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A G R E E M E N T

BETWEEN

Elizabeth, City of
CITY OF ELIZABETH, NEW JERSEY

AND

UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION

(CITY HALL EMPLOYEES)

* APRIL 1, 1986 through MARCH 31, 1988

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AGREEMENT entered into this 24th day of March 1987

by and between the CITY OF ELIZABETH, NEW JERSEY hereinafter referred to as the "City" and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, hereinafter referred to as the "Association", is designed to promote a harmonious relationship between the City, the Association and such of the City's employees as are represented by the Association.

ARTICLE I

RECOGNITION

1. The City hereby recognizes Union Council #8, New Jersey Civil Service Association as the exclusive and sole representative for collective negotiations concerning salaries, hours and other terms and conditions of employment for all City Hall employees, but excluding all foremen and supervisors, managers and department heads.

2. Unless otherwise indicated, the terms "employee" or "employees", when used in this Agreement, refer to all persons represented by Union Council #8, New Jersey Civil Service Association.

ARTICLE II

ASSOCIATION SECURITY (MAINTENANCE OF MEMBERSHIP)

1. The Employer agrees to deduct from the salaries of employees, dues for the Association when authorized in writing to do so by each employee. Individual authorization forms shall be furnished and filed by the Association with the appropriate business office of the Employer.

An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from the payroll of the City of Elizabeth. Where an employee takes a leave of absence without pay for one month or more during any payroll deduction period, there shall be no obligation on the part of the City of Elizabeth to collect funds from his salary during such absence. Upon his return to employment at the termination of his leave, the City of Elizabeth shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

2. The amount of monthly Association membership dues will be certified by the President of the Association in writing to the employer and the amount so certified will be uniform for all members of the Association.

ARTICLE II

ASSOCIATION SECURITY (MAINTENANCE OF MEMBERSHIP (Continued))

The above will be in compliance with N.J.S.A. 52:14-15.9e.

Assignees shall have no right or interest whatsoever in any money authorized withheld until such money is actually paid over to them. The City or any of its officers and employees shall not be liable for any delay in carrying out such deductions, and upon forwarding check in payment of such deductions by mail to the assignee's last known address, the City and its officers and employees shall be released from all liability to the employee-assignors and to the assignees under such assignments.

If any provision of this Article is invalid under Federal law or the laws of the State of New Jersey, said provisions shall be modified to comply with the requirements of Federal or State Law or shall be re-negotiated for the purpose of adequate replacement.

ARTICLE 11A

UNION SECURITY

1. Upon the request of the Union, the employer shall deduct a representation fee from the wages of each employee who is not a member of the Union.

2. These deductions shall commence thirty (30) days after the beginning of employment in the unit or ten (10) days after re-entry into employment in the Union.

3. The amount of said representation fee shall be certified to the employer by the Union, which amount shall not exceed 85% of the regular membership dues, fees and assessments charged by the Union to its own members.

4. The Union agrees to indemnify and hold the employer harmless against any liability, cause of action, or claims of loss whatsoever arising as a result of said deductions.

5. The employer shall remit the amounts deducted to the Union monthly, on or before the 15th of the month following the month in which such deductions were made.

6. The Union shall establish and maintain at all times a demand and return system as provided by N.J.S.A. 34:13A-5.4 (2) (c) and (3) (L. 1979, c. 477), and membership in the Union shall be available to all employees in the unit on an equal basis at all times. In the event the Union fails to maintain such a system, or if membership is not so available, the employer shall immediately cease making such deductions.

ARTICLE III

BULLETIN BOARDS

The Association shall have the use of bulletin boards throughout City Hall. Such boards to be used solely for the purpose of exhibiting official business of the Association. All materials to be posted shall be submitted to the Business Administrator or his designee prior to posting.

ARTICLE IV

ASSOCIATION BUSINESS LEAVE

Every effort will be made to schedule meetings between representatives of the City and of the Association to negotiate the terms of the Agreement during regular working hours. However, should the scheduling of negotiating sessions during non-working time of the employer be required, they may be scheduled for any time.

Leaves of absences with pay shall be granted as provided in Section 38:23-2 of the Revised Statutes of New Jersey. Notice of elected delegates to attend a convention in accordance with said statute shall be made in writing to the Office of the Business Administrator not less than two (2) weeks in advance by Union Council #8 secretary.

Failure of employees to return to work promptly upon expiration of authorized leave without reasonable notice satisfactory to the Director shall be subject to disciplinary action in accordance with Civil Service Rules and Regulations.

ARTICLE V

GRIEVANCE PROCEDURE

In the event any difference or dispute should arise between the City and the Association or its members employed by the City over the application and interpretation of the terms of this Agreement, an earnest effort shall be made to settle such differences immediately and in the following manner, provided the grievance is filed in writing within ten (10) working days of its occurrence or employee knowledge thereof.

STEP 1. Between the aggrieved employee and his immediate supervisor. If no satisfactory agreement is reached within three (3) working days, then

STEP 2. Between the aggrieved employee in the company of officers of the Association or his attorney in conference with the employee's director or his designee. Should no acceptable agreement be reached within an additional three (3) working days, then (Should the final decision of the director involve a suspension from duty without pay said suspension will not become effective until at least ten (10) days after the final meeting).

STEP 3. The matter shall be referred to the Civil Service Commission (as appropriate under applicable statutes and/or regulations.)

ARTICLE VI

WORK WEEK

The employer shall have the right, for the efficient operation of its facilities, to make changes in starting and stopping time of the daily work schedule and to vary the daily or weekly work schedule. However, prior to making any change, the director or directors, involved, shall meet with the Association to discuss the proposed changes.

ARTICLE VII

MANAGEMENT RESPONSIBILITY

It is recognized that the management of the City Hall, the control of its properties and the maintenance of order and efficiency are solely responsibilities of the City. Accordingly, the City retains the following rights, except as they may be abridged in this Agreement, including, but not limited to selection and direction of the force; to hire; to suspend or discharge for just cause; to assign, promote, demote or transfer; to determine the amount of overtime to be worked; to relieve employees from duty for reasons of economy as provided for in N.J.S.A. 11:22-10.1 and N.J.A.C 4:1-16.1 et seq., or for other legitimate reasons, not inconsistent with the terms and provisions of this Agreement; to decide on the number and locations of facilities, to determine the work to be performed; amount of supervision necessary, equipment, methods, together with the selection, procurement, designing, engineering and control of equipment and materials; and to purchase services of others by contract or otherwise. It also retains the right to discontinue this service, at any time, for reasons of economy.

City-wide employee benefits granted during the life of this agreement will include employees covered by this contract.

ARTICLE VIII

ACCESS

A duly, authorized representative of the Association, designated in writing, after reporting to the Office of the Business Administrator, or his designee, shall be admitted to the premises for the purpose of assisting in the adjustment of grievances and for investigation of complaints that the contract is being breached. Upon request, the Association representative shall state the purpose of his visit. Except in an emergency, at least four (4) hours advance notice must be given by telephone. Such visits shall not be permitted to interfere with, hamper or obstruct normal operations.

Facilities in City Hall shall be made available to the Association for meetings that are scheduled after working hours provided advanced permission is received from the Supervisor of Public Buildings, Markets and Docks.

ARTICLE IX

LONGEVITY

1. All permanent employees covered by this Agreement shall be entitled to be paid longevity pay in accordance with the schedule contained in this Article. Longevity pay shall be applied on the basis of the employee's anniversary date of employment as follows--if the employee's anniversary falls between January 1 and June 30, he shall be entitled to adjusted longevity pay retroactive to January 1; if the employee's anniversary date falls between July 1 and December 31, he shall be entitled to adjusted longevity pay retroactive to July 1. Longevity pay, in the case of salary increases, will be credited retroactively to the January 1st preceding the execution date of this contract and will accordingly be computed on the new base salary.

2. The scale of longevity pay shall be as follows:

5th year of employment to completion of	
9th year-----	2%
10th year of employment to completion of	
14th year-----	4%
15th year of employment to completion of	
19th year-----	6%
20th year of employment to completion of	
24th year-----	8%
25th year of employment and over-----	10%

3. All employees hired on or after January 1, 1988 will not be eligible for longevity pay. This clause is contingent upon the unanimous acceptance by all bargaining units.

ARTICLE X

SENIORITY

Seniority is defined to mean the accumulated length of continuous service with the City, computed from the last date of hire. An employee's length of service shall not be reduced by time lost due to authorized leave with pay for a bona fide illness or injury certified by a physician. Seniority may be lost and employment terminated if any of the following occur:

1. Discharge
2. Resignation
3. Absence for five (5) consecutive days without leave or notice
4. Absence for illness, injury or leave without pay for more than one (1) continuous year.

Nothing in this paragraph shall restrict the powers of the employer or the rights of the employee as set forth in Civil Service Statutes, rules and regulations.

ARTICLE XI

HOLIDAYS

1. An employee not required to work shall receive time off with straight time pay for each of the following holidays:

New Year's Day	Columbus Day
Lincoln's Birthday	Election Day
Washington's Birthday	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas
Labor Day	Martin Luther King's Birthday

2. If any of the holidays fall on Sunday, Monday shall be considered as the holiday. If the holiday falls on Saturday, the previous Friday shall be considered as the holiday.

3. If one of the above holidays falls within an employee's vacation period, the employee shall not be charged a vacation day for said holiday.

ARTICLE XII

PERSONAL DAY

After one (1) year of service, computed from the last date of hire, full-time employees may be granted one (1) Personal Leave Day during each year of this contract for any of the following reasons:

- A. Religious observance
- B. Death of a blood relative not included in the Funeral Leave section.
- C. Personal, legal, business, household or family matters of an emergency nature, not covered elsewhere in this Agreement provided the employee states the specific reason for the request and such is approved in writing by the department head.

This day shall not be accumulated.

ARTICLE XIII

VACATIONS

1. The employees covered by this Agreement shall be entitled to vacation leave with pay according to the following schedule:

1st year (One) working day per month

(1st) three months - earned but cannot spend)

<u>BEGINNING</u>	<u>END</u>	
2nd year	5th year	13 working days
6th year	10th year	15 working days
11th year	15th year	18 working days
16th year	20th year	20 working days
21st year	25th year	23 working days
after 25 years		26 working days

2. Vacations shall normally begin following the regular days off of the employee.

3. When any vacation or part of it cannot be taken in the calendar year when earned because of work load in a department, the same can be taken in the following year, with the consent of the department head, but such accumulated vacation days may not be extended beyond the second year.

4. The vacation period shall be the calendar year from the 1st day of January to the 31st day of December. Vacations shall be scheduled by the Director, giving preference to employee choice according to seniority, where practicable and where consistent with continued, efficient operation.

ARTICLE XIII

VACATIONS (Continued)

5. Any City Hall employee covered by this Agreement, who is entitled to vacation leave at the time of retirement, shall receive the earned vacation which has not been taken prior to the date of retirement. In the event an employee is entitled to vacation leave at the time of death, the employee's estate shall receive the earned vacation pay on the same basis as an employee who is retiring.

6. Upon completion of twenty-five (25) years of continuous service, the employee shall receive five (5) extra days of vacation for that anniversary year only.

ARTICLE XIV

OVERTIME

Employees who work thirty (30) hours per week, when required to work overtime, will receive the first ten (10) hours in compensatory time. All hours over forty (40) hours in the work week shall be paid at the rate of one and one-half times his base hourly rate. Employees who work forty (40) hours per week shall be paid at the rate of one and one-half times his base hourly pay when he works more than forty (40) hours in the work week. Employees working thirty-five (35) hours a week will work the next five (5) hours at compensatory time and receive time and one-half for all over forty (40) hours.

The employee's base salary is the salary he receives before longevity has been paid.

Upon execution of this contract, employees required to work on a scheduled holiday, shall be paid time and one-half his base hourly pay for all hours worked. This will be in addition to his regular pay.

Effective January 1, 1981 employees required to work over their required hours in a work week may elect to receive payment at the straight time for time up to 40 hours or compensatory time. Should an employee accrue compensatory time in lieu of payments, such compensatory time shall not exceed ninety (90) hours.

ARTICLE XV

CALL BACK

If an employee covered by this Agreement is called back to work at a time other than his regular working hours, he shall be guaranteed a minimum of three (3) hours of compensatory time, payment at straight time, or two (2) hours at time and one half, which ever applies as explained in Article XIV of this contract.

ARTICLE XVI

LEAVE WITHOUT PAY

The appointing authority may grant the privilege of a Leave of Absence without pay to a permanent employee for a period not to exceed six (6) months at any one time.

1. Such leaves of absence may be renewed for an additional period not to exceed six months only by formal action of the appointing authority with the approval of the governing body. No further renewal may be granted except upon the approval by the Department of Civil Service for reasons as established by Commission Regulations.

2. Request for such leave shall be in writing to the appointing authority no less than two (2) weeks in advance of the date for which such leave is desired, except in the event of an emergency, stating the reason for the leave and the time requested.

ARTICLE XVII

DISCIPLINE AND DISCHARGE

Discipline and discharge of employees shall be as provided in Civil Service statutes, rules and regulations.

ARTICLE XVIII

INSURANCE

1. All employees covered by this Agreement and eligible members of their family shall be entitled to full coverage of Blue Cross and Blue Shield hospitalization plans, including Rider "J" of the New Jersey Blue Cross and Major Medical Insurance, the premiums of which shall be paid for by the City.

2. The City acknowledges that the rules and regulations of the State Health Benefits Commission established that Chapter 88, P.L. 1974 does:

A. apply to all eligible present and future pensioners of the employer and their dependents.

B. continue as long as the State is paying the costs of its eligible pensioners and their dependents in accordance with the provisions of Chapter 75, Public Laws of 1972.

C. provide for local employer reimbursement of Federal Medicare premiums for eligible pensioners and/or their spouses, as well as the payment of health insurance premiums required by the program, on a basis comparable to the reimbursement made by the State to its eligible pensioners and their spouses in accordance with provisions of Chapter 75, Public Laws of 1972.

D. require the local employer to pay the full cost of such premiums and Medicare charges.

ARTICLE XVIII

INSURANCE (Continued)

3. The City hereby agrees to pay the premium or periodic charges for the benefits provided to all eligible retired employees and their dependents covered under the program, but not including survivors, if such employees retired from a State or locally administered retirement system effective after the date the employer adopted the State Health Benefits Program on a benefit based on 25 years or more of service credited in such retirement system, and also to reimburse retired employees for their premium charges under Part B of the Federal Medicare Program covering the retired employees and their spouses in accordance with the regulations of the State Health Benefits Commission.

4. All employees covered by this Agreement and eligible members of their families will be covered by a Prescription Drug Plan. The premiums will be paid by the City.

5. All employees covered by this Agreement and eligible members of their families will be covered by a Dental Plan. The premiums will be paid by the City.

6. All other insurance benefits presently in effect shall be maintained throughout the period of the contract.

ARTICLE XIX

ASSOCIATION PRIVILEGES

Copies of general orders, rules and regulations affecting wages, hours and other terms and conditions of employment covered by this Agreement shall be furnished to the Association within two (2) working days of their promulgation.

ARTICLE XX

RULES AND REGULATIONS

The City may establish and enforce binding rules and regulations in connection with its operation and maintenance of discipline, provided such rules and regulations are not in conflict with the provisions of this Agreement. Copies shall be furnished to the Association.

It is understood that employees shall comply with all rules and regulations made by the City from time to time. Employees shall promptly and efficiently execute the instructions and orders of the director and supervisors. If an employee or employees believe a rule, regulations, instruction or order of an officer or other supervisor is unreasonable or unjust, the employee or employees shall comply with the rule, regulation, order or instruction, but with further provision that such employee or employees may regard the rule, regulation, order or instruction as a grievance which shall be handled in accordance with the grievance procedure set forth in Article V of this contract.

In the event that an employee or employees shall refuse to execute promptly and efficiently, instruction or order of an officer or other supervisor, the City shall have the right, at its option, to suspend, or discharge the offending employee or employees.

ARTICLE XXI

SICK LEAVE

Sick leave shall be as provided for in Civil Service Statutes, Rules and Regulations as follows: 4:1-17.18 -

Verification of Sick Leave

"(a) An employee who has been absent on sick leave for five (5) or more consecutive work days may be required to submit acceptable medical evidence substantiating illness."

"1. An employee who has been absent on sick leave for periods totaling more than (15) Fifteen days in one calendar year consisting of periods less than (5) five days shall have his or her sick leave record reviewed by the respective appointing authority and thereafter may be required to submit acceptable medical evidence for any additional sick leave in that year. In cases where an illness is of a chronic or recurring nature causing recurring absences of (1) one day or less, only one submission of such proof shall be necessary for a period of (6) six months."

"2. The appointing authority may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action."

"(b) In the case of leave of absence due to exposure to contagious disease, a certification from the Department of Health shall be required."

ARTICLE XXI

SICK LEAVE (Continued)

"(c) In the case of death in the immediate family, reasonable proof shall be required."

"(d) The appointing authority may require an employee who has been absent because of personal illness, as a condition of his return to duty to be examined, at the expense of the agency, by a physician designated by the appointing authority. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees."

ARTICLE XXII

MILITARY LEAVE

Military leave shall be as provided by applicable Federal and State Statutes and/or Civil Service Rules and Regulations.

ARTICLE XXIII

FUNERAL LEAVE

Leave with pay, not exceeding three (3) days, shall be granted to any employee in the event of a death in his immediate family.

Immediate family for purposes of the above is defined as follows:

1. Mother and Father
2. Husband or Wife
3. Children
4. Brother or Sister
5. Mother-in-law and Father-in-law
6. Grandmother and Grandfather
7. Sister-in-law and Brother-in-law
8. Grandchildren of employee or spouse

This provision also applies for any other relative who resides with the employee.

One (1) working day shall be allowed in the event of the death of an Aunt or Uncle.

Special cases will be referred to the director.

Funeral leave with pay as provided for in this section is intended to be used for the purpose of handling the necessary arrangements and attending the funeral of the deceased member of the immediate family and shall not be cumulative.

ARTICLE XXIV

MATERNITY LEAVE

Upon request in writing to the appointing authority, a regular, full-time employee shall be entitled to a maternity leave of absence not to exceed six (6) months. The employee may request that such leave shall be with pay to the extent of accrued sick leave, otherwise, the time on leave shall be without pay. When an employee is informed by a physician that she is pregnant, the employee shall immediately inform her director in writing of same. The director, upon learning that an employee is pregnant, shall require a written statement from the treating physician attesting to the fact that said employee is physically capable of continuing employment and is able to perform all the duties of her position. The director shall advise the treating physician of the employee's title and duties prior to the physician preparing the statement as referred to hereinabove.

Employee on maternity leave must return to work not more than thirty (30) days after birth or termination of pregnancy, whichever occurs sooner, unless the employee submits a statement in writing from the treating physician stating the need for an extended leave and indicating the length of such extension.

An employee returning to work from maternity leave must present to the director a physician's statement certifying her ability to resume all normal duties. Seniority shall be accrued while the employee is on paid leave, but shall be retained during leave without pay.

ARTICLE XXV

JURY DUTY

1. An employee who is called to Jury Duty shall immediately notify his supervisor.

2. An employee who is excused from Jury Duty service on any day shall report for work on such day.

3. An employee shall not be required to report back for work on any day he is in attendance at Court for jury duty service, regardless of the employee's shift.

4. The employer retains the right to request that the employee be excused from jury duty because he is required on the job.

ARTICLE XXVI

BAN. ON STRIKES

It is recognized that the need for continued and uninterrupted operation of the City's departments and agencies is of paramount importance to the citizens of the community and that there should be no interference with such operation.

1. Adequate procedures having been provided for the equitable settlement of grievances arising out of this Agreement, parties hereto agree that they will not engage in, encourage, sanction or suggest strikes, slowdowns, lockouts, or mass resignations, mass absenteeisms or other similar action which would include suspension of or interference with normal work performance.

2. The City shall have the right to discipline or discharge any employee encouraging, suggesting, fomenting or participating in a strike, slow down or other interference.

ARTICLE XXVII

SAVINGS CLAUSE

In the event that any Federal or State legislation, governmental regulation or Court decision causes invalidation of any Article, said Article or portion of this Agreement shall have no force or effect. However, the invalidity of any Article or portion of this Agreement shall not affect the validity of the remaining Articles or portions of this Agreement. They will remain in full force and effect for the duration of this contract.

ARTICLE XXVIII

DISCRIMINATION AGAINST ASSOCIATION MEMBERS

The City agrees that neither it nor any of its supervisors or representatives shall interfere with, coerce, intimidate or discriminate against any employee because of membership or activity in the Association.

ARTICLE XXIX

WAGES

Effective April 1, 1986, ranges from 1-30 to and including range 6-30 shall be increased by \$500 across-the-board. Ranges 7-30 to 12-30, inclusive, shall be increased by \$450 across-the-board. Ranges 13-30 to 18-30, 18-40 inclusive, shall be increased by \$400 across-the-board. Ranges 1-35 to 6-35, inclusive, shall be increased \$450 across-the-board. Ranges 1-40, 11-40 and 2-40 shall be increased \$450 across-the-board.

Effective October 1, 1986 ranges from 1-30 to and including Range 6-30 shall be increased by \$300 across-the-board. Ranges 7-30 to 12-30, inclusive shall be increased by \$250. Ranges 13-30 to 18-30, 18-40 inclusive shall be increased by \$200 across-the-board. Ranges 1-35 to 6-35, inclusive, shall be increased by \$250 across-the-board. Ranges 1-40, 11-40 and 2-40 shall be increased \$250 across-the-board.

Effective April 1, 1987 ranges from 1-30 to and including Range 6-30 shall be increased by \$500 across-the-board. Ranges 7-30 to 12-30, inclusive, shall be increased by \$450 across-the-board. Ranges 13-30 to 18-30, 18-40 inclusive shall be increased by \$400 across-the-board. Ranges 1-35 to 6-35, inclusive, shall be increased by \$450 across-the-board Ranges 1-40, 11-40 and 2-40 shall be increased \$450 across-the-board.

ARTICLE XXIX

WAGES (Continued)

Effective October 1, 1987 ranges from 1-30 to and including range 6-30 shall be increased by \$450 across-the-board. Ranges 7-30 to 12-30 inclusive, shall be increased by \$400 across-the-board. Ranges 13-30 to 18-30, 18-40 inclusive shall be increased by \$350 across-the-board. Ranges 1-35 to 6-35 inclusive, shall be increased by \$400 across-the-board. Ranges 1-40, 11-40 and 2-40 shall be increased by \$400 across-the-board.

In addition, those covered employees eligible within the terms of the City's salary schedule shall receive one (1) increment effective January 1, 1987 and one (1) increment effective January 1, 1988. However, no employee will be paid a salary rate above the maximum of the range for his title.

ARTICLE XXIX

WAGES (Continued)

RANGE ADJUSTMENTS

The following positions will be adjusted:

Effective 4-1-86

Affirmative Action Officer to Range 6-30

Senior Account Clerk-typist to Range 1-35A

Effective 1-1-87

- | | |
|--------------------------------------|--------------|
| ✓ Electrical Inspector to | Range 1-30E |
| ✓ Building/Zoning Officer to | Range 1-30 |
| ✓ Senior Building Inspector to | Range 1-30 |
| Assistant Violations Clerk to | Range 4-30 |
| Microfilm Operator to | Range 13-30 |
| Senior Sanitary Inspector to | Range 1-30I |
| ✓ Building Inspector to | Range 1-30BP |
| Deputy Registrar Vital Statistics to | Range 2-30 |
| Assistant Secretary ABC to | Range 4-30 |
| ✓ Plumbing Inspector to | Range 1-30PB |
| Administrative Secretary to | Range 2-30A |
| Legal Stenographer to | Range 2-30A |

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Account Clerk	4	17-30	12,100	13,400	325	4
Accountant	2	7-30	15,775	17,075	325	4
Administrative Analyst	4	3-30	17,600	18,900	325	4
Administrative Clerk	4	9-30	15,075	16,375	325	4
Administrative Secty.	4	4-30	17,300	18,600	325	4
Affirm. Action Officer	1	6-30	16,700	18,000	325	4
Air Poll. Inspector	3	8-30	15,400	16,700	325	4
Amusement Games Insp.	1	8-30	15,400	16,700	325	4
Analyst (Grant Applic)	1	7-30	15,775	17,075	325	4
Assessing Clk. (Typing)	1	14-30	13,000	14,300	325	4
Assistant Assessor	3	10-30	14,775	16,075	325	4
Asst. Comp. Planner	2	2-30	18,100	19,400	325	4
Assistant Engineer	2	3-30	17,600	18,900	325	4
Asst. Municipal Supvr. of Wgts. and Measures	2	8-30	15,400	16,700	325	4
Asst. Pension Fund Supervisor	1	3-30	17,600	18,900	325	4
Assistant Planner	3	5-30	17,000	18,300	325	4
Asst. Secty. to ABC*	1	6-30	16,700	18,000	325	4
Asst. Violations Clerk	1	7-30	15,775	17,075	325	4
Building Inspector	3	3-30	17,600	18,900	325	4
Building Inspector and Zoning Officer	1	2-30	18,100	19,400	325	4
Buyer	2	9-30	15,075	16,375	325	4
Cashier	6	13-30	13,250	14,550	325	4

* Includes \$600.00 for ABC Night Meetings

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Chief Clk. Housing and Inspections	1	11-30	14,450	15,750	325	4
Clerk	8	18-30	12,000	13,300	325	4
Clerk Stenographer	25	16-30	12,400	13,700	325	4
Clerk Stenographer	2	2-35	14,415	15,915	375	4
Clerk/Tele. Operator	2	15-30	12,750	14,050	325	4
Clerk Transcriber	5	3-35	14,240	15,740	375	4
Clerk Typist	21	17-30	12,100	13,400	325	4
Clerk Typist	8	4-35	14,065	15,565	375	4
Collector of Delinquent Accounts	1	11-30	14,450	15,750	325	4
Computer Operator	2	11-40	17,450	18,750	325	4
Computer Oper. Trainee	1	18-40	14,000	15,300	325	4
Cost Estimator Property Improvement	5	3-30	17,600	18,900	325	4
Data Control Clerk	1	4-30	17,300	18,600	325	4
Data Entry Mach. Oper.	4	3-35	14,240	15,740	325	4
Data Entry Mach. Oper. (Terminal)	1	15-30	12,750	14,050	325	4
Data Processing Prgmr.	4	1-40	21,950	23,250	325	4
Dental Asst. (Full Time)	1	15-30	12,750	14,050	325	4
Deputy Registrar of Vital Statistics	1	5-30	17,000	18,300	325	4
Draftsman M/W	1	12-30	14,200	15,500	325	4
Electrical Inspector	3	1-30	21,100	22,400	325	4
Engineering Aide	1	17-30	12,100	13,400	325	4
Engineer. Draftsman M/W	1	12-30	14,200	15,500	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Field Rep. Disease Cont	1	11-30	14,450	15,750	325	4
Field Rep. Housing Inspections	10	8-30	15,400	16,700	325	4
Food & Drug Inspector	1	11-30	14,450	15,750	325	4
Health Aide, Bilingual in Spanish & English	1	9-30	15,075	16,375	325	4
Health Insurance Benefits Clerk	1	11-30	14,450	15,750	325	4
Housing Inspector	1	3-30	17,600	18,900	325	4
Investigator--Consumer Protection	1	9-30	15,075	16,375	325	4
Investigator--Venereal Disease	1	7-30	15,775	17,075	325	4
Legal Stenographer	4	4-30	17,300	18,600	325	4
License Inspector	1	8-30	15,400	16,700	325	4
Loan Advisor	4	3-30	17,600	18,900	325	4
Mail Clerk	1	15-30	12,750	14,050	325	4
Meat Inspector	1	11-30	14,450	15,750	325	4
Microfilm Operator	1	15-30	12,750	14,050	325	4
Parking Viol. Officer	6	4-35	14,065	15,565	375	4
Personnel Aide	1	8-30	15,400	16,700	325	4
Planning Aide	1	11-30	14,450	15,750	325	4
Planning Draftsman M/W	1	12-30	14,200	15,500	325	4
Plumbing Inspector	1	7-30	15,775	17,075	325	4
Principal Accountant	2	3-30	17,600	18,900	325	4
Principal Acct. Clrk.	6	11-30	14,450	15,750	325	4
Principal Assess. Clrk.	1	5-30	17,000	18,300	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Principal Cashier	1	11-30	14,450	15,750	325	4
Principal Clerk	8	11-30	14,450	15,750	325	4
Principal Clk/Bkkpr.	1	13-30	13,250	14,550	325	4
Principal Clk/Steno	10	9-30	15,075	16,375	325	4
Principal Clk. Typist, Bilingual Eng/Span.	2	15-30	12,750	14,050	325	4
Principal Clk. Typist	2	15-30	12,750	14,050	325	4
Prin. Engineer. Aide	2	10-30	14,775	16,075	325	4
Prin. Engineer. Clerk	1	9-30	15,075	16,375	325	4
Prin. Engr. Draftsman	1	10-30	14,775	16,075	325	4
Property Clerk	1	5-35	13,950	15,450	375	4
Property Clerk, Bilingual Eng/Span.	1	1-35	14,612	16,112	375	4
Recreation Center Dir.	12	6-35	13,700	15,200	375	4
Relocation Asst.	2	5-30	17,000	18,300	325	4
Relocation Officer	1	3-30	17,600	18,900	325	4
Sanitary Inspector	4	6-30	16,700	18,000	325	4
Sanitary Insp. Trainee	2	12-30	14,200	15,500	325	4
Secretarial Assistant	3	6-30	16,700	18,000	325	4
Secty. to City Engineer	1	4-30	17,300	18,600	325	4
Secretary to Mayor	1	13-30	13,250	14,550	325	4
Senior Accountant	2	4-30	17,300	18,600	325	4
Senior Account Clerk	8	13-30	13,250	14,550	325	4
Sr. Acct. Clk/Typing	2	13-30	13,250	14,550	325	4
Sr. Acct. Clk/Typing	1	1-35A	14,992	16,492	375	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Sr. Air Poll. Inspec.	1	2-30	18,100	19,400	325	4
Sr. Assessing Clerk	1	10-30	14,775	16,075	325	4
Sr. Asst. Assessor	2	3-30	17,600	18,900	325	4
Sr. Building Inspector	1	2-30	18,100	19,400	325	4
Senior Cashier	1	12-30	14,200	15,500	325	4
Sr. Citizen Prgm. Aide	1	13-30	13,250	14,550	325	4
Senior Clerk	1	16-30	12,400	13,700	325	4
Sr. Clerk Stenographer	8	13-30	13,250	14,550	325	4
Sr. Clerk Transcriber	3	1-35	14,612	16,112	375	4
Sr. Clerk Typist	9	16-30	12,400	13,700	325	4
Sr. Clerk Typist	1	2-35	14,415	15,915	375	4
Sr. Computer Operator	1	2-40	19,100	20,400	325	4
Sr. Data Processing Programmer	1	1-40EDP	24,000	25,300	325	4
Sr. Engineering Aide	1	13-30	13,250	14,550	325	4
Sr. Engineering Draftsman M/W	1	12-30	14,200	15,500	325	4
Sr. Mail Clerk	1	10-30	14,775	16,075	325	4
Sr. Planning Aide	2	10-30	14,775	16,075	325	4
Sr. Purch. Assistant	1	5-30	17,000	18,300	325	4
Sr. Sanitary Inspector	2	2-30	18,100	19,400	325	4
Sr. Telephone Operator	1	13-30	13,250	14,550	325	4
Sr. Transport. Inspec.	1	7-30	15,775	17,075	325	4
Supervising Acct. Clk.	1	8-30	15,400	16,700	325	4
Supervising Clerk	2	8-30	15,400	16,700	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Supervisor Clerk/Bkkpr.	2	1-30	21,100	22,400	325	4
Supervisor of Accts.	1	10-30	14,775	16,075	325	4
Spvr. of Data Entry Mach. Operations	1	9-30	15,075	16,375	325	4
Spvr. of Data Proc. Operations	1	1-40	21,950	23,250	325	4
Spvr. of Sr. Citizen Activities	1	6-30	16,700	18,000	325	4
Tax Searcher	1	10-30	14,775	16,075	325	4
Telephone Operator	4	3-35	14,240	15,740	375	4
Transportation Inspec.	2	8-30	15,400	16,700	325	4
Water Meter Reader	6	13-30	13,250	14,550	325	4
Water Meter Reader Foreman M/W	1	11-30	14,450	15,750	325	4
Water Utility Inspec.	1	12-30	14,200	15,500	325	4
Welfare Investigator	10	13-30	13,250	14,550	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Account Clerk	4	17-30	12,300	13,600	325	4
Accountant	2	7-30	16,025	17,325	325	4
Administrative Analyst	4	3-30	17,900	19,200	325	4
Administrative Clerk	4	9-30	15,325	16,625	325	4
Administrative Secty.	4	4-30	17,600	18,900	325	4
Affirm. Action Officer	1	6-30	17,000	18,300	325	4
Air Poll. Inspector	3	8-30	15,650	16,950	325	4
Amusement Games Insp.	1	8-30	15,650	16,950	325	4
Analyst (Grant Applic)	1	7-30	16,025	17,325	325	4
Assessing Clk. (Typing)	1	14-30	13,200	14,500	325	4
Assistant Assessor	3	10-30	15,025	16,325	325	4
Asst. Comp. Planner	2	2-30	18,400	19,700	325	4
Assistant Engineer	2	3-30	17,900	19,200	325	4
Asst. Municipal Supvr. of Wgts. and Measures	2	8-30	15,650	16,950	325	4
Asst. Pension Fund Supervisor	1	3-30	17,900	19,200	325	4
Assistant Planner	3	5-30	17,300	18,600	325	4
Asst. Secty. to ABC*	1	6-30	17,000	18,300	325	4
Asst. Violations Clerk	1	7-30	16,025	17,325	325	4
Building Inspector	3	3-30	17,900	19,200	325	4
Building Inspector and Zoning Officer	1	2-30	18,400	19,700	325	4
Buyer	2	9-30	15,325	16,625	325	4
Cashier	6	13-30	13,450	14,750	325	4

* Includes \$600.00 for ABC Night Meetings

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Chief Clk. Housing and Inspections	1	11-30	14,700	16,000	325	4
Clerk	8	18-30	12,200	13,500	325	4
Clerk Stenographer	25	16-30	12,600	13,900	325	4
Clerk Stenographer	2	2-35	14,665	16,165	375	4
Clerk/Tele. Operator	2	15-30	12,950	14,250	325	4
Clerk Transcriber	5	3-35	14,490	15,990	375	4
Clerk Typist	21	17-30	12,300	13,600	325	4
Clerk Typist	8	4-35	14,315	15,815	375	4
Collector of Delinquent Accounts	1	11-30	14,700	16,000	325	4
Computer Operator	2	11-40	17,700	19,000	325	4
Computer Oper. Trainee	1	18-40	14,200	15,500	325	4
Cost Estimator Property Improvement	5	3-30	17,900	19,200	325	4
Data Control Clerk	1	4-30	17,600	18,900	325	4
Data Entry Mach. Oper.	4	3-35	14,490	15,990	375	4
Data Entry Mach. Oper. (Terminal)	1	15-30	12,950	14,250	325	4
Data Processing Prgmr.	4	1-40	22,200	23,500	325	4
Dental Asst.(Full Time)	1	15-30	12,950	14,250	325	4
Deputy Registrar of Vital Statistics	1	5-30	17,300	18,600	325	4
Draftsman M/W	1	12-30	14,450	15,750	325	4
Electrical Inspector	3	1-30	21,400	22,700	325	4
Engineering Aide	1	17-30	12,300	13,600	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Engineer. Draftsman M/W	1	12-30	14,450	15,750	325	4
Field Rep. Disease Cont	1	11-30	14,700	16,000	325	4
Field Rep. Housing Inspections	10	8-30	15,650	16,950	325	4
Food & Drug Inspector	1	11-30	14,700	16,000	325	4
Health Aide, Bilingual In Spanish & English	1	9-30	15,325	16,625	325	4
Health Insurance Benefits Clerk	1	11-30	14,700	16,000	325	4
Housing Inspector	1	3-30	17,900	19,200	325	4
Investigator--Consumer Protection	1	9-30	15,325	16,625	325	4
Investigator--Venereal Disease	1	7-30	16,025	17,325	325	4
Legal Stenographer	4	4-30	17,600	18,900	325	4
License Inspector	1	8-30	15,650	16,950	325	4
Loan Advisor	4	3-30	17,900	19,200	325	4
Mail Clerk	1	15-30	12,950	14,250	325	4
Meat Inspector	1	11-30	14,700	16,000	325	4
Microfilm Operator	1	15-30	12,950	14,250	325	4
Parking Viol. Officer	6	4-35	14,315	15,815	375	4
Personnel Aide	1	8-30	15,650	16,950	325	4
Planning Aide	1	11-30	14,700	16,000	325	4
Planning Draftsman M/W	1	12-30	14,450	15,750	325	4
Plumbing Inspector	1	7-30	16,025	17,325	325	4
Principal Accountant	2	3-30	17,900	19,200	325	4
Principal Acct. Clrk.	6	11-30	14,700	16,000	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Principal Assess. Clrk.	1	5-30	17,300	18,600	325	4
Principal Cashier	1	11-30	14,700	16,000	325	4
Principal Clerk	8	11-30	14,700	16,000	325	4
Principal Clk/Bkkpr.	1	13-30	13,450	14,750	325	4
Principal Clk/Steno	10	9-30	15,325	16,625	325	4
Principal Clk. Typist, Bilingual Eng/Span.	2	15-30	12,950	14,250	325	4
Principal Clk. Typist	2	15-30	12,950	14,250	325	4
Prin. Engineer. Aide	2	10-30	15,025	16,325	325	4
Prin. Engineer. Clerk	1	9-30	15,325	16,625	325	4
Prin. Engr. Draftsman	1	10-30	15,025	16,325	325	4
Property Clerk	1	5-35	14,200	15,700	375	4
Property Clerk, Bilingual Eng/Span.	1	1-35	14,862	16,362	375	4
Recreation Center Dir.	12	6-35	13,950	15,450	375	4
Relocation Asst.	2	5-30	17,300	18,600	325	4
Relocation Officer	1	3-30	17,900	19,200	325	4
Sanitary Inspector	4	6-30	17,000	18,300	325	4
Sanitary Insp. Trainee	2	12-30	14,450	15,750	325	4
Secretarial Assistant	3	6-30	17,000	18,300	325	4
Secty. to City Engineer	1	4-30	17,600	18,900	325	4
Secretary to Mayor	1	13-30	13,450	14,750	325	4
Senior Accountant	2	4-30	17,600	18,900	325	4
Senior Account Clerk	8	13-30	13,450	14,750	325	4
Sr. Acct. Clk/Typing	2	13-30	13,450	14,750	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Sr. Acct. Clk/Typing	1	1-35A	15,242	16,742	375	4
Sr. Air Poll. Inspec.	1	2-30	18,400	19,700	325	4
Sr. Assessing Clerk	1	10-30	15,025	16,325	325	4
Sr. Asst. Assessor	2	3-30	17,900	19,200	325	4
Sr. Building Inspector	1	2-30	18,400	19,700	325	4
Senior Cashier	1	12-30	14,450	15,750	325	4
Sr. Citizen Prgm. Aide	1	13-30	13,450	14,750	325	4
Senior Clerk	1	16-30	12,600	13,900	325	4
Sr. Clerk Stenographer	8	13-30	13,450	14,750	325	4
Sr. Clerk Transcriber	3	1-35	14,862	16,362	375	4
Sr. Clerk Typist	9	16-30	12,600	13,900	325	4
Sr. Clerk Typist	1	2-35	14,665	16,165	375	4
Sr. Computer Operator	1	2-40	19,350	20,650	325	4
Sr. Data Processing Programmer	1	1-40EDP	24,250	25,550	325	4
Sr. Engineering Aide	1	13-30	13,450	14,750	325	4
Sr. Engineering Draftsman M/W	1	12-30	14,450	15,750	325	4
Sr. Mail Clerk	1	10-30	15,025	16,325	325	4
Sr. Planning Aide	2	10-30	15,025	16,325	325	4
Sr. Purch. Assistant	1	5-30	17,300	18,600	325	4
Sr. Sanitary Inspector	2	2-30	18,400	19,700	325	4
Sr. Telephone Operator	1	13-30	13,450	14,750	325	4
Sr. Transport. Inspec.	1	7-30	16,025	17,325	325	4
Supervising Acct. Clk.	1	8-30	15,650	16,950	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1986

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Supervising Clerk	2	8-30	15,650	16,950	325	4
Supervisor Clerk/Bkkpr.	2	1-30	21,400	22,700	325	4
Supervisor of Accts.	1	10-30	15,025	16,325	325	4
Spvr. of Data Entry Mach. Operations	1	9-30	15,325	16,625	325	4
Spvr. of Data Proc. Operations	1	1-40	22,200	23,500	325	4
Spvr. of Sr. Citizen Activities	1	6-30	17,000	18,300	325	4
Tax Searcher	1	10-30	15,025	16,325	325	4
Telephone Operator	4	3-35	14,490	15,990	375	4
Transportation Inspec.	2	8-30	15,650	16,950	325	4
Water Meter Reader	6	13-30	13,450	14,750	325	4
Water Meter Reader Foreman M/W	1	11-30	14,700	16,000	325	4
Water Utility Inspec.	1	12-30	14,450	15,750	325	4
Welfare Investigator	10	13-30	13,450	14,750	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Account Clerk	4	17-30	12,700	14,000	325	4
Accountant	2	7-30	16,475	17,775	325	4
Administrative Analyst	4	3-30	18,400	19,700	325	4
Administrative Clerk	4	9-30	15,775	17,075	325	4
Administrative Secty.	4	2-30A	18,600	19,900	325	4
Affirm. Action Officer	1	6-30	17,500	18,800	325	4
Air Poll. Inspector	3	8-30	16,100	17,400	325	4
Amusement Games Insp.	1	8-30	16,100	17,400	325	4
Analyst (Grant Applic)	1	7-30	16,475	17,775	325	4
Assessing Clk. (Typing)	1	14-30	13,600	14,900	325	4
Assistant Assessor	3	10-30	15,475	16,775	325	4
Asst. Comp. Planner	2	2-30	18,900	20,200	325	4
Assistant Engineer	2	3-30	18,400	19,700	325	4
Asst. Municipal Supvr. of Wgts. and Measures	2	8-30	16,100	17,400	325	4
Asst. Pension Fund Supervisor	1	3-30	18,400	19,700	325	4
Assistant Planner	3	5-30	17,800	19,100	325	4
Asst. Secty. to ABC*	1	4-30	18,100	19,400	325	4
Asst. Violations Clerk	1	4-30	18,100	19,400	325	4
Building Inspector	3	1-30BP	20,600	21,900	325	4
Building Inspector and Zoning Officer	1	1-30	21,900	23,200	325	4
Buyer	2	9-30	15,775	17,075	325	4
Cashier	6	13-30	13,850	15,150	325	4

* Includes \$600.00 for ABC Night Meetings

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Chief Clk. Housing and Inspections	1	11-30	15,150	16,450	325	4
Clerk	8	18-30	12,600	13,900	325	4
Clerk Stenographer	25	16-30	13,000	14,300	325	4
Clerk Stenographer	2	2-35	15,115	16,615	375	4
Clerk/Tele. Operator	2	15-30	13,350	14,650	325	4
Clerk Transcriber	5	3-35	14,490	16,440	375	4
Clerk Typist	21	17-30	12,700	14,000	325	4
Clerk Typist	8	4-35	14,765	16,265	375	4
Collector of Delinquent Accounts	1	11-30	15,150	16,450	325	4
Computer Operator	2	11-40	18,150	19,450	325	4
Computer Oper. Trainee	1	18-40	14,600	15,900	325	4
Cost Estimator Property Improvement	5	3-30	18,400	19,700	325	4
Data Control Clerk	1	4-30	18,100	19,400	325	4
Data Entry Mach. Oper.	4	3-35	14,940	16,440	375	4
Data Entry Mach. Oper. (Terminal)	1	15-30	13,350	14,650	325	4
Data Processing Prmgr.	4	1-40	22,650	23,950	325	4
Dental Asst. (Full Time)	1	15-30	13,350	14,650	325	4
Deputy Registrar of Vital Statistics	1	2-30	18,900	20,200	325	4
Draftsman M/W	1	12-30	14,900	16,200	325	4
Electrical Inspector	3	1-30E	24,100	25,400	325	4
Engineering Aide	1	17-30	12,700	14,000	325	4
Engineer. Draftsman M/W	1	12-30	14,900	16,200	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Field Rep. Disease Cont	1	11-30	15,150	16,450	325	4
Field Rep. Housing Inspections	10	8-30	16,100	17,400	325	4
Food & Drug Inspector	1	11-30	15,150	16,450	325	4
Health Aide, Bilingual in Spanish & English	1	9-30	15,775	17,075	325	4
Health Insurance Benefits Clerk	1	11-30	15,150	16,450	325	4
Housing Inspector	1	3-30	18,400	19,700	325	4
Investigator--Consumer Protection	1	9-30	15,775	17,075	325	4
Investigator--Venereal Disease	1	7-30	16,475	17,775	325	4
Legal Stenographer	4	2-30A	18,600	19,900	325	4
License Inspector	1	8-30	16,100	17,400	325	4
Loan Advisor	4	3-30	18,400	19,700	325	4
Mail Clerk	1	15-30	13,350	14,650	325	4
Meat Inspector	1	11-30	15,150	16,450	325	4
Microfilm Operator	1	15-30	13,850	15,150	325	4
Parking Viol. Officer	6	4-35	14,765	16,265	375	4
Personnel Aide	1	8-30	16,100	17,400	325	4
Planning Aide	1	11-30	15,150	16,450	325	4
Planning Draftsman M/W	1	12-30	14,900	16,200	325	4
Plumbing Inspector	1	1-30PB	20,600	21,900	325	4
Principal Accountant	2	3-30	18,400	19,700	325	4
Principal Acct. Clrk.	6	11-30	15,150	16,450	325	4
Principal Assess. Clrk.	1	5-30	17,800	19,100	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Principal Cashier	1	11-30	15,150	16,450	325	4
Principal Clerk	8	11-30	15,150	16,450	325	4
Principal Clk/Bkkpr.	1	13-30	13,850	15,150	325	4
Principal Clk/Steno	10	9-30	15,775	17,075	325	4
Principal Clk. Typist, Bilingual Eng/Span.	2	15-30	13,350	14,650	325	4
Principal Clk. Typist	2	15-30	13,350	14,650	325	4
Prin. Engineer. Aide	2	10-30	15,475	16,775	325	4
Prin. Engineer. Clerk	1	9-30	15,775	17,075	325	4
Prin. Engr. Draftsman	1	10-30	15,475	16,775	325	4
Property Clerk	1	5-35	14,650	16,150	375	4
Property Clerk, Bilingual Eng/Span.	1	1-35	15,312	16,812	375	4
Recreation Center Dir.	12	6-35	14,400	15,900	375	4
Relocation Asst.	2	5-30	17,800	19,100	325	4
Relocation Officer	1	3-30	18,400	19,700	325	4
Sanitary Inspector	4	6-30	17,500	18,800	325	4
Sanitary Insp. Trainee	2	12-30	14,900	16,200	325	4
Secretarial Assistant	3	6-30	17,500	18,800	325	4
Secty. to City Engineer	1	4-30	18,100	19,400	325	4
Secretary to Mayor	1	13-30	13,850	15,150	325	4
Senior Accountant	2	4-30	18,100	19,400	325	4
Senior Account Clerk	8	13-30	13,850	15,150	325	4
Sr. Acct. Clk/Typing	2	13-30	13,850	15,150	325	4
Sr. Acct. Clk/Typing	1	1-35A	15,692	17,192	375	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Sr. Air Poll. Inspec.	1	2-30	18,900	20,200	325	4
Sr. Assessing Clerk	1	10-30	15,475	16,775	325	4
Sr. Asst. Assessor	2	3-30	18,400	19,700	325	4
Sr. Building Inspector	1	1-30	21,900	23,200	325	4
Senior Cashier	1	12-30	14,900	16,200	325	4
Sr. Citizen Prgm. Aide	1	13-30	13,850	15,150	325	4
Senior Clerk	1	16-30	13,000	14,300	325	4
Sr. Clerk Stenographer	8	13-30	13,850	15,150	325	4
Sr. Clerk Transcriber	3	1-35	15,312	16,812	375	4
Sr. Clerk Typist	9	16-30	13,000	14,300	325	4
Sr. Clerk Typist	1	2-35	15,115	16,615	375	4
Sr. Computer Operator	1	2-40	19,800	21,100	325	4
Sr. Data Processing Programmer	1	1-40EDP	24,700	26,000	325	4
Sr. Engineering Aide	1	13-30	13,850	15,150	325	4
Sr. Engineering Draftsman M/W	1	12-30	14,900	16,200	325	4
Sr. Mail Clerk	1	10-30	15,475	16,775	325	4
Sr. Planning Aide	2	10-30	15,475	16,775	325	4
Sr. Purch. Assistant	1	5-30	17,800	19,100	325	4
Sr. Sanitary Inspector	2	1-30I	24,100	25,400	325	4
Sr. Telephone Operator	1	13-30	13,850	15,150	325	4
Sr. Transport. Inspec.	1	7-30	16,475	17,775	325	4
Supervising Acct. Clk.	1	8-30	16,100	17,400	325	4
Supervising Clerk	2	8-30	16,100	17,400	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Supervisor Clerk/Bkkpr.	2	1-30	21,900	23,200	325	4
Supervisor of Accts.	1	10-30	15,475	16,775	325	4
Spvr. of Data Entry Mach. Operations	1	9-30	15,775	17,075	325	4
Spvr. of Data Proc. Operations	1	1-40	22,650	23,950	325	4
Spvr. of Sr. Citizen Activities	1	6-30	17,500	18,800	325	4
Tax Searcher	1	10-30	15,475	16,775	325	4
Telephone Operator	4	3-35	14,940	16,440	375	4
Transportation Inspec.	2	8-30	16,100	17,400	325	4
Water Meter Reader	6	13-30	13,850	15,150	325	4
Water Meter Reader Foreman M/W	1	11-30	15,150	16,450	325	4
Water Utility Inspec.	1	12-30	14,900	16,200	325	4
Welfare Investigator	10	13-30	13,850	15,150	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Account Clerk	4	17-30	13,050	14,350	325	4
Accountant	2	7-30	16,875	18,175	325	4
Administrative Analyst	4	3-30	18,850	20,150	325	4
Administrative Clerk	4	9-30	16,175	17,475	325	4
Administrative Secty.	4	2-30A	19,050	20,350	325	4
Affirm. Action Officer	1	6-30	17,950	19,250	325	4
Air Poll. Inspector	3	8-30	16,500	17,800	325	4
Amusement Games Insp.	1	8-30	16,500	17,800	325	4
Analyst (Grant Applic)	1	7-30	16,875	18,175	325	4
Assessing Clk. (Typing)	1	14-30	13,950	15,250	325	4
Assistant Assessor	3	10-30	15,875	17,175	325	4
Asst. Comp. Planner	2	2-30	19,350	20,650	325	4
Assistant Engineer	2	3-30	18,850	20,150	325	4
Asst. Municipal Supvr. of Wgts. and Measures	2	8-30	16,500	17,800	325	4
Asst. Pension Fund Supervisor	1	3-30	18,850	20,150	325	4
Assistant Planner	3	5-30	18,250	19,550	325	4
Asst. Secty. to ABC*	1	4-30	18,550	19,850	325	4
Asst. Violations Clerk	1	4-30	18,550	19,850	325	4
Building Inspector	3	1-30BP	21,050	22,350	325	4
Building Inspector and Zoning Officer	1	1-30	22,350	23,650	325	4
Buyer	2	9-30	16,175	17,475	325	4
Cashier	6	13-30	14,200	15,500	325	4

* Includes \$600.00 for ABC Night Meetings

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Chief Clk. Housing and Inspections	1	11-30	15,550	16,850	325	4
Clerk	8	18-30	12,950	14,250	325	4
Clerk Stenographer	25	16-30	13,350	14,650	325	4
Clerk Stenographer	2	2-35	15,515	17,015	375	4
Clerk/Tele. Operator	2	15-30	13,700	15,000	325	4
Clerk Transcriber	5	3-35	15,340	16,840	375	4
Clerk Typist	21	17-30	13,050	14,350	325	4
Clerk Typist	8	4-35	15,165	16,665	375	4
Collector of Delinquent Accounts	1	11-30	15,550	16,850	325	4
Computer Operator	2	11-40	18,550	19,850	325	4
Computer Oper. Trainee	1	18-40	14,950	16,250	325	4
Cost Estimator Property Improvement	5	3-30	18,850	20,150	325	4
Data Control Clerk	1	4-30	18,550	19,850	325	4
Data Entry Mach. Oper.	4	3-35	15,340	16,840	375	4
Data Entry Mach. Oper. (Terminal)	1	15-30	13,700	15,000	325	4
Data Processing Prgmr.	4	1-40	23,050	24,350	325	4
Dental Asst.(Full Time)	1	15-30	13,700	15,000	325	4
Deputy Registrar of Vital Statistics	1	2-30	19,350	20,650	325	4
Draftsman M/W	1	12-30	15,300	16,600	325	4
Electrical Inspector	3	1-30E	24,550	25,850	325	4
Engineering Aide	1	17-30	13,050	14,350	325	4
Engineer. Draftsman M/W	1	12-30	15,300	16,600	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Field Rep. Disease Cont	1	11-30	15,550	16,850	325	4
Field Rep. Housing Inspections	10	8-30	16,500	17,800	325	4
Food & Drug Inspector	1	11-30	15,550	16,850	325	4
Health Aide, Bilingual in Spanish & English	1	9-30	16,175	17,475	325	4
Health Insurance Benefits Clerk	1	11-30	15,550	16,850	325	4
Housing Inspector	1	3-30	18,850	20,150	325	4
Investigator--Consumer Protection	1	9-30	16,175	17,475	325	4
Investigator--Venereal Disease	1	7-30	16,875	18,175	325	4
Legal Stenographer	4	2-30A	19,050	20,350	325	4
License Inspector	1	8-30	16,500	17,800	325	4
Loan Advisor	4	3-30	18,850	20,150	325	4
Mail Clerk	1	15-30	13,700	15,000	325	4
Meat Inspector	1	11-30	15,550	16,850	325	4
Microfilm Operator	1	13-30	14,200	15,500	325	4
Parking Viol. Officer	6	4-35	15,165	16,665	375	4
Personnel Aide	1	8-30	16,500	17,800	325	4
Planning Aide	1	11-30	15,550	16,850	325	4
Planning Draftsman M/W	1	12-30	15,300	16,600	325	4
Plumbing Inspector	1	1-30BP	21,050	22,350	325	4
Principal Accountant	2	3-30	18,850	20,150	325	4
Principal Acct. Clrk.	6	11-30	15,550	16,850	325	4
Principal Assess. Clrk.	1	5-30	18,250	19,550	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Principal Cashier	1	11-30	15,550	16,850	325	4
Principal Clerk	8	11-30	15,550	16,850	325	4
Principal Clk/Bkkpr.	1	13-30	14,200	15,500	325	4
Principal Clk/Steno	10	9-30	16,175	17,475	325	4
Principal Clk. Typist, Bilingual Eng/Span.	2	15-30	13,700	15,000	325	4
Principal Clk. Typist	2	15-30	13,700	15,000	325	4
Prin. Engineer. Aide	2	10-30	15,875	17,175	325	4
Prin. Engineer. Clerk	1	9-30	16,175	17,475	325	4
Prin. Engr. Draftsman	1	10-30	15,875	17,175	325	4
Property Clerk	1	5-35	15,050	16,550	375	4
Property Clerk, Bilingual Eng/Span.	1	1-35	15,712	17,212	375	4
Recreation Center Dir.	12	6-35	14,800	16,300	375	4
Relocation Asst.	2	5-30	18,250	19,550	325	4
Relocation Officer	1	3-30	18,850	20,150	325	4
Sanitary Inspector	4	6-30	17,950	19,250	325	4
Sanitary Insp. Trainee	2	12-30	15,300	16,600	325	4
Secretarial Assistant	3	6-30	17,950	19,250	325	4
Secty. to City Engineer	1	4-30	18,550	19,850	325	4
Secretary to Mayor	1	13-30	14,200	15,500	325	4
Senior Accountant	2	4-30	18,550	19,850	325	4
Senior Account Clerk	8	13-30	14,200	15,500	325	4
Sr. Acct. Clk/Typing	2	13-30	14,200	15,500	325	4
Sr. Acct. Clk/Typing	1	1-35A	16,092	17,592	375	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Sr. Air Poll. Inspec.	1	2-30	19,350	20,650	325	4
Sr. Assessing Clerk	1	10-30	15,875	17,175	325	4
Sr. Asst. Assessor	2	3-30	18,850	20,150	325	4
Sr. Building Inspector	1	1-30	22,350	23,650	325	4
Senior Cashier	1	12-30	15,300	16,600	325	4
Sr. Citizen Prgm. Aide	1	13-30	14,200	15,500	325	4
Senior Clerk	1	16-30	13,350	14,650	325	4
Sr. Clerk Stenographer	8	13-30	14,200	15,500	325	4
Sr. Clerk Transcriber	3	1-35	15,712	17,212	375	4
Sr. Clerk Typist	9	16-30	13,350	14,650	325	4
Sr. Clerk Typist	1	2-35	15,515	17,015	375	4
Sr. Computer Operator	1	2-40	20,200	21,500	325	4
Sr. Data Processing Programmer	1	1-40EDP	25,100	26,400	325	4
Sr. Engineering Aide	1	13-30	14,200	15,500	325	4
Sr. Engineering Draftsman M/W	1	12-30	15,300	16,600	325	4
Sr. Mail Clerk	1	10-30	15,875	17,175	325	4
Sr. Planning Aide	2	10-30	15,875	17,175	325	4
Sr. Purch. Assistant	1	5-30	18,250	19,550	325	4
Sr. Sanitary Inspector	2	1-30I	24,550	25,850	325	4
Sr. Telephone Operator	1	13-30	14,200	15,500	325	4
Sr. Transport. Inspec.	1	7-30	16,875	18,175	325	4
Supervising Acct. Clk.	1	8-30	16,500	17,800	325	4
Supervising Clerk	2	8-30	16,500	17,800	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1987

<u>TITLE</u>	<u>T/O</u>	<u>RANGE</u>	<u>MIN</u>	<u>MAX</u>	<u>INC</u>	<u>STEPS</u>
Supervisor Clerk/Bkkpr.	2	1-30	22,350	23,650	325	4
Supervisor of Accts.	1	10-30	15,875	17,175	325	4
Spvr. of Data Entry Mach. Operations	1	9-30	16,175	17,475	325	4
Spvr. of Data Proc. Operations	1	1-40	23,050	24,350	325	4
Spvr. of Sr. Citizen Activities	1	6-30	17,950	19,250	325	4
Tax Searcher	1	10-30	15,875	17,175	325	4
Telephone Operator	4	3-35	15,340	16,840	375	4
Transportation Inspec.	2	8-30	16,500	17,800	325	4
Water Meter Reader	6	13-30	14,200	15,500	325	4
Water Meter Reader Foreman M/W	1	11-30	15,550	16,850	325	4
Water Utility Inspec.	1	12-30	15,300	16,600	325	4
Welfare Investigator	10	13-30	14,200	15,500	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1986

RANGE	MINIMUM	MAXIMUM	INCREMENT	STEPS
1-30	21,100	22,400	325	4
2-30	18,100	19,400	325	4
3-30	17,600	18,900	325	4
4-30	17,300	18,600	325	4
5-30	17,000	18,300	325	4
6-30	16,700	18,000	325	4
7-30	15,775	17,075	325	4
8-30	15,400	16,700	325	4
9-30	15,075	16,375	325	4
10-30	14,775	16,075	325	4
11-30	14,450	15,750	325	4
12-30	14,200	15,500	325	4
13-30	13,250	14,550	325	4
14-30	13,000	14,300	325	4
15-30	12,750	14,050	325	4
16-30	12,400	13,700	325	4
17-30	12,100	13,400	325	4
18-30	12,000	13,300	325	4
1-35A	14,992	16,492	375	4
1-35	14,612	16,112	375	4
2-35	14,415	15,915	375	4
3-35	14,240	15,740	375	4
4-35	14,065	15,565	375	4
5-35	13,950	15,450	375	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1986

RANGE	MINIMUM	MAXIMUM	INCREMENT	STEPS
6-35	13,700	15,200	375	4
1-40	21,950	23,250	325	4
2-40	19,100	20,400	325	4
11-40	17,450	18,750	325	4
18-40	14,000	15,300	325	4
1-40EDP	24,000	25,300	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1986

RANGE	MINIMUM	MAXIMUM	INCREMENT	STEPS
1-30	21,400	22,700	325	4
2-30	18,400	19,700	325	4
3-30	17,900	19,200	325	4
4-30	17,600	18,900	325	4
5-30	17,300	18,600	325	4
6-30	17,000	18,300	325	4
7-30	16,025	17,325	325	4
8-30	15,650	16,950	325	4
9-30	15,325	16,625	325	4
10-30	15,025	16,325	325	4
11-30	14,700	16,000	325	4
12-30	14,450	15,750	325	4
13,30	13,450	14,750	325	4
14,30	13,200	14,500	325	4
15-30	12,950	14,250	325	4
16-30	12,600	13,900	325	4
17-30	12,300	13,600	325	4
18-30	12,200	13,500	325	4
1-35A	15,242	16,742	375	4
1-35	14,862	16,362	375	4
2-35	14,665	16,165	375	4
3-35	14,490	15,990	375	4
4-35	14,315	15,815	375	4
5-35	14,200	15,700	375	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1986

RANGE	MINIMUM	MAXIMUM	INCREMENT	STEPS
6-35	13,950	15,450	375	4
1-40	22,200	23,500	325	4
2-40	19,350	20,650	325	4
11-40	17,700	19,000	325	4
18-40	14,200	15,500	325	4
1-40EDP	24,250	25,550	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1987

RANGE	MINIMUM	MAXIMUM	INCREMENT	STEPS
1-30	21,900	23,200	325	4
1-30E	24,100	25,400	325	4
1-30PB	20,600	21,900	325	4
1-30BP	20,600	21,900	325	4
1-30I	24,100	25,400	325	4
2-30A	18,600	19,900	325	4
2-30	18,900	20,200	325	4
3-30	18,400	19,700	325	4
4-30	18,100	19,400	325	4
5-30	17,800	19,100	325	4
6-30	17,500	18,800	325	4
7-30	16,475	17,775	325	4
8-30	16,100	17,400	325	4
9-30	15,775	17,075	325	4
10-30	15,475	16,775	325	4
11-30	15,150	16,450	325	4
12-30	14,900	16,200	325	4
13-30	13,850	15,150	325	4
14-30	13,600	14,900	325	4
15-30	13,350	14,650	325	4
16-30	13,000	14,300	325	4
17-30	12,700	14,000	325	4
18-30	12,600	13,900	325	4
1-35A	15,692	17,192	375	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: April 1, 1987

RANGE	MINIMUM	MAXIMUM	INCREMENT	STEPS
1-35	15,312	16,812	375	4
2-35	15,115	16,615	375	4
3-35	14,940	16,440	375	4
4-35	14,765	16,265	375	4
5-35	14,650	16,150	375	4
6-35	14,400	15,900	375	4
1-40	22,650	23,950	325	4
2-40	19,800	21,100	325	4
11-40	18,150	19,450	325	4
18-40	14,600	15,900	325	4
1-40EDP	24,700	26,000	325	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1987

RANGE	MINIMUM	MAXIMUM	INCREMENT	STEPS
1-30	22,350	23,650	325	4
1-30E	24,550	25,850	325	4
1-30PB	21,050	22,350	325	4
1-30BP	21,050	22,350	325	4
1-30I	24,550	25,850	325	4
2-30A	19,050	20,350	325	4
2-30	19,350	20,650	325	4
3-30	18,850	20,150	325	4
4-30	18,550	19,850	325	4
5-30	18,250	19,550	325	4
6-30	17,950	19,250	325	4
7-30	16,875	18,175	325	4
8-30	16,500	17,800	325	4
9-30	16,175	17,475	325	4
10-30	15,875	17,175	325	4
11-30	15,550	16,850	325	4
12-30	15,300	16,600	325	4
13-30	14,200	15,500	325	4
14-30	13,950	15,250	325	4
15-30	13,700	15,000	325	4
16-30	13,350	14,650	325	4
17-30	13,050	14,350	325	4
18-30	12,950	14,250	325	4
1-35A	16,092	17,592	375	4

CITY HALL EMPLOYEES ASSOCIATION

EFFECTIVE: October 1, 1987

RANGE	MINIMUM	MAXIMUM	INCREMENT	STEPS
1-35	15,712	17,212	375	4
2-35	15,515	17,015	375	4
3-35	15,340	16,840	375	4
4-35	15,165	16,665	375	4
5-35	15,050	16,550	375	4
6-35	14,800	16,300	375	4
1-40	23,050	24,350	325	4
2-40	20,200	21,500	325	4
11-40	18,550	19,850	325	4
18-40	14,950	16,250	325	4
1-40EDP	25,100	26,400	325	4

ARTICLE XXX

TRAVEL ALLOWANCE

Effective upon the signing of this Agreement, the employees covered by said agreement who are required to use privately-owned automobiles in the performance of their duties shall be reimbursed for such use at the rate of eighteen cents (18¢) per mile.

ARTICLE XXX-A

TRAVEL ALLOWANCE (Meter Readers)

Effective upon the signing of this Agreement, employees of the Water Utility that are required to use public transportation in the performance of their duties, shall be reimbursed at the rate of two dollars (\$2.00) per day.

Said payment will only be made when employees work in the field and transportation is not provided.

ARTICLE XXXI

EMBODIMENT OF AGREEMENT

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 Association or any individual employee covered by this Agreement is hereby superseded.

ARTICLE XXXII

APPROPRIATION OF FUNDS

All wages and other financial benefits accruing to employees covered by this Agreement shall be specifically subject to the appropriation of adequate and necessary funds therefore by the Elizabeth City Council in its annual municipal budget or as otherwise allowed by law.

ARTICLE XXXIII

TERM OF AGREEMENT

1. This Agreement shall be in full force and effect from April 1, 1986 through and including the 31st day of March 1988. If either party wishes to terminate, amend or otherwise modify terms and conditions set forth herein at the time of expiration, he must notify either party in writing not less than sixty (60) days prior to such expiration date.

2. The Agreement shall remain in full force and effect on a day-to-day basis during collective negotiations between the parties extending beyond the date of expiration set forth herein, unless and until either party serves the other with written notice of termination, by registered mail, in which event, the Agreement shall terminate five (5) days following receipt of such notice.

ARTICLE XXXIII

TERM OF AGREEMENT (Continued)

IN WITNESS WHEREOF, the parties have caused their names to be signed on this 24th day of March 1987.

CITY OF ELIZABETH, NEW JERSEY

BY: *Thomas G. Dunn*
THOMAS G. DUNN, Mayor

DATE: 3/24/87

ATTEST *Raymond R. Urbanik*
Raymond R. Urbanik, Deputy City Clerk

DATE March 24, 1987

UNION COUNCIL NO. 8 NEW JERSEY
CIVIL SERVICE ASSOCIATION

BY: *Bernard Egan* 3RD V.P.

DATE: 3/20/87

BY: *Edwin S. Tomkinson*
PRESIDENT OF ELIZABETH CITY HALL
EMPLOYEES ASSOCIATION

DATE: 3/19/87

rb

CITY OF
ELIZABETH

APPROVED
AS TO FORM
<i>EMT</i>
PHYSICAL
CONDITIONS
TERMS &
CONDITIONS
<i>1/1</i>
DESCRIPTION