Step 10 effective January 1, 1976, and Step 11 effective September 1, 1976. It is understood that the City will attempt to generate savings in 1976 to fund the movement from Step 10 to Step 11 effective September 1, so that it can be paid to employees in December of 1976. If the City is unable to make this payment in December of 1976, it will be issued in January of 1977.

2. Create Section 7-1A as follows;

7-1A Notwithstanding 7-1 above, employees hired after July 1, 1976 and before September 30 will be eligible for one increment Step in 1977.

3. Create Section 7-2A

7-2A The City agrees that should the percentage increase in the Cost of Living for the twelve month period from October 1, 1975 through September 30, 1976 exceed 8.5% as determined by the United States Department of Labor, Bureau of Labor Statistics, Consumer Price Index for the New York, North East New Jersey Standard Consolidated Area each Step in the 1977 salary guide will increase by .5% for each full percent increase over 8.5%. This increase is applicable only to full 1% increases, not portions thereof.

Addendum to Contract

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4. Replace Section 7-3 with;

7-3 The City agrees to provide, for the year 1976 only, a transition payment to the new salary guide in the amount of \$150.00 to all employees. The City will make every effort to make this payment in December 1976, but if there are not sufficient funds available at such time, said payment will be made in January 1977. The benefits conferred by this subsection are applicable to those individuals who were full-time employees of the City as of July 1, 1976 and who continue to be full-time employees in good standing through December 31, 1976.

5. Create Section 8-4D

8-4D Employees employed with the City of Plainfield on July 1, 1976 will be eligible for longevity payments under 1975 terms of eligibility (completed 8 years of service).

LOCAL UNION NO. 37 AFFILIATED WITH THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS,
CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF
AMERICA

BY:

Alben Bach
President

ATTEST:

Ray Snyder
Secretary

CITY OF PLAINFIELD

BY:

Paul J. Keefe
Mayor

ATTEST:

Bernice M. Stahl
City Clerk

September 17, 1976
Date

RESOLVED, That the Plainfield City Council hereby ratifies the execution of the attached agreement between the City of Plainfield and Local 37, an affiliate of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, for the period January 1, 1976 through December 31, 1977, and authorizes the Mayor and City Clerk to execute same.

Adopted by the City Council

June 1, 1976

Bernie M. Staats
City Clerk

This will certify that the foregoing is a true copy.

Bernie M. Staats
City Clerk

CLASSIFICATION	SALARY GRADE	
	1976 m	1977
Account Clerk	3	3
Building Maintenance Worker	5	5
Chief Pumping Station Operator	11	11
Equipment Operator	9	9
Equipment Operator (Sweeper)	9	9
Laborer	6	6
Maintenance Repairer	8	8
Maintenance Repairer Foreman	11	11
Mechanic	11	11
Principal Account Clerk	8	8
Principal Account Clerk Typing	10	10
Principal Timekeeper	8	8
Public Works Foreman	11	11
Public Works Repairer	7	7
Public Works Trainee	6	6
Pumping Station Operator	8	8
Recreation Maintenance Foreman	12	12
Recreation Maintenance Worker	7	7
Sanitation Foreman	11	11
Sr. Building Maintenance Worker	7	7
Senior Maintenance Repairer	9	9
Senior Mechanic	12	12
Senior Public Works Repairer	9	9
Senior Recreation Maintenance Worker	8	8
Senior Traffic Maintenance Worker	9	9
Senior Tree Climber	8	8
Sewer Foreman	11	11
Sewer Inspector	9	9
Sewer Maintenance	8	8

Traffic Mainenance Foreman	13	13
Traffic Maintenance Worker	8	8
Tree Climber	8	8
Truck Driver	7	7