

AGREEMENT BETWEEN THE

COUNTY OF UNION

and

UNION COUNCIL NO. 8

NEW JERSEY CIVIL SERVICE ASSOCIATION

EFFECTIVE: JANUARY 1, 2005 THROUGH DECEMBER 31, 2007

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AGREEMENT

This Agreement made this 21st day of JUNE, 2006 between THE COUNTY OF UNION, hereinafter called "Employer" and UNION COUNCIL NO. 8, NEW JERSEY CIVIL SERVICE ASSOCIATION, IFPTE, AFL-CIO, hereinafter called the "Association".

Whereas, the parties have carried on collective negotiations for the purpose of developing a contract covering wages, hours of work and other conditions of employment; and,

Whereas, the parties, pursuant thereto, have reached an agreement on the matters hereinafter set forth,

Now, therefore, in consideration of the mutual covenants, obligations and conditions herein contained, the parties hereto agree to and with each other as follows:

ARTICLE 1

RECOGNITION

The Employer hereby recognizes the Association as the exclusive representative for the employees set forth in Unit I of the Public Employment Relations Commission's Certification dated March 13, 1970 and the employees set forth in Unit II of the Public Employment Relations Commission's Certification dated July 2, 1970 and the employees in classifications supplementing Units I and II pursuant to Consent Recognition Agreement dated November 5, 1992, as those units were defined and set forth in the Certification issued by the Public Employment Relations Commission on April 27, 1995 under Docket No. RO-95-168 to include all regularly employed nonsupervisory blue collar and white collar employees employed by the County of Union including those in the following departments: Engineering and Public Works, Runnells Specialized Hospital, Law, Administrative Services, Human Services, Finance, Public Safety, County Clerk, Sheriff, Prosecutor, Surrogate, County Superintendent of Schools, Tax Board and Extension Services, and Department of Parks, Recreation, and Facilities, but excluding employees represented in other negotiations units, police, confidential employees, managerial executives, craft employees, professionals, supervisors within the meaning of the Act, and all non-contractual employees.

ARTICLE 2

MANAGEMENT RIGHTS

Section 1.

The Association recognizes that there are certain functions, responsibilities and management rights exclusively reserved to the Employer. All of the rights, powers, prerogatives and authority possessed by the Employer prior to the signing of this Agreement are retained exclusively by the Employer subject only to such limitations as are specifically provided in this Agreement.

Section 2.

Whenever the term "Employer", "Department Head" or "Supervisor" shall be used throughout this Agreement, it shall mean and include the County Board of Freeholders and/or the County Manager and/or their designees as specifically may be provided in N.J.S.A. 40:41A-45 et seq. or the Administrative Code of the County of Union. The term "County" is interchangeable with the term "Employer."

Section 3.

Except as modified, altered or amended by the within Agreement, the County of Union, the Board of Freeholders, the County Manager or other designees shall not be limited in the exercise of their statutory management functions. The County Board of Freeholders, the County Manager or other designees hereby retain and reserve unto themselves, without limitation, all powers, right, authority, duties and responsibilities conferred and vested in any of them by the laws of the State of New Jersey, the Constitution of the State of New Jersey and the Constitution of the United States of America including but without limitation the following rights, privileges and functions:

- (a) The executive management and administrative control of the County of Union, a body politic, and its properties and facilities and the activities of its employees related to their employment.
- (b) The right to hire all employees and subject to existing civil service rules and regulations to determine their qualifications and the conditions for their continued employment or their dismissal, or demotion, and to promote and transfer all such employees.
- (c) The right to determine schedules of work and the duties, responsibilities and assignments of all employees with respect thereto. This right shall not be used as a form of discipline directed against any employee.

Section 4.

The exercise of the foregoing powers, rights, authority, duties and responsibilities by the Board of Freeholders, the County Manager or other designees, the adoption of policies, rules, regulations and practices in furtherance thereof and the use of judgment and discretion in connection therewith shall be limited only by the extent such specific and expressed terms of this Agreement are in conformance with the laws of the State of New Jersey, the Constitution of the State of New Jersey, and the Constitution and laws of the United States.

Section 5.

Nothing contained herein shall be considered to deny or restrict the Board of Freeholders, the County Manager or other designees, of their rights, responsibilities and authority under Title 40 and 40A, or any other state laws or regulations as they pertain to County Manager form of government.

ARTICLE 3

PAYROLL DEDUCTIONS OR ASSOCIATION DUES

Section 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.

An authorization for deduction of Association membership dues shall be terminated automatically when an employee is removed from the payroll of the County. 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 County to collect funds from his salary during such absence. Upon his return to employment at the termination of his leave, the County shall continue to deduct dues from his salary in accordance with the payroll deduction program agreed upon by the parties.

Section 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.

Section 3.

The form permitting the deduction of dues shall provide notice to such employee that he may withdraw from the Association on January 1 and July 1 of each year provided, however, that said employee gives notice of withdrawal to the County of Union thirty (30) days in advance of his desire to withdraw, in which event a representation fee in lieu of dues will be payable as set forth in Section 4.

Section 4.

- (a) During the term of this contract, the County will continue to abide by the January 1, 1984 Agreement that if an employee covered under this contract does not become a member of the Association, the Association shall furnish the name of such person to the County requesting that the employee, through payroll deduction, pay a representation fee in lieu of dues for services rendered by the Association.
- (b) The representation fee, in lieu of dues, shall be in an amount equivalent to the regular membership dues, initiation fees and assessments charged by the majority representative to its own members less the cost of benefits financed through the dues, fees and assessments and available to, or benefit only its members, but in no event shall such fee exceed eighty-five (85%) percent of the regular membership dues, fees and assessments.
- (c) Any public employee who pays a representation fee in lieu of dues shall have the right to demand and receive from the majority representative, under proceedings established and maintained by the Association, which shall be in accordance with appropriate statutory provisions and Court Decisions, a return of any part of that fee paid by him which represents the employee's additional pro rata share of expenditures by the majority representative that is either in aid of activities or causes of a partisan, political or ideological nature only incidentally related to the terms and conditions of employment or applied toward the cost of any other benefits available only to members of the majority representative. The pro rata share subject to refund shall not reflect, however, the cost of support of lobbying

activities designed to foster policy goals in collective negotiations and contract administration or to secure for the employees represented advantages in wages, hours and other conditions of employment in addition to those secured through collective negotiations with the public employer.

- (d) The mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.
- (e) The Association will continue to notify the County Manager, in writing, of the current annual dues and/or the amount of the representation fee and will from time to time thereafter give to the County at least a sixty (60) day notice, in advance, of any changes in the annual membership or representation fee schedule so that the same can be accommodated by the County within a sufficient time after it receives the notice.
- (f) The Association shall indemnify, defend and save the County of Union harmless against any and all claims, demands, suits, or other forms of liability, that shall arise out of or by reason of the action taken or not taken by the County of Union in reliance upon the representation fee information furnished by the Association or its representatives.

ARTICLE 4

ASSOCIATION BUSINESS

Section 1.

The Association shall advise the Employer in writing of the name of its representatives, the place of employment from which they are designated and the terms for which they are to serve in a representative capacity.

Section 2.

Before any representative may leave his area or place of employment, he shall be required to obtain approval in advance from his Department Head or a Department Head's designated representative.

The Association shall neither solicit members, nor conduct any business on the Employer's property during Employer-assigned working schedules of either the representative of the Association or the employee involved, except for the following:

- (a) Collective negotiations.
- (b) Time spent conferring with management or employees on specific grievances as specified in the Grievance Procedure, provided that there shall be no unreasonable interference with work assignments, and in the event of a conflict, the work assignments shall have priority.

Section 3.

When an authorized representative is excused from his assigned duties, he shall:

- (a) Notify the supervisor of any Employer facility visited on arrival.
- (b) Notify his supervisor or designated representative upon return to the job.

- (c) Record his time out and time in with his supervisor upon leaving and returning to his job.

Section 4.

The President of Council 8 shall be permitted to have two (2) days per week solely to attend to union business which shall not be subject to any restrictions. The President shall notify the County as to which days he will need to attend to union business under this Section. This benefit shall be in addition to any union leave granted in any other Article or Section.

ARTICLE 5

WORK SCHEDULES

Section 1.

The Employer shall have the right, for the efficient operation of its facilities, to make changes in the commencement and termination of the daily work schedules and to vary from the daily or weekly work schedules provided, however, upon making permanent changes the Employer shall give to the Association seven (7) calendar days' notice where practicable, and further provided that permanent changes in work schedules shall comply with existing Department of Personnel Rules.

Section 2.

Unless previously established prior to the terms of this Agreement, the normal work week shall consist of not less than thirty-five (35) hours of work per week. The Employer shall have the right to schedule the hours of work on a departmental basis as it deems appropriate to insure maximum efficiency and productivity of its operations, provided that normal starting times shall not be scheduled earlier than 8:00 a.m., and normal quitting times shall not be scheduled later than 5:00 p.m. and that hours worked are consecutive inclusive of an unpaid lunch period. If management determines that flexible hours shall be established in a department, employee preference concerning available work schedules will be accommodated whenever possible consistent with the efficient and productive operations of the department. Conflicts in choice of work schedules which may occur shall be governed by departmental seniority, provided that maximum efficiency and productivity of the department is maintained.

Section 3.

Individual departments may continue those policies or practices which have been established and made applicable to the manner in which shift and post assignments have been made. In the absence of a policy or procedure concerning shift and post assignments, or if a department seeks to change the manner in which it makes shift and post assignments, such shift and post assignments shall be made in accordance with departmental seniority principles, where all other qualifications are equal.

Departments with Union members engaging in shift bidding or overtime bidding should post seniority lists for these purposes.

Section 4.

Where individual departments have already established a policy or practice, prior to January 1, 2005, related to a payroll grace period for employees who report to work late, such policies shall remain in effect. In the absence of a departmental policy, employees who report late for work shall be granted a seven-minute grace period for payroll purposes only, not discipline. If an employee reports to work during this grace period, the employee shall not be docked pay.

Section 5.

The work schedule for the classification of Institutional Attendant/Certified Nursing Assistant shall continue to be extended fifteen (15) minutes at the end of the work shift and the assigned lunch period for each specific shift shall be increased from thirty (30) minutes to forty-five (45) minutes. Effective upon the execution of this Agreement, the following shift hours shall be implemented:

6:45 a.m. to 3:00 p.m. or 7:00 a.m. to 3:15 p.m.

2:45 p.m. to 11:00 p.m. or 3:00 p.m. to 11:15 p.m.

10:45 p.m. to 7:00 a.m. or 11:00 p.m. to 7:15 a.m.

Each Institutional Attendant/Certified Nursing Assistant shall select either the beginning or end of shift overlap. The selection will be in effect for a minimum of six (6) four-week schedules. Thereafter, the Institutional Attendant/Certified Nursing Assistant may select a change in starting time; again, such selection shall be in effect for a minimum of six (6) four-week schedules. In the event that all Institutional Attendants/Certified Nursing Assistants on a shift assigned to one 'unit' select the same start time, a unit reassignment shall be made by the Director of Nursing, based upon seniority, if there is a conflict, in order to insure resident safety and a complete report for the off-going shift to the on-coming shift.

ARTICLE 6

JOB POSTINGS

The County agrees to post any new job offerings concerning unit employees at least ten (10) days in advance of appointment. Such posting will not apply to extraordinary or emergency circumstances.

ARTICLE 7

LAYOFFS

The County desires to maintain employment as near to a constant level as possible, and in that regard it shall use its best efforts not to lay off any employees covered hereunder during the term of this Agreement. Both parties recognize, however, that the needs of the County and its efficient operation may necessitate reassignment of personnel or the addition to or decrease in the work force.

ARTICLE 8

DISCIPLINE

The parties agree that all hirings, layoffs, separations, promotions, demotions and disciplinary actions shall be in accordance with the Department of Personnel Rules for the State of New Jersey, as applicable to the County Manager form of government.

The parties agree that the County has the right to assign individuals to fill positions not in their payroll classification for emergency periods. The County will attempt to eliminate emergency situations promptly. In no event shall a payroll classification be filled during an emergency situation in excess of thirty (30) days. The County Manager agrees to comply with Department of Personnel Rules if the emergency condition is to extend beyond thirty (30) days subject to the availability of funds. If the emergency condition is to extend beyond thirty (30) days, the County Manager agrees that the individuals who are assigned to a higher classification who continue to perform work in that classification will be compensated within the salary scale of the higher classification subject to the availability of funds, or returned to the performance of duties appropriately assigned to the lesser classification; all of the above shall be in conformance with Department of Personnel Rules.

All discipline shall be for "just cause."

ARTICLE 9

NO STRIKE OR LOCKOUTS

Section 1.

There shall be no lockouts, strikes, work stoppages, or slowdowns of any kind during the life of this Agreement. No officer or representative of the Association shall authorize, institute or condone any such activity. No employee shall participate in any such activity. The County shall have the right to take disciplinary action, including discharge, against any employee participating in a violation of the provisions of this Article.

Section 2.

The Association will not schedule any membership meeting or demonstration which may have the same effect as a strike or work stoppage. In the event that the Association's members participate in such activities, in violation of this provision, the Association shall notify those members so engaged to cease and desist from such activities and shall instruct the members to return to their normal duties.

ARTICLE 10

GRIEVANCE PROCEDURE

Section 1.

A grievance is hereby defined as any dispute between the parties concerning the application or interpretation of this Agreement with respect to wages, hours of work or other conditions of employment.

Section 2.

The purpose of this Article is to provide for the expeditious and mutually satisfactory settlement of grievances, and to that end, the procedures to be used shall be as follows:

Step 1. An employee with a grievance shall first discuss it with his immediate supervisor either directly or through the Association's designated representative who shall be an employee of the County for the purpose of resolving the matter informally. A grievance must be presented under the grievance procedure described herein within five (5) working days of the occurrence of the condition giving rise to the grievance. It is understood and agreed that time off the job, be it with or without pay, shall not be counted as "working days" under Step 1 of the Grievance Procedure.

Step 2. If the aggrieved party is not satisfied with the disposition of the grievance at Step 1, or if no decision has been rendered within five (5) working days after the presentation of that grievance at Step 1, the aggrieved party may file a grievance in writing with his department head or his department head's designee. A hearing on the grievance shall be held between the department head or his department head's designee and the aggrieved party and the Association's designated representative. The department head or the department head's designee will render a final decision in writing within five (5) working days.

In those departments or agencies where the department head functions as the immediate supervisor, the grievance shall be presented at the Step 2 level.

Step 3. If the aggrieved party is not satisfied with the disposition of the grievance at Step 2, or if no decision has been rendered within five (5) working days after presentation of that grievance at Step 2, the aggrieved party may file the grievance and all supporting papers with the County Manager for review. The aggrieved member shall have his or her grievance presented by a designated representative of the Association, and the Association shall have the right to have the grievance presented by the Association's legal representative. If the County Manager and/or designee conducts any hearing, the Association shall be obligated to participate even if the grievant has selected his own attorney.

Step 4. Arbitration. In the event a grievance has not been resolved to the satisfaction of the Association at Step 3 and/or within thirty (30) days from the date of the submission of the Step 3 grievance, it may request final and binding arbitration of the grievance. The Association shall make this request by mailing a written notice for arbitration to the New Jersey Public Employment Relations Commission ("PERC"), P.O. Box 429, 495 W. State Street, Trenton, New Jersey 08625-0429. A copy of the notice for arbitration shall also be mailed to the Employer designee, the County Manager and the Director of Personnel. The written notice to PERC shall request that agency to submit duplicate panels of arbitrators to each of the respective parties to this Agreement so that they may exercise their right of selection and file same directly with PERC pursuant to its rules.

The decision of the arbitrator shall be final and binding upon the parties and shall be in writing setting forth findings of fact, reasons and conclusions on the issue(s) submitted.

No one arbitrator shall have more than one grievance submitted to him, and under consideration by him, at any one time unless the issue is the same or similar. A grievance shall be considered under consideration by an arbitrator until he has rendered his written decision.

In the event of the submission of any matter for arbitration as herein provided, the arbitrator shall have no right or power to alter or modify the terms of this Agreement or to impose upon the parties any obligation or liability not expressly assumed by the parties under the provisions of this Agreement; nor may the arbitrator deprive the parties of any right reserved, expressed or implied, by them for their benefit hereunder.

The cost of the arbitrator shall be paid equally by the parties. Each party shall be responsible for its own cost incurred in arbitration.

ARTICLE 11

LONGEVITY

Section 1.

All employees covered by this Agreement and employed by the County prior to January 1, 1973, shall be entitled to and paid longevity payments and adjustments in accordance with the longevity program adopted by Freeholder Resolution No. 163 in the year 1967 and Amendments and Supplements thereto.

Said longevity payments shall be calculated and paid in accordance with the practices as they existed prior to the effective day of this Agreement.

Section 2.

Any employee who was hired by the County subsequent to January 1, 1973 shall not be entitled to the provisions or benefits of the existing longevity program set forth in this Article.

ARTICLE 12

VACATIONS

Section 1.

Vacation Eligibility:

- (a) During the first calendar year of employment, employees shall earn one (1) vacation day for each month of service during the calendar year following the date of employment.
- (b) Employees with one to eight years of service shall be entitled to thirteen (13) working days vacation each year.
- (c) Employees with eight completed years to ten years of service will be entitled to fourteen (14) working days vacation each year.
- (d) Employees with ten completed years to fifteen years of service will be entitled to seventeen (17) working days vacation each year.
- (e) Employees with fifteen completed years to twenty years of service will be entitled to nineteen (19) working days vacation each year.
- (f) Employees with twenty completed years to twenty-five years of service will be entitled to twenty-two (22) working days vacation each year.
- (g) Employees with twenty-five to thirty or more completed years of service will be entitled to the following number of working days vacation each year:

twenty-five years	-	twenty-seven (27) days
twenty-six years	-	twenty-eight (28) days
twenty-seven years	-	twenty-nine (29) days
twenty-eight years	-	thirty (30) days
twenty-nine years	-	thirty-one (31) days
thirty or more years	-	thirty-two (32) days

Section 2.

Part-time employees shall receive vacation credit allowance on a pro-rated basis in accordance with Section 1 above.

Section 3.

The County shall have the exclusive right to determine when an employee's vacation shall be scheduled, except as otherwise provided in this Agreement. The County agrees to give reasonable consideration to an employee's wishes in this regard. Where conflicts in choice of dates occur, preference will be governed by Departmental seniority insofar as effective staffing requirements permit.

Section 4.

An employee who has resigned or who has otherwise separated from employment shall be entitled to the vacation allowance for the current year pro-rated upon the number of months worked in a calendar year in which the separation becomes effective, in addition to any unused vacation due for the previous year.

Section 5.

An employee who is retiring on a pension based on length of service shall be entitled to the full vacation for the calendar year in which he retires.

Section 6.

Whenever an employee dies having to his credit any annual vacation leave, there shall be calculated and paid to his estate, a sum of money equal to the compensation figured on his salary rate at the time of his death.

Section 7.

If a paid holiday occurs during the vacation or sick leave, it is not counted as a day of vacation or sick leave.

Section 8.

Employees serving on a leave of absence without pay do not accrue vacation benefits.

Section 9.

If an employee leaves the County's employ for any reason, except as set forth in Section 5 of this Article, before the end of the calendar year after having taken a vacation allowance for the year, he will be charged with the unearned part of his vacation. This charge will be deducted from his final pay check.

Section 10.

Vacations must be taken during the current calendar year unless the supervisor determines that it cannot be taken because of pressure of work, in which case, unused vacations may be carried into the next succeeding year only.

Section 11.

Employees working in departments which operate multiple shifts per day on a seven (7) day per week basis shall be eligible for a vacation bonus for perfect attendance (no absenteeism or lateness) in the amount of one (1) day per quarter for a total of four (4) days per calendar year with one (1) additional day added for perfect attendance for the entire year. This program shall be on a calendar year basis.

Section 12.

Individual departments may continue any policies or practices, established prior to January 1, 2005, which have been adopted concerning the manner of distributing vacations to employees. In

the absence of a departmental vacation policy, or in such case where a department seeks to change the manner in which employees select vacations, such vacations shall be granted on a departmental seniority basis. If a seniority basis is utilized, a procedure for picking or bidding for vacations shall be established.

Section 13.

Employees may purchase additional vacation time according to the following schedule:

The value of:

Three (3) days pay for five (5) days vacation

Six (6) days pay for ten (10) days vacation

Nine (9) days pay for fifteen (15) days vacation

To be eligible, employees must have at least one full year in a permanent status. All of the prior years and current years regular vacation time must be utilized prior to the use of purchased vacation time.

Additional vacation purchase and scheduling is subject to the approval of the Department/Division Head based on a unit's staffing needs.

In order to purchase days, employees must indicate the number of days they wish to purchase for the upcoming year by December 31 of the preceding year. Purchased time must be used by December 31 of the calendar-year for which it was purchased.

ARTICLE 13

SICK LEAVE

Section 1.

Sick leave may be used by employees who are unable to work because of: (1) personal illness or injury; (2) exposure to contagious disease; (3) care, for a reasonable period of time, of a seriously ill member of the employee's immediate family (defined herein as spouse, child, legal ward, grandchild, foster child, father, mother, legal guardian, grandfather, grandmother, brother, sister, father-in-law, mother-in-law and any other relatives residing in the employee's household); (4) death in the employee's immediate family. Up to five (5) days may be permitted when such absence is caused by the death and attendance at the funeral of a spouse or a child and up to three days will be permitted during the absence from duty of employees when such absence is caused by the death and attendance at the funeral of any other member of the employee's immediate family as defined herein. Sick leave may also be used by a handicapped employee for absences related to the acquisition or use of an aid for the handicapped when the aid is necessary to function on the job. In such cases, reasonable proof may be required by the County.

Section 2.

If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified promptly. Failure to notify the supervisor may be cause for disciplinary action. Absence without notice for five (5) consecutive days shall constitute a resignation.

Section 3.

Sick leave is earned in the following manner:

- (a) New employees shall only receive one (1) working day for the initial month of employment if they begin on the first through eighth day of the calendar month,

and one-half working day if they begin on the ninth through the twenty-third day of the month.

- (b) After the initial month of employment and up to the end of the first calendar year, employees shall be credited with one working day for each month of service. Thereafter, at the beginning of each calendar year in anticipation of continued employment, employees shall be credited with fifteen working days.
- (c) Part-time employees shall be entitled to a proportionate amount of paid sick leave.
- (d) Paid sick days shall not accrue during a leave of absence without pay or during a suspension.
- (e) Sick leave credits shall not accrue after an employee has resigned or retired although his/her name is being retained on the payroll until exhaustion of vacation or other compensatory leave.
- (f) Unused sick leave shall accumulate from year to year without limit.

Section 4.

Any employee who is absent on sick leave for five (5) or more consecutive working days shall be required to submit a physician's certificate as evidence substantiating the illness. The County may require an employee who has been absent because of personal illness, as a condition of his return to work, to be examined by a physician at the expense of the County. In addition, the County in its discretion may require proof of illness of an employee on sick leave whenever such proof is reasonable.

Section 5.

An employee who has been absent on sick leave for a period totaling fifteen (15) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical

evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature causing recurring absences of one day or less in which event only one medical certificate shall be required for every six (6) month period. The medical certificate must specify that the chronic or recurring nature of the illness is likely to cause subsequent absences from employment.

Section 6.

Effective June 1, 2001, the County agrees to introduce a modified program of payment for unused sick leave upon retirement in accordance with the following requirements:

- (a) Eligibility for payment under this program requires that an employee must retire with at least twenty-five (25) years of service solely with the County of Union, and must be at least age fifty-five (55), and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement.
- (b) Additional rules and regulations applicable to eligibility for this benefit are attached hereto as Exhibit B and made a part hereof.
- (c) Employees who are eligible for this benefit shall be compensated at one-half (1/2) the employee's daily rate of pay for each day of earned and unused sick leave to maximums set forth in Exhibit B.

Section 7.

Sick days may be used on an hourly basis with Department approval. Such approval shall not be unreasonably denied.

ARTICLE 14

PERSONAL BUSINESS AND RELIGIOUS LEAVE

Section 1.

Employees who are employed less than one (1) year are entitled to be granted up to three (3) days off for personal business as hereinafter defined or for religious reasons in accordance with the schedule hereinafter set forth; employees who have been employed for more than one (1) year are entitled to be granted up to three (3) days per year without reference to any schedule. Employees must make application for such personal business or religious leave stating the reason for the requested leave as far in advance as possible. The request by the employee shall be directed to his or her Department Head. The leave may only be taken if the Department Head approves and grants said leave, and if for business reasons the applicant must demonstrate that the business purpose could not be scheduled after working hours. The following schedule shall only apply to employees with less than one (1) year of employment:

- (a) One (1) day after four (4) months of employment.
- (b) One (1) additional day after eight (8) months of employment.
- (c) The third (3rd) day may be granted between the tenth (10th) and twelfth (12th) month of employment.

Section 2.

No personal leave shall be applied for, approved or granted, immediately before or after any vacation period, holiday period or weekend, except under extraordinary circumstances.

Section 3.

Leave days, as provided herein, must be used in a one (1) year period and shall not be accumulated from year to year.

Section 4.

Employees who are entitled to a personal day benefit shall be entitled to one “peremptory” use of any given personal day per year. This single peremptory Personal Day shall not be denied or subjected to restrictions within Sections 1 or 2, except where granting the Personal Day would result in a significant impact to an operational justification indicated by the County.

ARTICLE 15

DEATH IN FAMILY

Wages up to five (5) days will be paid during the absence from duty of employees when such absence is caused by the death and attendance at funeral of spouse or child, and up to three (3) days will be paid during the absence from duty of employees when such absences are caused by the death and attendance at funeral of mother, father, sister, brother, grandparents, grandchildren, mother-in-law, father-in-law, or other relative residing at employee's household.

ARTICLE 16

JURY DUTY

Section 1.

An employee summoned for jury duty shall receive his regular pay from the County for such period. Such employee shall report for his regular work while excused from such attendance in court unless it is impossible or unreasonable for him to do so.

Section 2.

Any payment received for jury duty must be returned to the Employer through the employee's department head less allowance for travel and meal expense.

ARTICLE 17

HOLIDAYS

Section 1.

The Employer has designated the following days as holidays for the year 2005:

New Year's Day	Monday, January 3, 2005
Martin Luther King's Birthday	Monday, January 17, 2005
Lincoln's Birthday	Monday, February 14, 2005
Washington's Birthday	Monday, February 21, 2005
Good Friday	Friday, March 25, 2005
Memorial Day	Monday, May 30, 2005
Independence Day	Monday, July 4, 2005
Labor Day	Monday, September 5, 2005
Columbus Day	Monday, October 10, 2005
Election Day	Tuesday, November 8, 2005
Veteran's Day	Friday, November 11, 2005
Thanksgiving Day	Thursday, November 24, 2005
Day After Thanksgiving Day	Friday, November 25, 2005
Christmas Day	Saturday, December 25, 2005 (celebrated Fri., Dec. 24, 2005)

Section 2.

The Employer has designated the following days as holidays for the year 2006:

New Year's Day	Sunday, January 1, 2006
Martin Luther King's Birthday	Monday, January 16, 2006
Lincoln's Birthday	Sunday, February 12, 2006 (celebrated Monday, Feb. 13, 2006)
Washington's Birthday	Monday, February 20, 2006
Good Friday	Friday, April 14, 2006
Memorial Day	Monday, May 29, 2006
Independence Day	Tuesday, July 4, 2006
Labor Day	Monday, September 4, 2006
Columbus Day	Monday, October 9, 2006
Election Day	Tuesday, November 7, 2006
Veteran's Day	Saturday, November 11, 2006 (celebrated Monday, Nov.13, 2006)
Thanksgiving Day	Thursday, November 23, 2006
Day After Thanksgiving Day	Friday, November 24, 2006
Christmas Day	Monday, December 25, 2006

Section 3.

The Employer has designated the following days as holidays for the year 2007:

New Year's Day	Monday, January 1, 2007
Martin Luther King's Birthday	Monday, January 15, 2007
Lincoln's Birthday	Monday, February 12, 2007
Washington's Birthday	Monday, February 19, 2007
Good Friday	Friday, April 6, 2007
Memorial Day	Monday, May 28, 2007
Independence Day	Wednesday, July 4, 2007
Labor Day	Monday, September 3, 2007
Columbus Day	Monday, October 8, 2007
Election Day	Tuesday, November 6, 2007
Veteran's Day	Sunday, November 11, 2007 (celebrated Monday, Nov. 12, 2007)
Thanksgiving Day	Thursday, November 22, 2007
Day After Thanksgiving Day	Friday, November 23, 2007
Christmas Day	Tuesday, December 25, 2007

Section 4.

Employees who are required to work on a regularly scheduled holiday shall be paid for the holiday plus payment at straight time their regular rate of pay for all hours actually worked on the holiday, subject to the overtime provision set forth in this Agreement.

Section 5.

Employees assigned to departments which work a continuous operation of twenty-four (24) hours per day, seven (7) days per week, and who have previously been granted compensatory time for holidays which fall on a non-working day, shall now receive payment or compensatory time in lieu thereof, at the employee's discretion for such holiday not worked; such election shall be made within two weeks from the date of the holiday.

Compensatory time under this provision of the contract must be taken within the calendar year in which such holiday occurs.

Section 6.

Employees who are absent without pay on the day before or the day after a holiday must present proof of illness or other justifiable explanation of absence for approval by the Employer to be eligible for Holiday pay.

ARTICLE 18

SALARIES

Section 1.

Except for adjustments to salary ranges as herein provided, there shall be general wage increases applicable to all classifications covered by this agreement as follows:

Effective January 1, 2005:	In-Guide	3.25% (retro to Jan. 1, 2005)
	Max	3.75%
Effective January 1, 2006:	In-Guide	3.25%
	Max	4.00%
Effective January 1, 2007:	In-Guide	3.25%
	Max	4.00%

The number of step increments shall not be increased from their present amount for the duration of the Agreement.

All employees in guide will also receive their automatic step increases.

The following titles at R.S.H., with an established "Low-Mid-High" salary guide shall attach to their respective "after 5/1/92" salary guide, and step progression through that guide shall commence either January 1, or July 1, 2006 depending upon the employee's anniversary date:

Food Service Worker	Nursing Services Clerk
Health Insurance Benefit Clerk	Ward Clerk
Institutional Attendant	

Effective June 1, 2001, take charge pay for LPNs and Sr. LPNs shall remain equal to RN Charge Pay for the duration of this Agreement.

Mechanics with a Commercial Drivers License (“CDL”) who are not currently placed in the proper range shall be adjusted effective the date of the receipt of the license. Employees working in titles that require CDLs must obtain and maintain a CDL as a condition of employment. The County shall pay the cost for obtaining such license. The classifications of Laborer, Sign Maker 2 and Traffic Maintenance Worker shall have the maximum increased by \$1200.00 for CDL license.

Mechanics assigned to work as Diesel Mechanics shall receive an annual \$798.00 stipend for the time assigned effective January 1, 2001.

The stipend for a CPA license shall be \$650.00.

Effective January 1, 2001, Senior Security Guards shall receive a \$500.00 stipend for completion of the fire training course. All training for Security Guards shall be provided at County expense. When training is conducted during off-duty hours, employees shall be compensated at time and one-half. Effective January 1, 2001, Senior Security Guards with EMT certification shall receive a \$500.00 stipend. Senior Security Guards shall receive a \$1500.00 stipend for beeper pay. The Senior Security Guards will not call for overtime. If beeper duty is split between more than one employee, the stipend shall be pro-rated, (eg. 2 employees = \$750.00 each).

The principal is preserved herein that: (1) bargaining unit employees who retire during the year in which the contract is settled and ratified; (2) those employees who are on the active payroll at the time the contract is settled; and (3) employees who are on leaves of absence without pay who subsequently return to active service with the County are entitled to the retroactive pay and benefits negotiated for that contract, exclusive of the period of leave without pay.

Section 2.

The salary rates and ranges for classifications covered hereunder for the term of this Agreement shall be as set forth on Exhibit E and shall be retroactive to January 1, 2005. Salary

increases and bonuses where applicable shall be pro-rated on an hourly basis for part-time employees as set forth in Exhibit E.

Section 3.

Home Detention Officers/Community Youth Workers shall work forty (40) hours per week. In addition to this work schedule, Home Detention Officers/Community Youth Workers shall work an additional twenty-five (25) hours per week. Fifteen (15) of these twenty-five (25) hours shall be spent on-call and Home Detention Officers/Community Youth Workers shall receive compensation at the rate of \$3.00 per hour for each on-call hour. The remaining ten (10) hours shall be paid in the form of compensatory time in the amount of ten (10) hours.

Section 4.

During the term of this Agreement adjustments in rates of pay shall be as follows:

- (a) Employees hired or who have been promoted and have less than one (1) year of service in the position shall receive their salary increment effective the date of the beginning pay period of the month in which the employee has completed one (1) year of service in the title hired for or promoted into.
- (b) Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between January 1, and June 30th shall receive their salary increment as of January 1.
- (c) Employees who have more than one (1) year of service in their classification who possess an anniversary date of employment or promotion between July 1 and December 31st shall receive their salary increment as of July 1 except as provided in Section 1.

These provisions shall not be applicable to employees hired on or after

September 1, 1995 in the classifications at Runnells Specialized Hospital specified in Section 1 of this Article. Instead, such employees shall receive rate of pay adjustments as provided in Section 1.

- (d) Step progression is based on merit consideration, subject to past practice and to the provisions of the performance evaluation system as herein set forth.
- (e) No employee shall be paid less than the starting rate or more than a maximum rate for his or her classification.

Section 5. Performance Evaluation

The present practice shall continue as to the employee evaluation system. The exceptional performance bonus is eliminated.

Section 6.

Promotional salary increases shall consist of a minimum of the highest increment of either the new or old title.

Section 7.

Effective July 1, 1999, employees shall be paid on a bi-weekly basis. Direct deposit shall be made available to all covered employees. New employees hired after July 1, 2005, shall be enrolled in direct deposit; exempted from this requirement are those employees who do not maintain a bank account.

ARTICLE 19

OVERTIME

Section 1.

The employer agrees that overtime consisting of time and one-half (1½) of straight time pay shall be paid to all employees covered by this Agreement for time worked in excess of forty (40) hours of work per week. The computation of overtime shall include base pay, longevity and shift differential, where applicable.

Section 2.

The Employer further agrees that overtime consisting of straight time shall be paid to all employees covered by this Agreement whose basic work week is less than forty (40) hours of work per week for time actually worked in excess of their basic work week to forty (40) hours of work per week.

Section 3.

Paid time off for vacation, holidays, personal days, bereavement days and sick days shall be counted as standard time worked to determine the total number of hours worked per week for purposes of computing overtime under this Article.

Section 4.

Employees shall not be paid overtime unless such overtime is authorized by his or her supervisor.

Section 5.

Overtime shall be equally distributed among employees in their respective departments as is reasonably practical among those capable of performing the work to be done.

Section 6.

There shall be no pyramiding of premium time.

Section 7.

If an employee at Runnells Specialized Hospital is called in to work overtime, the employee shall receive at least four (4) hours pay.

Section 8.

Compensatory time for employees may be instituted at the discretion of individual departments. If compensatory time is offered, such a policy will be consistent with the policy now applicable to white collar workers within the Prosecutor's office, attached hereto as Exhibit D. Once a compensatory time benefit is extended to employees, it shall not be discontinued unless negotiated by the parties.

Section 9.

If mandatory overtime is offered to security guards and all available security guards are provided with a right of first refusal, then Sheriff's Officers may be used to fill any overtime post left open.

Section 10.

Overtime will be equally distributed amongst employees within the Department of Engineering and Public Works. All Division and Bureau employees will be included on an overtime master list to be posted within each Division or Bureau. The only exception to following the list is if the work to be done requires a special skill or if an emergency exists.

ARTICLE 20

SHIFT DIFFERENTIAL

Section 1.

The Employer agrees to continue to pay shift premiums in the amounts and in accordance with the present practice.

The shift differential for LPNs and Senior LPNs employed at the Runnells Specialized Hospital is set forth in Exhibits A and E annexed hereto.

Section 2.

It is understood and agreed by and between the parties that only those employees actually working the second and third shifts shall receive the shift premiums hereinabove set forth.

Section 3.

Effective June 1, 2005, civilian posts working at the Jail shall receive a shift differential of \$.50 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.52 per hour.

Effective January 1, 2006, civilian posts working at the Jail shall receive a shift differential of \$.52 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.54 per hour.

Effective January 1, 2007, civilian posts working at the Jail shall receive a shift differential of \$.54 per hour for 4:00 PM-Midnight and Midnight-8:00 AM. There also shall be a weekend differential of \$.56 per hour.

Section 4.

Effective June 1, 2005, Laundry, Dietary, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.52 per hour.

Effective January 1, 2006, Laundry, Dietary, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.54 per hour.

Effective January 1, 2007, Laundry, Dietary, Building Maintenance Workers and Security Guards shall receive a weekend differential of \$.56 per hour.

Section 5.

During the term of this Agreement, the County shall continue its policy that those employees in the Division of Information Systems who work night shifts, shall receive a Ten Dollar (\$10.00) shift differential per week for working a full week's scheduled night shift.

Section 6.

Nursing Service Clerks will receive the same shift differential as Building Maintenance Workers at Runnells Specialized Hospital.

ARTICLE 21

CALL IN PAY

Section 1.

An employee who is called in to do work in emergencies outside of his or her regular hours shall be guaranteed a minimum of four (4) hours' pay at said employee's prevailing rate of pay under the terms of this Agreement. The prevailing rate of pay shall be in accordance with the terms set forth in the Overtime Article of this Agreement. It is understood and agreed, however, that only time actually worked will be counted as hours worked per week for purposes of computing overtime.

Section 2.

Employees of the Union County Children's Shelter shall be paid the sum of Three Dollars (\$3.00) an hour for "on call" service in accordance with the procedures for On-Call Process. The County reserves the right to utilize non-bargaining unit employees to cover on call shifts if necessary to provide adequate coverage.

Section 3.

Employees who receive standby payment will continue to receive the sum of Three Dollars (\$3.00) per hour.

Section 4.

Call-In pay for snow emergencies shall begin from the time of call as long as employees arrive for work within one (1) hour of the call.

In such cases where an employee utilizes sick leave for rest following a snow emergency, use of such sick leave shall not be held against or used against an employee for purposes of determining sick leave abuse or for any other disciplinary reasons.

ARTICLE 22

RETENTION OF EXISTING BENEFITS

Except as otherwise provided herein, all rights, privileges, and benefits which the employees have heretofore enjoyed and are presently enjoying, shall be maintained and continued by the County during the term of this Agreement. The personnel policies and personnel regulations currently in effect shall continue to be applicable, except as otherwise expressly provided herein.

ARTICLE 23

NON DISCRIMINATION AND EQUAL EMPLOYMENT

Section 1.

There shall be no discrimination, interference, or sanction by the County or any of its agents against the employees represented by the Association because of any membership or activity in the Association. The Association or any of its agents shall not intimidate or coerce employees into membership.

Section 2.

The County and the Association hereby agree to continue their practice of not discriminating against any employee or applicant for employment because of race, creed, color, national origin, age, sex, ancestry, religion, marital status, or liability for service in the Armed Forces of the United States in compliance with all applicable Federal and State Statutes, rules and regulations.

ARTICLE 24

LEAVE OF ABSENCE

Leave of absence without pay may be granted to permanent employees for good and substantial reasons such as education or maternity in accordance with the personnel policies of Union County. Requests for leave without pay must be submitted in writing by the employee to his or her Department Head.

Employees serving on leave of absence without pay under circumstances that qualify under The Family and Medical Leave Act of 1993 (FMLA) and the New Jersey Family Leave Act (NJFLA) will have such leave considered to be taken under and in accordance with the applicable provisions of the FMLA or the NJFLA with all current amendments. The County's Policy governing Family and Medical Leaves shall be incorporated as if set forth fully herein, attached hereto as Exhibit C.

While temporary employees may be granted a leave of absence without pay as herein provided in accordance with Department of Personnel Rules and Regulations, the Employer shall not be responsible to hold a job for the said employee.

ARTICLE 25

WORK RELATED INJURY

If an employee is injured or becomes ill, arising out of and during the course of his employment, the following procedures shall be applicable:

- (a) The employee shall notify his Department Head and the Personnel Office of the work related injury or illness.
- (b) If the County's Workers Compensation insurance carrier does not dispute the causal relationship between the employment and the injury or illness, the employee shall be paid his or her full pay up to the first ninety (90) calendar days following the date of the injury or illness and no charge shall be made to the employee's sick leave accumulation provided the employee turns over to the County any checks received for temporary disability benefits. If the employee receives an injury which has been deliberately inflicted on the employee by any person or persons arising out of the employee's employment, the ninety (90) day calendar period herein above shall be extended up to one hundred eighty (180) calendar days.
- (c) After the first ninety (90) calendar days or one hundred eighty (180) calendar days, as the case may be, from the date of the injury or illness, as hereinabove defined, the employee shall have the option to charge his or her sick leave accumulation and receive full pay provided the employee turns over all Workers' Compensation temporary disability checks to the County or the employee shall have the option to retain all such Workers' Compensation checks and not receive any additional monies from the County. If the latter option is chosen, there shall

be no charge to the employee's sick leave accumulation, and the employee shall be considered as on leave of absence without pay.

- (d) If the County's Workers' Compensation insurance carrier disputes the causal relationship between the employment and the sickness or injury then, in that event, in order for an employee to receive any pay from the County he shall be obligated to charge his sick leave accumulation.
- (e) If any employee is absent from work for seven (7) days or less, arising out of an injury or illness, attributable to employment so that the employee is not entitled to receive temporary disability benefits the employee shall not have any charge made against sick leave accumulation so long as the employee substantially proves that the illness or injury arose out of his or her employment.
- (f) The County shall provide transportation for the initial visit to a doctor's office or to a hospital for an employee at work who becomes sick or is injured, where such doctor or hospital visit is necessary and no other means of transportation is available.

ARTICLE 26

MEAL PAY

Section 1.

Employees who heretofore received meal money will continue to receive a meal allowance. Effective January 1, 2006, bargaining unit employees shall be entitled to receive a meal allowance of \$8.50 per meal when employees are held beyond their regular shift for three (3) or more hours, when they are called in on the same day for overtime and work five (5) or more hours, and when they are asked to work overtime on a Saturday or Sunday without advance notice, or on a “non-scheduled basis.” Employees will be paid meal money for every five (5) consecutive hours of work.

Meal time for “scheduled” overtime shall also be provided. Scheduled overtime shall mean overtime for which an employee receives at least seven (7) days notice.

Section 2.

Effective January 1, 2006, full-time Juvenile Detention Officers shall receive \$375.00 per year for meal allowance. Juvenile Detention Officers required to work an overtime shift beyond their normal shift shall receive an additional \$1.35 per shift providing they work more than four (4) hours.

Section 3.

Security guards on the second and third shift shall be able to send one Guard out to purchase a meal provided the Ruotolo Building is locked.

Section 4.

Children’s Shelter employees shall receive an annual meal allowance in the amount of \$375.00 per year, retroactive to January 1, 2005.

ARTICLE 27

CLOTHING

Section 1.

Retroactive to January 1, 2005, the County shall provide an allowance of One Hundred Dollars (\$100.00) per annum towards the purchase of work shoes to employees who received such an allowance in 1994, except Institutional Attendants/Certified Nursing Assistants, and shall also provide that shoe allowance to Juvenile Detention Center Officers, Senior Juvenile Detention Center Officers and non-clerical staff in the Bureau of Voice and Print Communications.

Effective January 1, 2006, Department of Public Works employees (road paving and tree climbers) and all mechanics shall be reimbursed One Hundred and Fifty Dollars (\$150.00) per annum towards the purchase of oil/slip resistance boots upon proof of such purchase with a receipt reflecting same.

Section 2.

The County shall continue to provide an annual allotment for four (4) pairs of pants and four (4) shirts for all "Blue Collar" employees with the exception, however, that no such allotment will be given to LPNs and Institutional Attendants/Certified Nursing Assistants. Any existing practices for employees presently receiving a uniform allocation shall be maintained.

Section 3.

The County shall continue to provide laundry service for uniforms provided to mechanics in the garage. The County shall have the option to determine the method of providing uniforms and the laundering of those uniforms, provided that the number of uniforms currently made available to the mechanics shall not be reduced.

The County agrees to continue its policy of providing winter work jackets as is done in the Road Department once every two years for the following classifications of employees, in addition to those employees presently receiving work jackets:

A. Classifications at Runnells Specialized Hospital:

1. Driver - Omnibus Driver, Truck Driver and Equipment Operator
2. Laborers
3. Maintenance Repairer
 - (a) General
 - (b) Carpenters
 - (c) Electricians
4. Storekeepers
5. Laundry Workers

B. Classifications at County Administration Building:

1. Carpenter
2. Electrician
3. Electrician Helper
4. Glazer
5. Building Maintenance Worker
6. Senior Building Maintenance Worker
7. Assistant Supervising Carpenter
8. Assistant Supervisor Building Services
9. Security Guards
10. Mason - Plasterer
11. Maintenance Repairer

Section 4.

The County shall continue to provide three (3) uniforms to those bargaining unit employees with the title of Juvenile Detention Officer and Senior Juvenile Detention Officer. The County shall also provide each Juvenile Detention Officer and Senior Juvenile Detention Officer with quality jackets and embroidered badges. The nature and type of uniform and jacket shall be at the sole discretion of the County. Uniforms, jackets and hats shall be replaced upon proof of need of such replacement. The County shall provide each Juvenile Detention Officer and Senior Juvenile

Detention Officer with One Hundred Dollars (\$100.00) per year to cover the costs associated with the cleaning of uniforms, effective January 1, 1999.

Section 5.

The County shall provide all Security Guards and Maintenance employees with rain gear and boots. The nature and type of rain gear and boots shall be at the sole discretion of the County.

All employees receiving the aforesaid uniforms and/or jackets are required to wear and to properly maintain such uniforms and/or jackets.

Section 6.

The County shall continue to provide a uniform allowance for Institutional Attendants/Certified Nursing Assistants at Runnells Specialized Hospital. The nature, type and color of uniform shall be at the sole discretion of the County. The employee will voucher the County for the cost of uniforms. The maximum cost of uniforms per employee per year for which the County shall be responsible is \$315.00 for Full-Time Employees and \$125.00 for Part-Time Employees.

Employees will be reimbursed for irreparable damage to clothing or glasses which occurs on the job by a person or persons in the care or custody of the employee sustaining the damage. The maximum reimbursement for which the County will be responsible will not exceed Thirty-Five Dollars (\$35.00) for clothing per incident and One Hundred Dollars (\$100.00) for glasses per incident.

Section 7.

Effective June 1, 2001, the County agrees to pay 50% of the cost of prescription safety glasses, where necessary, one time during the contract term for each employee in Building Services, Motor Vehicles, Engineering and the Sign Shop.

Section 8.

The County of Union, at its own expense, agrees to supply uniforms to employees employed at Runnells Specialized Hospital in the laundry room, housekeeping, maintenance and dietary divisions, as well as Admission Clerks, Account Clerks and Nursing Services Clerks.

Effective January 1, 2006, employees employed at Runnells Specialized Hospital in the laundry room will receive winter jackets every other year.

Section 9.

Effective 2006, the County will provide uniforms, where applicable, by August 1st of each year.

ARTICLE 28

HEALTH BENEFITS

Section 1.

The Drug Prescription Plan shall be as follows:

(a) Co-payment provisions shall be maintained as:

\$15.00 co-pay per prescription for brand name where generic is available

\$10.00 co-pay per prescription for brand name where no generic is
available or brand name is required by the doctor

\$5.00 co-pay per prescription for generic

\$3.00 co-pay for mail order prescription

(b) The prescription network known as "Medco" (CCN II Network) will be implemented.

There shall be no flow through of prescription co-payments to the Major Medical portion of the health insurance coverage.

Effective January 1, 2006:

(a) Retail pharmacy purchases shall be limited to thirty (30) day increments.

(b) Dispense As Written (DAW) Procedure: Physicians prescribing name brand drugs, when the generic equivalent is available, must justify the DAW to the pharmacy.

(c) The County will provide sample forms for mail order prescriptions and will distribute them to unit members by mail.

Section 2.

During the term of this Agreement, the County shall continue to contribute the sum of One Hundred Dollars (\$100.00) per employee per year towards the cost of a Disability Plan that provides a weekly benefit of Three Hundred Dollars (\$300.00) for twenty-six weeks. The County shall pay the difference in cost associated with increasing the weekly disability benefit from Two Hundred Seventy Five Dollars (\$275.00) to Three Hundred Dollars (\$300.00).

Section 3.

The Dental Plan in effect for 1982 (herein the base plan) shall be continued during the term of this Agreement at the expense of the County.

Effective January 1, 2006, the annual cap on the employee only basic dental plan shall be increased to \$2,000.00.

Effective January 1, 2006, employees covered by this Agreement shall have the option to maintain the existing plan or obtain an improved dental plan, either single or family, that provides coverage on an 80/20 percent basis up to \$2,000.00. Employees shall also have an option to select coverage under the Health Plex Plan. Employees who opt for any of these coverages shall pay the full cost difference that exceeds the Employer's cost of the base plan.

Section 4.

The Employer reserves the right to change or modify existing carrier or carriers that provide health benefits, disability benefits, dental benefits or drug prescription benefits at any time during the term of this Agreement, provided that the coverage is substantially similar to the coverage then in effect. The Employer will give reasonable notice to the Association of its intention to change any such carrier before implementation and will meet with representatives of the Association before implementation.

Section 5.

The following provisions applicable to health insurance coverage will be maintained during the term of this Agreement:

- (a) For the term of this Agreement, the deductible for any single benefit period shall be reduced to One Hundred Dollars (\$100.00) for each employee and an additional amount of Two Hundred Dollars (\$200.00) for eligible dependents.
- (b) Co-payment by Employees for Major Medical coverage shall be thirty percent (30%) of the first Five Thousand Dollars (\$5000.00) of eligible expenses.
- (c) Preadmission review (PAR) with fifty (50%) percent cutback and mandatory second surgical opinion (MSSOP) with fifty (50%) percent cutback.

Effective January 1, 2006, Horizon HMO and POS plans shall be eliminated. HealthNet POS shall be maintained for new employees or any employee wishing to participate. Employees hired after January 1, 2006, may participate in Horizon PPO with their cost being the difference between the PPO premium and the Direct Access premium in any given year. Employees hired after January 1, 2006, may participate in Direct Access with their cost being the difference between the HealthNet POS and the Direct Access premium in any given year.

Effective January 1, 2006, Direct Access shall replace Horizon PPO, with the following co-pays:

- (a) \$10.00 co-pay for in network services – doctor's office visits only
- (b) \$10.00 co-pay for all out of network services - Employees will be reimbursed for 30% differential less \$10.00 co-pay per service. The Third Party Administrator (TPA) shall reimburse an employee within ten (10) days of the date of submission of claim.

Effective January 1, 2006, Horizon PPO shall be maintained for employees choosing the plan with their cost being the difference between the PPO premium and the Direct Access premium in any given year.

Employees hired before June 1, 2001, shall contribute towards the cost of health insurance as follows:

(a) Salary under \$55,000.00:

Single Coverage	\$15.00 per month
Family, PC or HW Coverage	\$20.00 per month

(b) Salary over \$55,000.00:

Single Coverage	\$30.00 per month
Family, PC or HW Coverage	\$35.00 per month

Employees hired after July 1, 2001, shall maintain the existing contribution schedule; however, those employees earning over \$55,000.00 shall contribute as outlined above with those contributions being increased on an annual basis by the proportionate annual percentage increase in the plan cost.

In the event the County negotiates an agreement with any other bargaining unit of County employees, providing any health benefit increase more advantageous to employees, the County agrees to reopen negotiations with Council 8 regarding those health insurance benefits which are different from those in this Agreement.

Health Benefit Buy-Out Option: Effective January 1, 2006, the health benefit buy-out option shall be \$5,000.00 annually for employees covered by spouse plan who decline additional health coverage. The buy-out will be payable in 26 installments over the next year. Employees opting-out shall retain the right to re-enter the County Health Benefit Plan on a monthly basis. Upon re-

entering the plan, payments for opting-out shall cease; this benefit shall be discontinued if the County becomes self-insured.

Section 6.

Effective January 1, 2006, an eyecare plan shall be implemented for employees only. The County will pay the full cost of the premium associated with this benefit for employees only. Employees may opt to include dependents in the plan, at the employee's expense, with a two (2) year enrollment duration.

Section 7.

The County agrees to continue a program of subsidization of health insurance cost for retirees who were represented by the Association under the terms of the labor contract with the County at the time of retirement. The conditions and requirements for retirees to receive the benefit of this subsidization program are set forth in Article 29.

ARTICLE 29

HEALTH INSURANCE BENEFITS FOR RETIREES

Effective January 1, 1986, there shall be a hospitalization insurance subsidy plan for employees, covered by the recognition clause of the collective bargaining agreement, subject to the following terms and conditions.

Section 1.

Eligibility: Employees must have been actively employed for the County of Union on or after January 1, 1986; and must retire on either a disability pension or after having reached the age of 55 years and having 25 years or more of service with the County, or retire and reach the age of 62 years or older with at least 15 years of service where the retirement has been shown to the satisfaction of the employer to have been necessitated by medical illness or disability of the employee. Employees who otherwise qualify for coverage but who retire before age 55, shall be entitled to receive coverage under this plan upon reaching age 55. This benefit will only be provided to those retirees meeting the eligibility requirements who do not have hospitalization insurance coverage from another source, and eligible retirees shall cooperate in good faith with the County to verify that no other source of insurance coverage is provided for them.

Section 2.

Description: This benefit shall be applied to the Hospital Insurance Plan which is provided to members of the bargaining unit. The County reserves the right to change or modify plans at any time so long as the modified plan provides substantially similar coverage to that in effect for members of the bargaining unit.

Section 3.

Subsidy: Effective June 1, 2001, upon implementation of this benefit, the County shall be obliged to subsidize the cost of health insurance premiums for qualifying retirees, as follows:

<u>Category</u>	<u>County's Subsidy</u>
Single, Under 65	\$189.67 per month
Single, Over 65	\$138.39 per month
H/W Under 65 P/C Retiree Family Under 65	\$540.58 per month
H/W Over 65	\$276.77 per month
H/W Retiree Over 65 H/W Spouse Over 65	\$276.77 per month
Family Over 65	\$442.88 per month
Family Retiree Over 65 Family Spouse Over 65	\$477.85 per month
P/C Retiree Over 65	\$338.69 per month

The remaining costs of the County's Hospital Insurance Plan shall be borne by the retiree.

Health Insurance Benefit Costs will be provided by the County for currently active employees who retire after September 1, 1995, with 25 or more years of service with Union County and who have reached 65 years of age. Said retiree health insurance benefits shall be paid only for the Blue Select program and shall be capped at the 1995/96 rate. Any cost increases thereafter shall be paid by the retiree.

Section 4.

Modification: In the event that the amount of the County's contribution is subsequently reduced or even eliminated, the change in practice shall apply to those persons already retired. Similarly, in the event that the Hospital Insurance Plan is changed or modified in any way, the new plan shall apply to the retirees.

ARTICLE 30

DURATION

This Agreement shall be in effect from January 1, 2005 through December 31, 2007.

If either party desires to change this Agreement, it shall notify the other party in writing at least sixty (60) days before the expiration date of this Agreement. If notice is not given as herein required, this Agreement will automatically be renewed for another year.

ARTICLE 31

EDUCATION

During the term of this Agreement, the County shall continue its policy that all journeymen and craftsmen who take a course germane to their employment with the approval of the Department Head shall receive a tuition reimbursement provided they receive a passing grade in the course of approval.

Nothing set forth herein shall affect the existing practice whereby employees, from time to time, are requested by the Employer to take certain courses at the Employer's expense.

Nothing set forth herein shall affect the existing practice of in-service training whereby the Employer, from time to time, provides seminars and workshops. The Employer agrees that insofar as possible it will furnish in-service programs to personnel on each shift rather than have personnel report off-duty for those programs.

Effective January 1, 2001, Institutional Attendants/Certified Nursing Assistants employed at the Runnells Specialized Hospital shall be afforded the same educational benefits as set forth in the LPN Agreement annexed hereto as Exhibit A. CNA re-certification shall be paid directly to the vendor, provided said vendor is willing to follow the County voucher process.

Effective January 1, 2006, an Eight Thousand (\$8,000.00) Dollar educational fund for job related training shall be established in the Department of Administrative Services.

ARTICLE 32

LABOR MANAGEMENT COMMITTEE

Section 1.

The County and the Association agree to form a Labor Management Committee for the purpose of discussing mutual concerns. The Committee shall meet four times a year, dates to be mutually agreed upon. The Committee shall consist of six members, three of whom are to be designated by the County Manager and three of whom are to be designated by the President of the Association. The County and the Association shall each submit an agenda of items to be discussed at any such meeting one week in advance to the County Manager and the President of the Association. It is expressly recognized that this Committee shall not have any authority to modify or amend the terms and conditions of the parties' collective negotiations agreement and shall act solely as an advisory body.

Section 2.

Seniority lists of employees covered by this Agreement will be made available to the Association upon reasonable request.

The County will make every effort to provide each employee with a balance of compensatory time, sick time, etc., on a quarterly basis.

If possible, the County agrees to provide a printout demonstrating the difference between full members and agency shop fee payers.

The County agrees to provide the Union with any memos or official documents affecting the terms and conditions of employment for Union employees at least seven (7) days before implementation.

Section 3.

Effective June 1, 2001, the County agrees to pay the Union One Thousand Five Hundred Dollars (\$1,500.00) per year to cover mailing expenses in lieu of union notifications via paychecks.

The Union shall not use inter-office mail for Union business.

Section 4.

The parties agree to form a non-binding committee to review and make recommendations regarding titles and ranges.

ARTICLE 33

MISCELLANEOUS

Section 1.

Effective upon execution of this Agreement, records of minor and major discipline will remain on file but will not be used for the purposes of further discipline after three (3) years of a clean record on the same or similar issues.

Section 2.

The current Attendance Bonus for LPNs and Senior LPNs, referenced in Exhibit A, shall also apply to Dietary, Laundry, Institutional Attendants, Housekeepers and Nursing services clerks.

Section 3.

Upon an employee's completion of fifteen (15) years of service with the County of Union, the Residency requirement shall be waived as to that employee.

Section 4.

The parties agree to adopt and incorporate by reference the current emergency closing policy promulgated by the County in accordance with Exhibit F attached hereto.

Section 5.

Employees who are required to attend the JDO Academy will be reimbursed for such clothing required for the Academy in accordance with Exhibit G attached hereto, not to unreasonably exceed \$350.00.

Section 6.

Employees working shifts in the jail shall be eligible for the same sick day incentive program as JDOs and RSH employees.

ARTICLE 34

SAVINGS CLAUSE

In the event that any federal or state legislation, governmental regulation or court decision cause invalidation of any Article or Section of this Agreement, all other Articles and Sections not so invalidated shall remain in full force and effect.

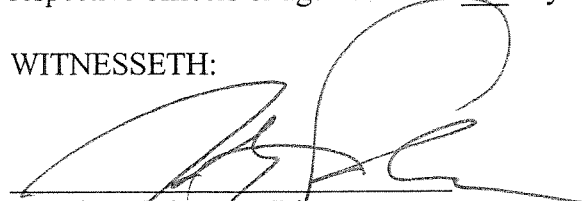
ARTICLE 35

FULLY-BARGAINED AGREEMENT

This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargaining issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will 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 at the time they negotiated or signed this Agreement.

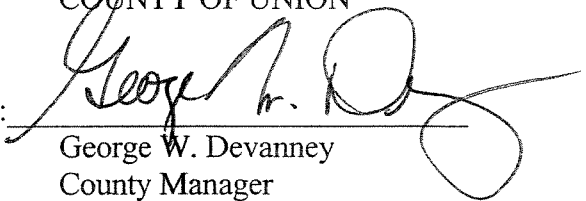
IN WITNESS WHEREOF, the parties have caused the same to be executed by its respective officers or agents on this 21st day of JUNE, 2006.

WITNESSETH:


Joseph L. Salemm, Director
Labor Management Relations

COUNTY OF UNION

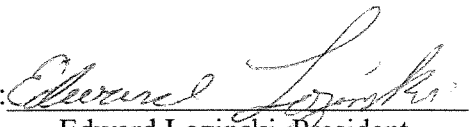
By:


George W. Devanney
County Manager

ATTEST:


UNION COUNCIL NO. 8
NEW JERSEY CIVIL SERVICE
ASSOCIATION

By:

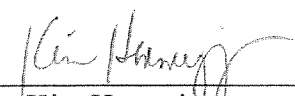

Edward Lozinski, President

WITNESSES FOR UNION COUNCIL NO. 8
NEW JERSEY CIVIL SERVICE ASSOCIATION

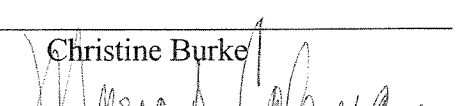
By:


Ethridge Doane

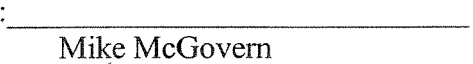
By:


Kim Hemmingway

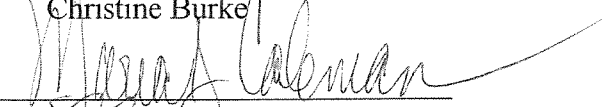
By:


Christine Burke

By:


Mike McGovern

By:


Marya Coleman

By:


Leroy Whitted

By:


Al Damiano

By:



Thomas Floyd

EXHIBIT A

SPECIAL TERMS AND CONDITIONS OF EMPLOYMENT FOR LPNS AND SENIOR LPNS EMPLOYED AT RUNNELLS SPECIALIZED HOSPITAL

Notwithstanding anything to the contrary in the parties' collective negotiations agreement, the parties agree that the following terms and conditions shall be implemented and be applicable to bargaining unit employees employed in the titles of LPN and Senior LPN at the Runnells Specialized Hospital. The terms and conditions of the parties' collective bargaining agreement for the period January 1, 1998 through December 31, 2000 are incorporated herein by reference, unless inconsistent with the terms hereinafter set forth.

WAGES

Effective January 1, 2001, LPNs and Senior LPNs will be paid in accordance with the salary schedule attached hereto as Exhibit D.

SENIOR LPN DIFFERENTIAL

The Senior LPN differential shall remain at the current amount of \$1,071.00 for the duration of this Agreement.

CHARGE PAY

Effective June 1, 2001, for the duration of this Agreement, take charge pay for LPNs and Senior LPNs shall be \$11.25 per shift for each shift that they are required by the Employer to perform functions normally assigned to a "Head Nurse". This take charge pay is in addition to the normal pay received by the LPN and Senior LPN.

SHIFT HOURS

Effective May 28, 1989, the Employer may in its sole discretion implement the following shift hours:

7:00 a.m. - 3:15 p.m. -- 3:00 p.m. - 11:15 p.m. -- 11:00 P.M. - 7:15 a.m.

SHIFT DIFFERENTIAL

The Employer shall continue to pay shift differentials as illustrated in exhibit "E".

WEEKEND DIFFERENTIAL

The Employer shall continue to pay a weekend differential in the amount of \$3.23 per hour.

LUNCH PERIOD

Upon the effectuation of the change in shift hours as hereinabove set forth, the lunch period shall be increased from the present 30 minutes to 45 minutes. The lunch period shall be duty-free.

FINDERS FEE

During the term of this Agreement, LPNs and Senior LPNs who refer to the Runnells Specialized Hospital an RN or an LPN for employment shall continue to be entitled to receive upon the hiring and continued employment of such referred RN or LPN for a period of at least six consecutive months the following finders fee:

\$300 for a full-time RN

\$200 for a full-time LPN

To be entitled to the finders fee, the referring LPN or Senior LPN must advise both the potential employee and the nurse recruiter of the referral. The referred employee must set forth the name of the referring LPN or Senior LPN in the written employment application.

UNIFORM ALLOWANCE

During the term of this Agreement, LPNs and Senior LPNs shall continue to be entitled to the following uniform allowance: \$315.00 per year for Full-Time Employees and \$215.00 per year for Part-Time Employees.

The uniforms are to be within a dress code established by the Administration of Runnells Specialized Hospital.

The uniform allowance shall be a reimbursement to the employee and shall be paid in a lump sum. No voucher will be needed.

ATTENDANCE BONUS

LPNs, Senior LPNs, CNAs, and Institutional Attendants shall receive one day off with pay per quarter for perfect attendance during that quarter (no absenteeism/call-outs or lateness, with acceptable Time-Card Swiping Routines). An additional day off with pay will be provided to employees with perfect attendance throughout the whole year. Part-time employees shall receive a prorated attendance bonus. This program shall be on a calendar year basis. Instances where an employee calls-out for the day and later requests to change the sick day to another benefit day will not be eligible for an Attendance Bonus. Un-Acceptable Time-Card Swiping Routines shall be defined as any employee who neglects to swipe his/her time card in and/or out 6 times within one quarter; such instances shall be documented during daily payroll procedures. It is the right of RSH management to provide an exception for non-swiping in cases including but not limited to Time clock power failure, new employees who did not receive an ID-badge, Lost ID-badges unable to be replaced due to delays in picture taking unrelated to employee-initiated delays etc. Employees shall continue to report to the Nursing Office every time they are without their employee ID/Time Card to be "signed in" to facilitate proper documentation for payroll purposes.

FLEX TIME

Effective January 1, 1990, the Employer may develop flexible work schedules within a 37-1/2 hour work week to accommodate the needs of the Employer and individual LPNs and Senior LPNS, provided there is consent of the employee and the Association.

EDUCATION

During the term of this Agreement, the County will continue to cover the cost of tuition, books and uniforms when LPNs, Senior LPNs, CNAs and Institutional Attendants are enrolled in a program leading to an RN license. The employee must complete one year of service with Runnells Specialized Hospital to become eligible for this benefit. The employee must maintain a passing grade as required by the course of study at the involved school. The school is to be approved by the Administration of Runnells Specialized Hospital from amongst accredited schools. Such approval shall not be arbitrarily denied. Tuition reimbursement shall be paid upon completion of the semester, and presentation of the original transcript with passing grade and original receipt of payment. Prior to any reimbursement, the employee is to execute a written tuition reimbursement agreement. Provisions of the agreement will consist of the following:

- (a) After graduation, the employee will provide a written application to request to change job positions.
- (b) Provide a current NJ RN license for verification.
- (c) Attend a scheduled interview for open RN positions available for shift/unit determined by staffing needs.
- (d) Applicants will be selected based upon interview, demonstrated performance and the availability of open positions.

(e) Selected applicants will agree to work for Runnells Specialized Hospital year for year on the shift/unit determined by the staffing needs of the department.

(f) If the employee breaches the agreement, the employee is to repay the County on a proportional basis with interest a prime rate during a mutually agreed timeframe between Finance and the employee.

(g) Employees who do not pass the NJ State Nursing Boards and do not receive a license following the completion of school will also be required to repay the County.

Once the tuition agreement is signed, reimbursement shall begin with the following semester. Alternative work schedules to accommodate school attendance will be granted on the basis of staffing needs of the department. The employee must request an alternative work schedule in writing, providing documentation to support the request with beginning and ending dates, within a minimum of 30 days prior to the requested start date. The employee will receive a response in writing documenting the decision.

BANKING OF HOLIDAYS

Effective June 1, 2001, during the term of this Agreement, LPNs and Senior LPNs will continue to have the option of banking holidays in lieu of pay where the holiday is worked. There shall be no annual carry-over except for Christmas which may be carried over to February 1 of the following year.

Effective June 1, 2001, LPNs and Institutional Attendants at Runnells shall be permitted to bank and carry a minimum of three (3) holidays into the next calendar year. In addition, they may take their Holidays up to 30 days in advance of the Holiday. All Holidays shall be paid at straight time.

EXHIBIT B
COUNTY OF UNION
UNUSED SICK LEAVE PAYMENT REGULATIONS

1. EFFECT ON OTHER RETIREMENT BENEFITS:

The lump sum supplemental compensation provided herein for accumulated sick days shall in no way affect, increase or decrease any pension or retirement benefits to such retired employee under any other statute.

2. LIMITATIONS:

- a) no employee who elects a deferred retirement benefit shall be eligible.
- b) an individual may defer his request for lump sum payment but it must be submitted within one year of the effective date of any retirement.

3. ELIGIBILITY:

An employee must retire with at least twenty-five (25) years of service solely with the Employer and must be at least age 55, and must have at least one hundred (100) accumulated sick days to his or her credit upon effective date of retirement to be eligible for this benefit.

4. DEATH OF AN EMPLOYEE:

In the event of an employee's death within one year after the effective date of retirement but before payment of the lump sum is made, the payment of the lump sum shall be made to the employee's estate. It should be noted that retirement is contingent upon the employee surviving 30 days after the effective date of retirement.

5. DISABILITY RETIREMENT:

County employees who retire as a result of an accidental or ordinary disability retirement, and who meet all of their applicable regulations will be considered eligible for lump sum sick leave reimbursement upon retirement for unused sick leave. If such employees receive lump sum payment and subsequently reenter County employment, they will not be eligible to have their unused sick leave reinstated to their records. Employees re-entering County Service subsequent to an accidental or ordinary disability retirement will begin earning sick leave in a manner similar to a newly hired employee.

6. RETURN TO SERVICE AFTER RETIREMENT:

Any employee who has or shall retire on age and service and who subsequently re-enters County employment will be considered to have incurred a break in service.

7. LEAVE WITHOUT PAY:

In determining an individual's eligibility, leave without pay shall not be counted towards the requirement of 25 years service with the County; prior service with other governmental entities shall also not be counted toward the requirement of 25 years service with the County.

8. COMPUTATION:

a) Sick leave credit shall be computed from the date of employment; or if a break in service has occurred, only from the date of return to employment following the break in service except that an employee who has or shall incur a break in service as a result of separation due to lay-off shall be credited with sick leave accrued before separation and after return to employment.

b) The amount shall be computed at the rate of 1/2 the employee's daily rate of pay for each day of earned and unused accumulated sick leave at the effective date of retirement based upon the average annual compensation received during the last full year of the employee's active employment prior to the effective date of retirement. Overtime, shift, differential, stipends or other supplemental pay shall not be included in the computation.

c) Effective June 1, 2001, payment for unused accumulated sick leave shall be according to the following schedule:

100-200 accumulated sick days – 50% of the daily rate, maximum of \$10,000

201-300 accumulated sick days – 60% of the daily rate, maximum of \$12,500

301-400 accumulated sick days – 70% of the daily rate, maximum of \$15,000

over 401 accumulated sick days – 80% of the daily rate, maximum of \$18,000

d) In computing the total amount of unused accumulated sick leave pay due, periods of leave of absence without pay shall be excluded in the computation.

e) The lump sum supplemental compensation payment shall be made within 60 days after the date of retirement, if possible.

f) A retiree must be officially off the County's payroll at the time of payment.

9. GENERAL PROCEDURES:

a) An employee who is about to retire should follow the regular procedures concerning retirement. When the employee receives a copy of the official notice of retirement approval issued by the approved pension board or authority, the employee may file a request with the County Personnel Office requesting the supplemental lump sum payment. Those employees who qualify and retire during calendar year 1986 will receive their supplemental payment no later than September 1, 1987, if elected by the employee. Those employees who qualify and

retire during calendar year 1987 and thereafter, will receive their supplemental payment 60 days thereafter retirement, if elected by the employee.

10. EMPLOYEES NOT IN THE CLASSIFIED SERVICE:

a) The eligibility of an employee will be determined by such class title held at any time during the employee's employment with the County of Union. Eligibility of class title will not be approved unless the following standards and guidelines have been adhered to:

- 1) Sick leave days were earned by all employees within that class title on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and 15 working days per calendar year thereafter.
- 2) Proof of need of sick leave usage was required when sick leave exceeded at least five consecutive days or a total of 10 days within one calendar year.
- 3) Sick leave was not advanced against anticipated sick leave to be earned in the next or future calendar years.
- 4) Sick leave or some other earned leave was charged for all compensable days when the employee was not working.
- 5) All sick leave was reportable and reported accordingly.
- 6) The time-keeping-procedure required certification of the accuracy of the employees pay time.

- 7) Sick leave records for each employee were maintained from the original date of appointment at one or more central points under the jurisdiction of the appointing authority with proper security and verification for use and accrual.
- 8) All records are available for inspection.
- 9) Where other types of leave with pay or holidays or days off with pay were granted which were in excess of leave provided to classified employees, a detailed explanation of the character and extent of such practices shall be provided.

EXHIBIT C

POLICY GOVERNING FAMILY AND MEDICAL LEAVES

THE COUNTY OF UNION

FAMILY LEAVE AND MEDICAL
LEAVE ACT POLICY

I. **STATEMENT OF PURPOSE:** It is the policy of the County of Union to protect and to promote the stability and economic security of families by providing family and medical leaves of absence to eligible employees. The Family and Medical Leave Act of 1993, 29 U.S.C. §2611 et seq., (the "FMLA") and the New Jersey Family Leave Act, N.J.S.A. 34:1113-1 et seq. (the "FLA") provide that eligible employees may take an unpaid leave of absence due to certain qualifying events. All requests for a family or medical leave of absence under either the FMLA or the FLA or both are subject to this policy.

II. **SCOPE AND EFFECTIVE DATE:** This policy applies to all Union County employees who have worked for the County for at least 12 consecutive months and applies to all applications for a family or medical leave of absence made on or after the date of adoption. Employees who have not been employed by the County for at least 12 consecutive months are not eligible for family or medical leave.

III. **ELIGIBILITY AND QUALIFYING EVENTS:** You must be an eligible employee (employed by the County for at least 12 consecutive months), have worked a sufficient number of hours, and request to take a leave of absence because of one or more of the qualifying events described below. Generally, temporary and provisional employees will not be eligible for family or medical leave because they will not have completed 12 months of employment or will not have worked a sufficient number of hours in the prior 12 month period.

<u>REASON FOR LEAVE</u> (Qualifying Events)	<u>ELIGIBILITY REQUIREMENTS</u>	<u>STATUTE</u>
<p>MEDICAL LEAVE Your own serious health condition that prevents you from performing the essential functions of your job.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1250 hours during the 12 months immediately prior to starting your leave.</p>	<p>Family and Medical Leave Act (“FMLA”)</p>
<p>FAMILY LEAVE ¹ 1. The birth of your child. 2. The placement of a child with you for adoption or foster care. 3. To care for a spouse, parent or dependent child who has a serious health condition that leaves them unable to work or attend school.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1250 hours (FMLA) or 1000 hours (FLA) during the 12 months immediately prior to starting your leave.</p>	<p>Family and Medical Leave Act (“FMLA”) and Family Leave Act (“FLA”)</p>
<p>FAMILY LEAVE ² To care for a parent in-law who has a serious health condition that leaves them unable to work or attend school.</p>	<p>You must be employed by the County for at least 12 consecutive months and have worked at least 1000 hours during the 12 months immediately prior to starting your leave.</p>	<p>Family Leave Act (“FLA”)</p>

¹ Leave taken for the birth, adoption or placement of a child in foster care may only be taken within 12 months of the birth, adoption or placement. Under the FMLA, leave must be completed within the first twelve months, whereas, under the FLA, leave must start within the first twelve months following birth, adoption or foster care placement.

² Leave to care for a parent in-law is available only under the FLA.

IV. **DURATION OF LEAVE:** Employees can take up to 12 weeks of either family or medical leave, or a combination of each, in any 12 month period. Under the FMLA, eligible employees with qualifying circumstances can take up to 12 weeks of either family or medical leave or some of each, in any 12 month period. Under the FLA, eligible employees with qualifying circumstances can take up to 12 weeks of family leave in any 24 month period. Family leave will run simultaneously under both laws, so employees can take no more than a maximum of 12 weeks of family leave in any twelve month period. Because the FLA does not include medical leave, use of medical leave under the FMLA will not impact the right to take family leave under the FLA.

The 12 month (FMLA) or 24 month (FLA) period begins as of the first day of leave and continues forward for 12 or 24 months. For example, if an employee took 4 weeks of medical leave starting on June 1, 2000, he/she could take up to an additional 8 weeks of medical leave during the remainder of the 12 months through May 31, 2001.

V. **DEFINITION OF "SERIOUS HEALTH CONDITION":** A "serious health condition" is defined as an illness, injury, impairment or physical or mental condition that leaves the individual unable to perform the essential functions of his/her job (or leaves a child unable to attend school) and involves one of the following:

- Hospital Care - inpatient care (e.g., overnight stay) in a hospital or other medical care facility including any period of incapacity or treatment in connection with the inpatient care;
- Absence Plus Treatment - a period of incapacity of more than three consecutive calendar days that involves either treatment two or more times by a health care provider or treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment, such as physical therapy or a medication regimen;
- Pregnancy- any period of incapacity due to pregnancy or for prenatal care;

- Chronic Conditions Requiring Treatment - a chronic condition which requires periodic visits for treatment by a health care provider that continues over an extended period and may cause episodic periods of incapacity, such as asthma, diabetes, epilepsy or clinical depression;
- Permanent Long-Term Condition Requiring Supervision - a period of incapacity which is permanent or long-term for which treatment may not be effective, such as strokes or terminal cancer; or
- Multiple Treatments (Non-Chronic Conditions) - a period of absence to receive multiple treatments from a health care provider for restorative surgery after an accident or injury, such as chemotherapy for cancer or dialysis for kidney disease.

"Serious health condition" may include treatment for substance abuse but does not include absences due to an employee's use or abuse of alcohol or other controlled substances.

"Serious health condition" does not include routine physical, eye, or dental examinations.

VI. **ADVANCE NOTICE:** In all cases, an employee requesting a family or medical leave must complete a Request for Leave of Absence form, which should be submitted to the County Human Resources Department at least 30 days before the date you want to start your leave. If the need for the leave of absence is unforeseeable (such as a medical emergency), you must notify the County Human Resources Department as soon as possible. If you do not complete and submit the required forms or if you fail to give advanced notice, the County may deny your leave request or delay the commencement of the leave. Any employee who takes a leave of absence without authorization may be considered to have voluntarily quit his/her job through job abandonment.

The County will respond in writing to all requests for leave by completing the Response to Request for Leave of Absence form.

VII. **HOW LEAVE MAY BE TAKEN:** Generally, leave is taken in consecutive days and/or weeks. Under certain circumstances, however, leave may be taken intermittently or on a reduced leave schedule. Intermittent leave is leave taken in separate blocks of time due to a single qualifying event, such as taking off a ½ day every Thursday to receive chemotherapy treatments. A reduced leave schedule is a leave schedule that reduces your usual number of

working hours per workweek or per workday, such as changing from a full time to a part-time schedule to care for a child recovering from surgery.

If a leave of absence is requested due to the birth or adoption of a child, intermittent or reduced leave only can be taken with the approval of your Department Head. If a leave is requested due to the serious health condition of the employee or an immediate family member, intermittent or reduced leave will be approved only if a health care provider states that the leave is medically necessary, meaning that the proposed intermittent or reduced leave schedule is the best way to accommodate the particular medical condition. Employees requesting an intermittent or reduced leave of absence for a planned medical treatment must work cooperatively with their supervisor and make efforts to schedule the leave and any corresponding treatment to minimize the disruption to County operations.

VIII. **MEDICAL CERTIFICATION:** If you are requesting a Leave of Absence due to your own serious health condition or the serious health condition of your spouse, parent, parent-in-law, or child, you must submit a Medical Certification form completed and signed by a health care provider. If you do not submit the Medical Certification Form prior to starting a foreseeable leave (or as soon as possible after starting an unforeseen leave), the County will delay or deny the leave. The County may require periodic recertifications from the health care provider. The County also may require, at its own expense, that you submit to a medical examination by a health care provider designated by the County concerning the information stated in the Medical Certification.

IX. **SUBSTITUTION OF PAID LEAVE:** Under the FMLA and the FLA, leaves of absence are unpaid. In order to assist employees and provide a level of financial security, the County will pay accrued, unused sick time to employees absent on a medical leave or a family leave to care for an immediate family member, starting from the first day of absence and continuing until either the employee returns or exhausts his/her sick leave benefits. In addition, employees may choose to be paid for their accrued vacation and personal/religious leave following exhaustion of sick leave benefits (or at the start of leave when sick leave benefits are exhausted or not available, such as family leave for birth or adoption).

Once all time off benefits are exhausted, leave will be unpaid. Employees on medical

leave for their own serious health condition, however, may be eligible for temporary disability benefits, if covered, or workers' compensation (depending on the cause of the serious health condition). Temporary disability benefits and workers' compensation are not available to employees absent on family leave.

Employees do not earn/accrue additional sick leave, personal time and vacation time during an unpaid family or medical leave. If, prior to your leave, you used more paid time off than you accrued as of that time, your negative balance will remain until after you return from your leave and again begin accruing time off benefits. The first benefits you accrue upon return from leave will be credited against your negative balance. Once you pay back any excess vacation or sick time, you will resume accruing sick and vacation time benefits. For example, if you used 12 sick days prior to starting a medical leave of absence, but had only 10 days available (including sick days earned that year and accrued from prior years), you will not be paid for any sick days and will not earn any additional sick days during your medical leave. The first two sick days you earn upon returning from medical leave will be used to pay back the extra two days you took before starting your leave.

Employees will not be paid for holidays occurring during a family or medical leave of absence.

X. **CONTINUATION OF BENEFITS:** During family or medical leave, the County will continue your group health care benefits at the level and under the conditions that coverage was provided prior to you starting your leave, subject to any benefit changes affecting other employees in similar positions. This means that to the extent you contribute to the cost of your health insurance, you must make arrangements and make timely payment of your share of the premium cost while on leave. If you fail to make timely payments, your health care benefits may be terminated.

Seniority rights will accrue for up to twelve weeks of family leave and/or medical leave, provided you return to work for the County at the scheduled end of the leave. If you do not return, seniority accruals will stop as of your last day of active (paid) employment prior to starting leave.

XI. SPOUSES EMPLOYED BY THE COUNTY: If a husband and wife are both employed by the County in the same department, family leave due to the birth or adoption of a child or to care for a parent with a serious health condition, will be limited to a total of 12 weeks between them. The 12 weeks can be taken entirely by either spouse or split between the two spouses.

XII. RETURN FROM LEAVE: Employees are expected to return to work on their scheduled return to work date. If you need to extend your leave you must submit a written request to your Supervisor or the County Division of Personnel Management at least 7 calendar days before your scheduled return to work date. Employees should use a Request for Leave of Absence form to request an extension.

If you wish to return to work prior to the expiration of your approved leave, you must give written notice at least 5 working days prior to your planned return, by submitting a Notice of Intention to Return from Leave form to your Supervisor or the County Division of Personnel Management. Before permitting employees to return to work following a medical leave of absence due to their own serious health condition, the County may require that you provide a certificate from your treating health care provider. The certificate must state that you are able to resume working without restrictions or must list any restrictions your health care provider finds relative to your ability to perform the essential functions of the position. If you do not return to work at the expiration of an approved leave, you will be considered to have voluntarily resigned your employment with the County.

XIII. RESTORATION TO POSITION: For most employees, when you return from leave, you will be restored to your prior position. If that position was filled during your leave, you will be assigned to an equivalent job, with equivalent pay, benefits, status, and other terms and conditions of employment. If the position was eliminated during your leave and you would have been laid off had you been working, then you will not be eligible for reinstatement upon completion of your leave of absence.

An additional exception exists for certain "key" employees of the County who may not be guaranteed reinstatement if their absence will cause grievous economic harm to the County. Under the FMLA, you are a "key" employee if you are among the highest paid 10% of County

employees. Under the FLA, you are a "key" employee if you are among the highest paid 5% of County employees. If you are a "key" employee, the County will notify you of that fact at the time you request leave.

XIV. COORDINATION OF FMLA AND FLA LEAVES: If your leave qualifies under both the FMLA and the FLA, the leave will run simultaneously under both laws. Family leave due to the birth or adoption of a child or to care for a parent, child or spouse with a serious medical condition will be limited to 12 weeks because the time off will qualify simultaneously as both FMLA and FLA family leave. Employees should speak to a Human Resources representative to understand how much leave they are eligible to request.

XV. OUTSIDE EMPLOYMENT: Employees are prohibited from accepting new full time employment while absent on an approved family or medical leave of absence. This requirement does not preclude an employee who had a full time job outside of the County prior to starting his/her leave of absence from continuing that employment.

XVI. NON-RETALIATION: No employee will be subject to retaliation or any negative employment action as a result of requesting family or medical leave under this policy or as a result of testifying or reporting any actual violation of this policy or the law.

EXHIBIT D

SIDE LETTER AGREEMENT

COMPENSATORY TIME/PROSECUTOR'S CLERICAL EMPLOYEES

By and Between the County of Union (hereinafter the "County") and Union Council No. 8, New Jersey Civil Service Association (hereinafter "Council"), dated this 25th day of November, 2003.

Whereas, the County and Council 8 are parties to a duly executed collective negotiations agreement for the period of January 1, 2001 through December 31, 2004 (hereinafter the "Agreement"); and

Whereas, the parties mutually agreed to enter into negotiations regarding the utilization of compensatory time in lieu of overtime by the clerical employees in the County Prosecutors Office; and

Whereas, the parties did, in fact, enter into such negotiations and in good faith have reached an agreement as described below; and

Whereas, both parties agrees that this Sidebar Agreement will supplement the terms and conditions of employment set forth in the Agreement and that, where inconsistent with the Agreement, this Sidebar Agreement will be controlling; and

Whereas, both parties agree the the terms and conditions of this Sidebar Agreement shall be incorporated into the successor Agreement at such time as the full terms and conditions of the successor Agreement are mutually agreed to by the parties; and

Whereas, the parties agree and acknowledge that this Sidebar Agreement is made without prejudice or precedent to future collective negotiations between the parties;

Now, therefore, in consideration of the mutual promises and covenants contained herein, the parties agree as follows:

Clerical employees in the County Prosecutor's Office may choose compensatory time in lieu of overtime providing that accumulated compensatory time does not exceed forty (40) hours per year and is approved by the employee's Supervisor. Compensatory time must be utilized within the calendar year in which it is earned, except for compensatory time earned in the last quarter of the calendar year which may be utilized within the first quarter of the next calendar year. In the event that the compensatory time off cannot be scheduled, overtime will be paid.

EXHIBIT E
SALARY SCHEDULES

LPN STEPS

1/18/2006

YEARS EXPERIENCE	MONTHS EXPERIENCE	01/01/2005	01/01/2006	01/01/2007
1 (NEW 01/01/98)	1-23	33,911	35,013	36,151
2 (NEW 01/01/98)	24-35	35,771	36,934	38,134
3 (NEW 01/01/98)	36-47	37,570	38,791	40,052
3A BEFORE 1998	36-47	39,488	40,771	42,096
4-07	48-95	41,170	42,508	43,890
8-11	96-143	42,939	44,335	45,776
12-14	144-179	44,524	45,971	47,465
15-19	180-239	46,204	47,706	49,256
20-24	240-299	47,023	48,551	50,129
25-26	300-323	47,880	49,436	51,043
27-29	324-359	48,976	50,568	52,211
30 +	360+	51,581	53,644	55,790
SENIOR LPN DIFF.		1,071	1,071	1,071
3A BEFORE 1998	36-47	40,559	41,842	43,167
4-07	48-95	42,241	43,579	44,961
8-11	96-143	44,010	45,406	46,847
12-14	144-179	45,595	47,042	48,536
15-19	180-239	47,275	48,777	50,327
20-24	240-299	48,094	49,622	51,200
25-26	300-323	48,951	50,507	52,114
27-29	324-359	50,047	51,639	53,282
30 +	360+	52,652	54,715	56,861

COUNTY OF UNION
 UNION COUNCIL NO.8
 2005 - 2007 SALARY RANGES

6/21/2006

Title	Hrs.	1/1/2005		1/1/2005		# of steps	1/1/2005		1/1/2006		# of steps	1/1/2006		# of steps	1/1/2007		# of steps	1/1/2007	
		Min	Max	Min	Max		Min	Max	Min	Max		Min	Max		Min	Max		Min	Max
ACCOUNT CLERK (RSH) AFTER 5/1/92	37.5	25,171	39,016	39,638	40,260	17	814	25,990	40,576	41,200	17	835	26,834	42,199	42,821	17	904	29,601	42,873
ACCOUNT CLERK (RSH) PRIOR 5/1/92	37.5	27,767	39,638	40,260	40,882	15	791	28,669	41,224	41,846	15	837	29,601	42,873	43,495	15	885	30,601	43,873
ACCOUNT CLERK TYPING (RSH)	37.5	27,767	39,638	40,260	40,882	15	791	28,669	41,224	41,846	15	837	29,601	42,873	43,495	15	885	30,601	43,873
ACCOUNT CLERK TYPING (RSH) AFTER 5/1/92	37.5	25,171	42,348	42,970	43,592	15	1,145	25,990	44,042	44,664	15	1,203	26,834	45,804	46,426	15	1,265	27,834	46,804
ACCOUNT CLERK, AFTER 5/1/92	35.0	24,437	39,889	40,511	41,133	17	909	25,231	42,785	43,407	17	936	26,051	43,144	43,766	17	1,005	26,834	44,144
ACCOUNT CLERK, AFTER 5/1/92	40.0	26,227	41,140	41,762	42,384	16	932	27,079	42,785	43,407	16	962	27,959	44,497	45,119	16	1,034	28,821	44,937
ACCOUNT CLERK, PRIOR 5/1/92	35.0	27,035	39,697	40,319	40,941	16	791	27,913	41,285	41,907	16	836	28,821	42,937	43,559	16	892	29,727	44,255
ACCOUNT CLERK, PRIOR 5/1/92	40.0	28,823	40,916	41,538	42,160	15	806	29,760	42,553	43,175	15	863	30,727	44,255	44,877	15	902	31,619	45,318
ACCOUNT CLERK, PRIOR 5/1/92	35.0	28,823	40,916	41,538	42,160	15	806	29,760	42,553	43,175	15	863	30,727	44,255	44,877	15	902	31,619	45,318
ACCOUNT CLERK, STENO	40.0	28,823	40,916	41,538	42,160	15	806	29,760	42,553	43,175	15	863	30,727	44,255	44,877	15	902	31,619	45,318
ACCOUNT CLERK, STENO	35.0	27,258	39,958	40,580	41,202	16	794	28,144	41,557	42,179	16	838	29,059	43,219	43,841	16	885	29,959	44,319
ACCOUNT CLERK, STENO	40.0	24,437	39,889	40,511	41,133	17	909	25,231	42,785	43,407	17	936	26,051	43,144	43,766	17	1,005	26,834	44,144
ACCOUNT CLERK, TYPING AFTER 5/1/92	40.0	26,227	41,140	41,762	42,384	16	932	27,079	42,785	43,407	16	962	27,959	44,497	45,119	16	1,034	28,821	44,937
ACCOUNT CLERK, TYPING AFTER 5/1/92	35.0	27,035	39,697	40,319	40,941	16	791	27,913	41,285	41,907	16	836	28,821	42,937	43,559	16	892	29,727	44,255
ACCOUNT CLERK, TYPING PRIOR 5/1/92	40.0	28,823	40,916	41,538	42,160	15	806	29,760	42,553	43,175	15	863	30,727	44,255	44,877	15	902	31,619	45,318
ACCOUNT CLERK, TYPING PRIOR 5/1/92	35.0	27,035	39,697	40,319	40,941	16	791	27,913	41,285	41,907	16	836	28,821	42,937	43,559	16	892	29,727	44,255
ACCOUNTING ASSISTANT	35.0	27,258	39,958	40,580	41,202	16	794	28,144	41,557	42,179	16	838	29,059	43,219	43,841	16	885	29,959	44,319
ADMINISTRATIVE CLERK	35.0	32,317	47,459	48,081	48,703	16	946	33,368	49,357	49,979	16	999	34,452	51,332	51,954	16	1,055	35,553	52,332
ADMINISTRATIVE CLERK	37.5	27,935	39,836	40,458	41,080	15	793	28,843	41,429	42,051	15	839	29,781	43,086	43,708	15	897	30,727	44,031
ADMITTING CLERK (RSH)	37.5	27,935	39,836	40,458	41,080	15	793	28,843	41,429	42,051	15	839	29,781	43,086	43,708	15	897	30,727	44,031
ADMITTING CLERK TYPING (RSH)	37.5	27,935	39,836	40,458	41,080	15	793	28,843	41,429	42,051	15	839	29,781	43,086	43,708	15	897	30,727	44,031
ADVERTISING AND SALES CLERK	35.0	28,707	41,649	42,271	42,893	16	809	29,640	43,315	43,937	16	855	30,604	45,047	45,669	16	903	31,503	45,950
AGENCY AIDE	35.0	27,035	39,697	40,319	40,941	16	791	27,913	41,285	41,907	16	836	28,821	42,937	43,559	16	892	29,727	44,255
AGENCY AIDE	40.0	28,823	40,916	41,538	42,160	15	806	29,760	42,553	43,175	15	863	30,727	44,255	44,877	15	902	31,619	45,318
AGENCY AIDE	35.0	27,035	39,697	40,319	40,941	16	791	27,913	41,285	41,907	16	836	28,821	42,937	43,559	16	892	29,727	44,255
AGENCY AIDE	40.0	28,823	40,916	41,538	42,160	15	806	29,760	42,553	43,175	15	863	30,727	44,255	44,877	15	902	31,619	45,318
ASSISTANT CHIEF CLERK (COUNTY CLERK)	35.0	34,818	47,819	48,441	49,063	16	813	35,949	49,732	50,354	16	861	37,117	51,721	52,343	16	913	38,303	52,925
ASSISTANT COMMUNICATIONS TECHNICIAN	35.0	34,818	47,819	48,441	49,063	16	813	35,949	49,732	50,354	16	861	37,117	51,721	52,343	16	913	38,303	52,925
ASSISTANT NATURALIZATION CLERK, TYPING	35.0	28,038	40,871	41,493	42,115	16	802	29,949	42,506	43,128	16	847	29,890	44,206	44,828	16	895	30,630	44,946
ASSISTANT NATURALIZATION CLERK, TYPING	37.5	28,732	41,114	41,736	42,358	15	825	29,666	42,759	43,381	15	873	30,630	44,469	45,091	15	923	31,503	45,342
ASSISTANT PAYROLL SUPERVISOR	35.0	33,188	46,067	46,689	47,311	16	805	34,267	47,909	48,531	16	853	35,380	49,826	50,448	16	903	36,501	50,947
ASSISTANT STOREKEEPER (est. 2004)	37.5	40,536	55,426	56,048	56,670	15	1,059	41,853	58,683	59,305	15	1,122	43,213	60,129	60,751	15	1,188	44,517	61,433
ASSISTANT SUPERVISING CARPENTER	40.0	39,937	55,827	56,449	57,071	16	978	41,235	57,816	58,438	16	1,036	42,575	60,129	60,751	16	1,097	43,817	61,371
ASSISTANT SUPERVISING ELECTRICIAN (established 12/01)	40.0	40,734	56,624	57,246	57,868	15	1,059	42,058	58,888	59,510	15	1,122	43,214	61,030	61,652	15	1,188	44,518	61,434
ASSISTANT SUPERVISING MAINTENANCE REPAIR	40.0	40,734	56,624	57,246	57,868	15	1,059	42,058	58,888	59,510	15	1,122	43,214	61,030	61,652	15	1,188	44,518	61,434
ASSISTANT SUPERVISING MECHANIC	40.0	40,734	56,624	57,246	57,868	15	1,059	42,058	58,888	59,510	15	1,122	43,214	61,030	61,652	15	1,188	44,518	61,434
ASSISTANT SUPERVISING PAINTER/STABLEHAND 12/02	35.0	30,710	45,581	46,203	46,825	17	955	31,708	47,404	48,026	17	1,008	32,672	48,568	49,190	17	1,063	33,646	49,542
ASSISTANT SUPERVISOR ACCOUNTS	40.0	33,837	50,085	50,707	51,329	16	1,005	34,937	52,068	52,690	16	1,061	36,072	53,203	53,825	16	1,120	37,217	54,348
ASSISTANT SUPERVISOR BRIDGE REPAIR / MASON	40.0	33,001	49,088	49,710	50,332	16	1,005	34,074	51,051	51,673	16	1,061	35,181	53,093	53,715	16	1,120	36,326	54,457
ASSISTANT SUPERVISOR BRIDGE REPAIRER	40.0	33,001	49,088	49,710	50,332	16	1,005	34,074	51,051	51,673	16	1,061	35,181	53,093	53,715	16	1,120	36,326	54,457
ASSISTANT SUPERVISOR BUILDING SERVICES	37.5	31,215	46,157	46,779	47,401	15	996	32,230	48,303	48,925	15	1,052	33,277	49,350	49,972	15	1,110	34,324	50,397
ASSISTANT SUPERVISOR BUILDING SERVICES	40.0	32,082	46,512	47,134	47,756	14	1,031	33,125	48,303	48,925	14	1,089	34,202	50,307	50,929	14	1,150	35,277	51,350
ASSISTANT SUPERVISOR BUILDING SERVICES	40.0	34,301	50,393	51,015	51,637	16	1,006	35,415	52,409	53,031	16	1,062	36,566	54,505	55,127	16	1,121	37,717	55,656
ASSISTANT SUPERVISOR ROADS	40.0	33,001	49,088	49,710	50,332	16	1,005	34,074	51,051	51,673	16	1,061	35,181	53,093	53,715	16	1,120	36,326	54,457
ASSISTANT SUPERVISOR TRAFFIC MAINTENANCE	40.0	37,266	53,511	54,133	54,755	17	956	38,478	55,652	56,274	17	1,010	39,728	57,878	58,500	17	1,068	40,978	59,128
ASSISTANT SUPERVISOR TREES	40.0	27,140	40,358	40,980	41,602	15	881	28,022	41,225	41,847	15	930	28,933	43,651	44,273	15	981	29,844	44,562
ASSISTANT TRAFFIC SAFETY COORDINATOR established Dec 2001	40.0	27,035	39,697	40,319	40,941	16	791	27,913	41,285	41,907	16	836	28,821	42,937	43,559	16	892	29,727	44,255
BOOKKEEPER	35.0	27,035	39,697	40,319	40,941	16	791	27,913	41,285	41,907	16	836	28,821	42,937	43,559	16	892	29,727	44,255
BOOKKEEPING MACHINE OPERATOR	35.0	27,536	40,284	40,906	41,528	16	797	28,431	41,896	42,518	16	842	29,355	43,571	44,193	16	899	30,279	44,497
BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	28,436	40,421	41,043	41,665	15	799	29,360	42,038	42,660	15	845	30,314	43,571	44,193	15	894	31,268	44,937
BOOKKEEPING MACHINE OPERATOR TYPING	35.0	27,536	40,284	40,906	41,528	16	797	28,431	41,896	42,518	16	842	29,355	43,571	44,193	16	899	30,279	44,497
BOOKKEEPING MACHINE OPERATOR TYPING (RSH)	37.5	28,436	40,421	41,043	41,665	15	799	29,360	42,038	42,660	15	845	30,314	4					

COUNTY OF UNION
 UNION COUNCIL NO 8
 2005 - 2007 SALARY RANGES

6/21/2006

Title	Hrs.	1/1/2005		1/1/2005		1/1/2005		1/1/2005		1/1/2006		1/1/2006		1/1/2006		1/1/2007		1/1/2007		1/1/2007	
		Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt	Min	Max	# of steps	Incmt
CARPENTER	40.0	33,001	47,590	14	1,042	34,074	49,494	14	1,071	35,181	51,473	14	1,164	35,181	51,473	14	1,164	35,181	51,473	14	1,164
CARPENTER (RSH)	37.5	30,941	45,140	14	1,014	31,947	46,945	14	1,071	32,985	48,823	14	1,131	32,985	48,823	14	1,131	32,985	48,823	14	1,131
CARPENTER/CONSTRUCTION COORDINATOR (established 12/01)	40.0	39,937	55,592	15	1,044	41,235	57,816	15	1,105	42,575	60,129	15	1,170	42,575	60,129	15	1,170	42,575	60,129	15	1,170
CARPENTER/LOOKSMITH	40.0	33,837	48,569	14	1,052	34,937	50,511	14	1,112	36,072	52,592	14	1,178	36,072	52,592	14	1,178	36,072	52,592	14	1,178
CARPENTER'S HELPER	37.5	30,494	44,653	14	1,011	31,485	46,439	14	1,068	32,508	48,296	14	1,128	32,508	48,296	14	1,128	32,508	48,296	14	1,128
CARPENTER'S HELPER (RSH)	37.5	28,241	40,630	13	963	29,159	42,255	13	1,007	30,106	43,945	13	1,065	30,106	43,945	13	1,065	30,106	43,945	13	1,065
CASHIER	35.0	29,877	44,599	15	981	30,848	46,373	15	1,035	31,850	48,228	15	1,092	31,850	48,228	15	1,092	31,850	48,228	15	1,092
CHAUFFEUR	35.0	30,337	42,793	15	830	31,323	44,504	15	879	32,341	46,284	15	930	32,341	46,284	15	930	32,341	46,284	15	930
CHAUFFEUR (RSH)	40.0	31,226	43,961	15	849	32,241	45,720	15	899	33,289	47,548	15	951	33,289	47,548	15	951	33,289	47,548	15	951
CHIEF CLERK (RSH)	37.5	29,271	41,402	15	809	30,223	43,058	15	856	31,205	44,781	15	905	31,205	44,781	15	905	31,205	44,781	15	905
CHIEF COURT CLERK	35.0	36,435	50,355	15	963	37,619	52,910	15	1,014	38,842	55,027	15	1,073	38,842	55,027	15	1,073	38,842	55,027	15	1,073
CHIEF PROBATE CLERK	35.0	35,990	50,355	15	968	37,159	52,389	15	1,019	38,367	54,463	15	1,073	38,367	54,463	15	1,073	38,367	54,463	15	1,073
CHILDREN'S SUPERVISOR	40.0	29,897	42,178	15	819	30,869	43,885	15	866	31,872	45,619	15	916	31,872	45,619	15	916	31,872	45,619	15	916
CLERK (RSH) AFTER 5/1/92	37.5	24,597	38,354	17	809	25,397	39,898	17	852	26,222	41,484	17	898	26,222	41,484	17	898	26,222	41,484	17	898
CLERK (RSH) PRIOR 5/1/92	37.5	27,195	38,966	15	795	28,079	40,524	15	841	29,091	42,145	15	899	29,091	42,145	15	899	29,091	42,145	15	899
CLERK BOOKKEEPER (RSH)	37.5	28,101	40,030	15	795	29,015	41,632	15	841	29,958	43,297	15	899	29,958	43,297	15	899	29,958	43,297	15	899
CLERK STENOGRAPHER (RSH) AFTER 5/1/92	37.5	25,839	43,187	15	799	26,679	44,914	15	845	27,546	46,711	15	903	27,546	46,711	15	903	27,546	46,711	15	903
CLERK STENOGRAPHER (RSH) PRIOR 5/1/92	37.5	28,436	40,421	15	866	29,360	42,038	15	912	30,314	43,719	15	964	30,314	43,719	15	964	30,314	43,719	15	964
CLERK STENOGRAPHER AFTER 5/1/92	40.0	27,061	42,122	17	886	27,941	43,807	17	933	28,849	45,559	17	983	28,849	45,559	17	983	28,849	45,559	17	983
CLERK STENOGRAPHER PRIOR 5/1/92	40.0	27,873	40,677	17	886	28,779	42,304	17	933	29,714	43,997	17	983	29,714	43,997	17	983	29,714	43,997	17	983
CLERK STENOGRAPHER (RSH) AFTER 5/1/92	40.0	29,660	41,899	15	816	30,624	43,575	15	863	31,619	45,318	15	913	31,619	45,318	15	913	31,619	45,318	15	913
CLERK TRANSCRIBER (RSH) AFTER 5/1/92	37.5	25,672	42,975	15	1,154	26,506	44,694	15	1,213	27,368	46,482	15	1,274	27,368	46,482	15	1,274	27,368	46,482	15	1,274
CLERK TRANSCRIBER (RSH) PRIOR 5/1/92	37.5	28,271	40,229	15	797	29,189	41,838	15	843	30,138	43,511	15	892	30,138	43,511	15	892	30,138	43,511	15	892
CLERK TRANSCRIBER (RSH) AFTER 5/1/92	35.0	24,940	40,476	17	914	25,750	42,095	17	961	26,587	43,779	17	1,011	26,587	43,779	17	1,011	26,587	43,779	17	1,011
CLERK TRANSCRIBER AFTER 5/1/92	40.0	26,727	41,730	16	938	27,596	43,399	16	988	28,493	45,135	16	1,040	28,493	45,135	16	1,040	28,493	45,135	16	1,040
CLERK TRANSCRIBER PRIOR 5/1/92	35.0	29,327	41,507	15	812	30,280	43,167	15	858	31,264	44,894	15	909	31,264	44,894	15	909	31,264	44,894	15	909
CLERK TRANSCRIBER, PRIOR 5/1/92	40.0	27,536	40,284	16	797	28,431	41,896	16	842	29,355	43,571	16	899	29,355	43,571	16	899	29,355	43,571	16	899
CLERK TRANSCRIBER, PRIOR 5/1/92	35.0	29,327	41,507	15	812	30,280	43,167	15	858	31,264	44,894	15	909	31,264	44,894	15	909	31,264	44,894	15	909
CLERK TRANSCRIBER, PRIOR 5/1/92	37.5	25,171	39,828	16	916	25,990	41,421	16	964	26,834	43,078	16	1,015	26,834	43,078	16	1,015	26,834	43,078	16	1,015
CLERK TYPIST (RSH) AFTER 5/1/92	37.5	27,666	42,364	16	802	28,596	44,058	16	847	29,515	45,818	16	894	29,515	45,818	16	894	29,515	45,818	16	894
CLERK TYPIST (RSH) PRIOR 5/1/92	35.0	27,666	40,512	16	802	28,596	42,132	16	847	29,515	45,818	16	894	29,515	45,818	16	894	29,515	45,818	16	894
CLERK TYPIST / ELECTION CLERK	35.0	24,437	39,889	17	909	25,231	41,785	17	956	26,051	43,144	17	1,005	26,051	43,144	17	1,005	26,051	43,144	17	1,005
CLERK TYPIST B.L., AFTER 5/1/92	40.0	24,437	39,889	17	1,065	27,079	42,785	17	1,122	27,959	44,497	17	1,181	27,959	44,497	17	1,181	27,959	44,497	17	1,181
CLERK TYPIST B.L., PRIOR 5/1/92	40.0	26,227	41,140	14	904	27,193	42,285	14	955	28,821	42,937	14	1,008	28,821	42,937	14	1,008	28,821	42,937	14	1,008
CLERK TYPIST B.L., PRIOR 5/1/92	35.0	27,035	39,697	14	864	29,760	42,553	14	914	30,727	44,255	14	1,005	30,727	44,255	14	1,005	30,727	44,255	14	1,005
CLERK TYPIST B.L., PRIOR 5/1/92	40.0	28,823	40,916	14	864	29,760	42,553	14	914	30,727	44,255	14	1,005	30,727	44,255	14	1,005	30,727	44,255	14	1,005
CLERK TYPIST, AFTER 5/1/92	35.0	24,437	39,889	17	1,065	27,079	42,785	17	1,122	27,959	44,497	17	1,181	27,959	44,497	17	1,181	27,959	44,497	17	1,181
CLERK TYPIST, AFTER 5/1/92	40.0	26,227	41,140	14	904	27,193	42,285	14	955	28,821	42,937	14	1,008	28,821	42,937	14	1,008	28,821	42,937	14	1,008
CLERK TYPIST, PRIOR 5/1/92	35.0	27,035	39,697	14	864	29,760	42,553	14	914	30,727	44,255	14	1,005	30,727	44,255	14	1,005	30,727	44,255	14	1,005
CLERK TYPIST, PRIOR 5/1/92	40.0	28,823	40,916	14	864	29,760	42,553	14	914	30,727	44,255	14	1,005	30,727	44,255	14	1,005	30,727	44,255	14	1,005
CLERK, AFTER 5/1/92	35.0	24,103	39,496	15	1,026	24,866	41,076	15	1,079	25,695	42,719	15	1,135	25,695	42,719	15	1,135	25,695	42,719	15	1,135
CLERK, AFTER 5/1/92	40.0	28,892	40,749	15	990	29,734	42,379	15	1,043	27,603	44,074	15	1,098	27,603	44,074	15	1,098	27,603	44,074	15	1,098
CLERK, PRIOR 05/01/92	35.0	26,702	39,304	15	840	27,569	40,876	15	887	28,465	42,511	15	936	28,465	42,511	15	936	28,465	42,511	15	936
CLERK, PRIOR 05/01/92	40.0	28,489	40,526	15	802	29,415	42,147	15	849	30,371	43,933	15	897	30,371	43,933	15	897	30,371	43,933	15	897
COMMUNICATIONS TECHNICIAN	35.0	37,312	52,783	13	1,190	38,524	54,894	13	1,259	39,776	57,090	13	1,332	39,776	57,090	13	1,332	39,776	57,090	13	1,332
COMMUNITY SERVICE AIDE	35.0	26,997	39,954	15	937	28,738	41,552	15	986	27,607	43,521	15	1,040	27,607	43,521	15	1,040	27,607	43,521	15	1,040
COMMUNITY SERVICE AIDE	40.0	28,050	40,238	15	813	29,962	41,847	15	859	32,209	46,956	15	908	32,209	46,956	15	908	32,209	46,956	15	908
COMMUNITY YOUTH WORKER	35.0	30,213	43,414	15	880	31,195	45,150	15	930	32,209	46,956	15	983	32,209	46,956	15	983	32,209	46,956	15	983
COMPUTER OPERATOR	40.0	31,998	44,640	17	744	33,038	46,338	17													

COUNTY OF UNION
UNION COUNCIL NO 8
2005 - 2007 SALARY RANGES

6/21/2006

Title	Hrs.	1/1/2005 Min	1/1/2005 Max	# of steps	1/1/2005 Inclmt	1/1/2006 Min	1/1/2006 Max	# of steps	1/1/2006 Inclmt	1/1/2007 Min	1/1/2007 Max	# of steps	1/1/2007 Inclmt
DATA CONTROL CLERK	40.0	27,821	39,745	17	701	28,726	41,335	17	742	29,659	42,989	17	784
DATA CONTROL CLERK (RSH)	37.5	28,604	40,619	16	751	29,534	42,244	16	794	30,493	43,934	16	840
DATA CONTROL CLERK TYPING	35.0	26,034	38,522	16	780	26,880	40,062	16	824	27,754	41,665	16	869
DATA CONTROL CLERK, TYPING	40.0	27,821	39,745	15	795	28,726	41,335	15	841	29,659	42,989	15	889
DATA ENTRY MACHINE OPERATOR	35.0	27,200	39,892	16	793	28,084	41,488	16	839	28,997	43,147	16	884
DATA ENTRY MACHINE OPERATOR	40.0	28,989	41,120	13	933	29,932	42,764	13	987	30,904	44,475	13	1,044
DATA ENTRY MACHINE OPERATOR (RSH)	37.5	28,669	40,592	16	744	29,614	42,215	16	788	30,576	43,904	16	833
DATA PROCESSING PROGRAMMER (RSH)	35.0	29,332	43,949	15	975	30,285	45,107	15	1,028	31,269	47,536	15	1,084
DATA PROCESSING PROGRAMMER TRAINEE established 2001	40.0	33,522	50,228	15	1,114	34,611	52,237	15	1,175	35,736	54,328	15	1,239
DATA PROCESSING PROGRAMMER TRAINEE est 2005	30.0	29,332	43,950	15	975	30,285	45,708	15	1,028	31,270	47,536	15	1,084
DATA PROCESSING PROGRAMMER/SR CLERK STENO (PROS)	37.5	28,644	40,188	15	835	28,543	41,775	15	882	29,471	43,446	15	932
DIETICIAN HELPER established 2001	35.0	28,038	40,871	16	802	28,949	42,506	16	847	29,890	44,206	16	895
DOCKET CLERK	40.0	29,825	42,095	15	818	30,795	43,779	15	866	31,795	45,530	15	916
DOCKET CLERK, TYPING	35.0	28,038	40,871	16	802	28,949	42,506	16	847	29,890	44,206	16	895
DOCKET CLERK, TYPING	40.0	29,825	42,095	15	818	30,795	43,779	15	866	31,795	45,530	15	916
DOCKET CLERK, TYPING	35.0	28,038	40,871	16	802	28,949	42,506	16	847	29,890	44,206	16	895
DRIVER (HUMAN SERVICES-JTPA)	40.0	19,579	36,791	15	804	20,248	42,002	15	850	20,988	43,682	15	899
DRIFTING TECHNICIAN	37.5	28,327	40,387	16	814	29,216	43,092	16	861	30,198	44,982	16	915
DRUG ABUSE AIDE (RSH)	40.0	28,327	40,387	15	804	29,216	43,092	15	850	30,198	44,982	15	899
ELECTRICIAN	40.0	34,670	49,555	14	1,063	35,797	51,537	14	1,124	37,066	53,995	14	1,188
ELECTRICIAN (RSH)	37.5	34,670	49,554	14	1,190	35,797	51,536	14	1,249	36,961	53,599	14	1,303
ELECTRICIAN/HEATING & AIR COND MECH (est 2005)	40.0	32,163	46,609	14	1,032	33,209	48,473	14	1,090	34,298	50,412	14	1,152
ELECTRICIAN'S HELPER	40.0	32,163	46,609	12	1,543	31,165	50,644	12	1,623	32,178	52,670	12	1,708
ELECTRONIC REPAIRER'S HELPER	35.0	29,184	48,697	15	808	30,654	43,481	15	855	31,650	45,220	15	905
ENGINEERING AIDE	40.0	33,930	47,781	15	923	35,033	49,692	15	977	36,171	51,680	15	1,034
ENGINEERING AIDE/TRAFFIC	40.0	32,333	48,731	16	1,025	33,383	50,681	16	1,081	34,468	52,708	16	1,140
EQUIPMENT OPERATOR	40.0	33,104	49,639	16	1,033	34,180	51,625	16	1,090	35,291	53,690	16	1,150
EQUIPMENT OPERATOR/TRACTOR TRAILER	35.0	28,707	41,649	16	809	29,640	43,315	16	855	30,604	45,047	16	903
EXECUTION CLERK	37.5	19,824	34,410	17	744	20,469	35,786	17	791	21,134	37,218	17	846
FOOD SERVICE WORKER (RSH) AFTER 5/1/92	37.5	25,425	36,589	15	744	26,251	38,053	15	787	27,104	39,575	15	831
FOOD SERVICE WORKER (RSH) PRIOR 5/1/92	40.0	33,002	47,590	14	1,042	34,075	48,494	14	1,101	35,182	51,473	14	1,164
GLAZIER	40.0	29,159	43,084	13	1,071	30,106	44,807	13	1,131	31,085	46,599	13	1,193
GLAZIER'S HELPER	40.0	29,159	43,084	14	1,059	30,497	45,177	14	1,120	31,651	47,546	14	1,184
HEAD COOK	40.0	34,380	49,208	14	963	35,355	44,591	14	1,017	36,651	53,224	14	1,074
HEAD COOK (RSH)	37.5	29,400	42,876	14	963	30,355	44,591	14	1,057	31,920	47,546	14	1,116
HEALTH BENEFITS INSURANCE CLERK TYPING (RSH)	37.5	28,942	43,959	14	1,001	30,915	45,717	14	1,057	34,156	50,263	14	1,239
HEATING & AIR CONDITIONING MECHANIC	40.0	32,039	46,471	13	1,184	33,081	48,329	13	1,173	34,156	50,263	13	1,317
HEAVY EQUIPMENT OPERATOR	40.0	33,335	49,808	14	1,110	34,418	51,905	14	1,173	35,537	53,961	14	1,317
HEAVY EQUIPMENT OPERATOR MOSQUITO EXTERM.	40.0	33,335	47,980	14	1,046	34,418	49,899	14	1,106	35,537	51,895	14	1,168
HEAVY EQUIPMENT OPERATOR/TRACTOR TRAILER	40.0	34,107	50,815	16	1,046	36,215	52,848	16	1,102	36,360	54,662	16	1,163
HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	35.0	30,107	44,072	14	997	31,086	45,835	14	1,054	32,096	47,668	14	1,112
HIGHWAY CONSTRUCTION INSPECTOR	35.0	31,028	45,148	14	1,009	32,037	46,954	14	1,066	33,078	48,832	14	1,123
HOSPITAL GUARD (RSH)	37.5	29,942	42,897	14	925	30,915	44,613	14	978	31,920	46,397	14	1,034
INDEX CLERK AFTER 5/1/92	35.0	24,437	39,889	17	909	25,231	41,485	17	956	26,051	43,144	17	1,005
INDEX CLERK AFTER 5/1/92	40.0	26,227	41,140	16	932	27,079	42,785	16	982	27,959	44,497	16	1,034
INDEX CLERK, PRIOR 5/1/92	35.0	27,035	39,697	16	791	27,913	41,285	16	836	28,821	42,937	16	882
INDEX CLERK, PRIOR 5/1/92	40.0	28,823	40,916	15	806	29,760	42,553	15	853	30,727	44,285	15	902
INDEX CLERK, TYPING, AFTER 5/1/92	35.0	26,227	41,140	17	909	26,231	41,485	17	956	26,051	43,144	17	1,005
INDEX CLERK, TYPING, PRIOR 5/1/92	35.0	27,035	39,697	16	791	27,913	41,285	16	836	28,821	42,937	16	882
INDEX CLERK, TYPING, PRIOR 5/1/92	40.0	28,823	40,916	15	806	29,760	42,553	15	853	30,727	44,285	15	902
INHALATION TECHNICIAN (RSH)	37.5	31,028	45,148	11	1,982	30,696	53,593	11	2,082	31,694	55,737	11	2,186
INSPECTOR MOSQUITO EXTERMINATION (estab 01/05)	40.0	35,461	51,598	14	1,109	32,037	46,954	14	1,066	33,078	48,832	14	1,123
INSPECTOR ROAD OPENINGS	35.0	31,028	45,148	14	1,009	32,037	46,954	14	1,066	33,078	48,832	14	1,123
INSTITUTIONAL ATTENDANT (RSH) AFTER 5/1/92	37.5	28,327	40,387	15	804	29,248	42,002	15	850	30,198	43,682	15	899
INSTITUTIONAL ATTENDANT (RSH) PRIOR 5/1/92	35.0	31,568	46,549	15	1,000	32,573	48,411	15	1,056	33,632	50,347	15	1,114
INVENTORY CONTROL CLERK	40.0	31,182	45,480	14	1,020	32,195	47,278	14	1,077	33,242	49,159	14	1,138
INVESTIGATOR, CONSUMER PROTECTION	37.5	21,032	31,969	13	841	21,716	33,248	13	887	22,422	34,578	13	935

COUNTY OF UNION
 UNION COUNCIL NO.8
 2005 - 2007 SALARY RANGES

6/21/2006

Title	Hrs.	1/1/2005		1/1/2005		1/1/2005 # of steps	1/1/2005 Incm't	1/1/2006		1/1/2006		1/1/2006 # of steps	1/1/2006 Incm't	1/1/2007		1/1/2007		1/1/2007 # of steps	1/1/2007 Incm't
		Min	Max	Min	Max			Min	Max	Min	Max								
INVESTIGATOR, COUNTY ADJUSTER	35.0	29,374	44,001	30,329	45,761	15	975	30,329	45,761	15	1,029	31,314	47,592	15	1,055	31,314	47,592	15	1,055
INVESTIGATOR, MEDICAL EXAMINER	40.0	33,002	49,359	34,075	51,334	13	1,258	34,075	51,334	13	1,328	35,182	53,387	13	1,400	35,182	53,387	13	1,400
JURY PANEL CLERK	35.0	30,710	45,669	0	47,392	15	991	31,708	47,392	15	1,046	32,739	49,288	15	1,103	34,022	49,945	15	995
JUVENILE DETENTION OFFICER	40.0	31,914	45,252	32,951	47,062	15	899	32,951	47,062	15	941	34,022	48,945	15	995	34,022	48,945	15	995
JUVENILE DETENTION OFFICER (part time)	Part Time	15	22	15.84	23	None	766	15.84	23	None	832	16.36	23,531	None	880	16.36	23,531	None	880
LABORATORY ASSISTANT (RSH)	37.5	28,842	40,635	29,779	42,260	15	766	29,779	42,260	15	832	30,747	43,951	15	880	30,747	43,951	15	880
LABORATORY TECHNICIAN (RSH)	37.5	29,105	41,916	30,051	43,592	14	915	30,051	43,592	14	967	31,028	45,336	14	1,022	31,028	45,336	14	1,022
LABORER (RSH) AFTER 5/1/92	37.5	28,005	44,820	26,850	46,613	16	1,176	26,850	46,613	16	1,235	27,723	48,477	16	1,297	27,723	48,477	16	1,297
LABORER (RSH) PRIOR 5/1/92	37.5	28,604	42,041	29,534	43,723	16	840	29,534	43,723	16	887	30,493	45,471	16	936	30,493	45,471	16	936
LABORER, AFTER 5/1/92	40.0	28,398	45,110	29,321	46,914	18	928	29,321	46,914	18	977	30,274	48,791	18	1,029	30,274	48,791	18	1,029
LABORER, PRIOR 5/1/92	40.0	30,995	44,887	32,003	46,682	16	868	32,003	46,682	16	917	33,043	48,550	16	969	33,043	48,550	16	969
LAUNDRY WORKER (RSH)	37.5	27,846	39,729	28,751	41,318	15	792	28,751	41,318	15	838	29,685	42,970	15	886	29,685	42,970	15	886
LEGAL STENOGRAPHER	35.0	28,707	41,649	29,638	43,315	16	802	29,638	43,315	16	855	30,604	45,047	16	903	30,604	45,047	16	903
LIBRARY ASSISTANT (RSH)	37.5	18,534	35,094	19,137	36,497	16	1,035	19,137	36,497	16	1,085	19,759	37,957	16	1,137	19,759	37,957	16	1,137
LINEN ROOM ATTENDANT (RSH)	40.0	28,823	40,916	29,760	42,553	15	806	29,760	42,553	15	853	30,727	44,255	15	902	30,727	44,255	15	902
MAIL CLERK	37.5	27,767	39,638	28,669	41,224	15	791	28,669	41,224	15	837	29,601	42,973	15	885	29,601	42,973	15	885
MAIL CLERK (RSH)	37.5	30,761	43,899	31,760	45,655	15	876	31,760	45,655	15	926	32,792	47,482	15	979	32,792	47,482	15	979
MAINTENANCE REPAIRER (RSH)	37.5	29,772	42,703	30,740	44,411	14	924	30,740	44,411	14	977	31,739	46,188	14	1,032	31,739	46,188	14	1,032
MAINTENANCE REPAIRER CARPENTER	40.0	33,002	47,590	34,075	49,494	14	1,042	34,075	49,494	14	1,101	35,182	51,473	14	1,164	35,182	51,473	14	1,164
MAINTENANCE REPAIRER ELECTRICIAN (RSH)	37.5	29,772	42,703	30,740	44,411	14	924	30,740	44,411	14	977	31,739	46,188	14	1,032	31,739	46,188	14	1,032
MAINTENANCE REPAIRER MASON	40.0	33,002	47,590	34,075	49,494	14	1,042	34,075	49,494	14	1,101	35,182	51,473	14	1,164	35,182	51,473	14	1,164
MAINTENANCE REPAIRER PAINTER	40.0	29,772	42,703	30,740	44,411	14	924	30,740	44,411	14	977	31,739	46,188	14	1,032	31,739	46,188	14	1,032
MAINTENANCE REPAIRER PAINTER (RSH)	40.0	33,002	47,590	34,075	49,494	14	1,042	34,075	49,494	14	1,101	35,182	51,473	14	1,164	35,182	51,473	14	1,164
MAINTENANCE REPAIRER WELDER	40.0	33,002	47,590	34,075	49,494	14	1,042	34,075	49,494	14	1,101	35,182	51,473	14	1,164	35,182	51,473	14	1,164
MAP CLERK, TYPING	35.0	27,035	39,697	27,913	41,285	16	791	27,913	41,285	16	836	28,821	42,937	16	882	28,821	42,937	16	882
MASON	40.0	33,002	47,590	34,075	49,494	14	1,042	34,075	49,494	14	1,101	35,182	51,473	14	1,164	35,182	51,473	14	1,164
MASON/PLASTERER	40.0	34,698	48,658	35,825	50,605	15	931	35,825	50,605	15	985	36,990	52,629	15	1,043	36,990	52,629	15	1,043
MASON/PLASTERER (RSH)	37.5	29,772	43,412	34,153	49,584	14	1,043	34,153	49,584	14	1,102	35,263	51,567	14	1,165	35,263	51,567	14	1,165
MEAT CUTTER (RSH)	40.0	33,002	49,376	34,075	51,351	17	963	34,075	51,351	17	1,016	35,780	53,405	17	1,072	35,780	53,405	17	1,072
MECHANIC	40.0	34,501	51,136	35,622	53,182	18	924	35,622	53,182	18	976	36,782	55,309	18	1,029	36,782	55,309	18	1,029
MECHANIC (CDL)	37.5	29,772	42,703	30,740	44,411	14	924	30,740	44,411	14	977	31,739	46,188	14	1,032	31,739	46,188	14	1,032
MECHANIC (RSH)	40.0	33,003	49,376	34,078	51,351	17	963	34,078	51,351	17	1,016	35,183	53,405	17	1,072	35,183	53,405	17	1,072
MECHANIC/HYDRAULICS	40.0	29,772	42,703	30,740	44,411	14	924	30,740	44,411	14	977	31,739	46,188	14	1,032	31,739	46,188	14	1,032
MECHANICAL REPAIRER STATIONARY EQUIPMENT (RSH)	37.5	29,772	42,703	30,740	44,411	14	924	30,740	44,411	14	977	31,739	46,188	14	1,032	31,739	46,188	14	1,032
MECHANICAL REPAIRER	40.0	27,816	39,735	28,720	41,324	15	795	28,720	41,324	15	840	29,654	42,977	15	888	29,654	42,977	15	888
MECHANICS HELPER	37.5	29,271	43,176	30,223	44,903	13	1,070	30,223	44,903	13	1,129	31,205	46,700	13	1,192	31,205	46,700	13	1,192
MEDICAL AUDIT ASSISTANT (RSH)	37.5	29,271	43,176	30,223	44,903	13	1,070	30,223	44,903	13	1,129	31,205	46,700	13	1,192	31,205	46,700	13	1,192
MEDICAL ELECTRONICS REPAIRER	37.5	34,792	49,256	35,923	51,226	15	964	35,923	51,226	15	1,020	37,090	53,275	15	1,079	37,090	53,275	15	1,079
MEDICAL RECORDS CLERK (RSH)	37.5	29,105	41,207	30,051	42,856	15	807	30,051	42,856	15	854	31,028	44,570	15	903	31,028	44,570	15	903
MEDICAL RECORDS CLERK (TYPIST) (RSH)	37.5	29,105	41,207	30,051	42,856	15	807	30,051	42,856	15	854	31,028	44,570	15	903	31,028	44,570	15	903
MEDICAL STENOGRAPHER (RSH)	37.5	28,604	40,619	29,534	42,244	15	801	29,534	42,244	15	847	30,493	43,934	15	896	30,493	43,934	15	896
MEDICAL TRANSCRIBER	35.0	28,540	41,460	29,468	43,118	16	807	29,468	43,118	16	853	30,426	44,843	16	901	30,426	44,843	16	901
MEDICAL TRANSCRIBER (RSH)	40.0	30,329	42,684	31,315	44,391	15	824	31,315	44,391	15	872	32,332	46,167	15	922	32,332	46,167	15	922
MEDICAL TRANSCRIBER	37.5	28,436	40,421	29,360	42,038	15	798	29,360	42,038	15	845	30,314	43,719	15	894	30,314	43,719	15	894
MEDICAL TRANSCRIBER (RSH)	35.0	27,617	40,378	28,515	41,993	16	788	28,515	41,993	16	842	29,442	43,673	16	899	29,442	43,673	16	899
MESSENGER	40.0	29,315	41,496	30,287	43,156	15	812	30,287	43,156	15	859	31,251	44,882	15	909	31,251	44,882	15	909
MESSENGER (RSH)	37.5	30,996	45,240	32,003	47,050	15	791	32,003	47,050	15	837	29,601	42,873	15	885	29,601	42,873	15	885
MESSENGER/DELIVERY WORK (est Feb 2005)	40.0	27,954	40,716	28,862	42,407	16	801	28,862	42,407	16	848	29,800	44,103	16	894	29,800	44,103	16	894
MICROFILM OPERATOR, TYPING	35.0	27,954	40,716	28,862	42,407	16	801	28,862	42,407	16	848	29,800	44,103	16	894	29,800	44,103	16	894
MOTOR BROOM DRIVER	40.0	32,333	48,731	33,363	50,681	16	1,025	33,363	50,681	16	1,081	34,488	52,708	16	1,140	34,488	52,708	16	1,140
MOTOR VEHICLE OPERATOR 1 (Estab. 4/9/04)	40.0	32,008	46,373	33,048	48,228	15	958	33,048	48,228	15	1,012	34,122	50,157	15	1,069	34,122	50,157	15	1,069
NATURALIZATION CLERK	35.0	29,016	43,581	29,959	45,324	15	871	29,959	45,324	15	924	30,933	47,137	15	985	30,933	47,137	15	985
NATURALIZATION CLERK HIRED PRIOR 9/1/95	37.5	29,105	41,164	30,112	42,810	15	800	30,112	42,810	15	847	31,091	44,523	15	895	31,091	44,523	15	895
NURSING SERVICES CLERK (RSH)	37.5	29,105	41,207	30,051	42,856	15	807	30,05											

COUNTY OF UNION
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Title	Hrs.	1/1/2005		1/1/2005		# of steps	1/1/2005		1/1/2005		# of steps	1/1/2006		1/1/2006		# of steps	1/1/2006		1/1/2007		1/1/2007		# of steps	1/1/2007	
		Min	Max	Min	Max		Min	Max	Min	Max		Min	Max	Min	Max		Min	Max	Min	Max	Min	Max			
PRINCIPAL CLERK TYPIST (RSH)	37.5	29,272	43,177	48,558	13	1,070	30,223	44,804	13	1,129	31,205	46,700	13	1,192	32,557	48,302	13	1,256	34,004	50,952	13	1,320	35,557	52,520	
PRINCIPAL COURT CLERK, PROBATE	35.0	33,260	48,558	53,949	15	1,068	34,341	50,500	15	1,100	35,457	52,520	15	1,164	36,573	53,586	15	1,228	37,689	54,599	15	1,292	38,815	55,612	
PRINCIPAL DATA CONTROL CLERK	35.0	28,707	43,221	48,558	15	968	29,640	44,950	15	1,021	30,604	46,748	15	1,074	31,568	48,302	15	1,127	32,532	49,256	15	1,180	33,497	50,210	
PRINCIPAL DATA CONTROL CLERK	40.0	30,835	44,853	49,256	14	987	31,838	46,439	14	1,043	32,872	48,296	14	1,096	33,906	49,154	14	1,150	34,940	50,012	14	1,203	35,974	50,870	
PRINCIPAL DATA ENTRY MACHINE OPERATOR	35.0	27,654	41,985	46,439	15	955	28,553	43,664	15	1,007	29,481	44,411	15	1,060	30,415	45,166	15	1,114	31,349	45,921	15	1,167	32,274	46,676	
PRINCIPAL DATA ENTRY MACHINE OPERATOR (RSH)	37.5	34,759	49,609	54,459	14	1,061	35,889	51,593	14	1,122	37,055	53,657	14	1,186	38,221	54,721	14	1,250	39,387	55,785	14	1,314	40,551	56,849	
PRINCIPAL DATA ENTRY MACHINE OPER (ADMIN, SVCS, FIN.)	35.0	26,550	43,035	48,558	15	966	29,477	44,756	15	1,019	30,435	46,546	15	1,072	31,393	47,558	15	1,125	32,351	48,520	15	1,178	33,309	49,482	
PRINCIPAL DATA ENTRY MACHINE OPER (ADMN, SVCS, FIN.)	35.0	31,714	46,744	51,774	15	1,002	32,745	48,614	15	1,058	33,809	50,558	15	1,111	34,873	51,507	15	1,164	35,937	52,460	15	1,217	37,001	53,414	
PRINCIPAL DOCKET CLERK	35.0	32,715	47,919	53,123	16	950	33,778	49,835	16	1,004	34,842	50,899	16	1,057	35,906	51,956	16	1,110	36,970	52,954	16	1,163	38,034	53,952	
PRINCIPAL DRAFTING TECHNICIAN	35.0	28,707	43,221	48,558	16	968	29,640	44,950	16	1,021	30,604	46,748	16	1,074	31,568	48,302	16	1,127	32,532	49,256	16	1,180	33,497	50,210	
PRINCIPAL ELECTIONS CLERK	35.0	33,035	47,502	52,970	14	1,033	34,109	49,402	14	1,092	35,217	51,378	14	1,150	36,325	52,331	14	1,208	37,433	53,339	14	1,266	38,541	54,345	
PRINCIPAL ENGINEERING AIDE	35.0	33,035	47,502	52,970	14	1,033	34,109	49,402	14	1,092	35,217	51,378	14	1,150	36,325	52,331	14	1,208	37,433	53,339	14	1,266	38,541	54,345	
PRINCIPAL ENGINEERING DRAFTSMAN	35.0	32,698	47,108	52,618	15	968	33,760	49,992	15	1,021	34,824	51,056	15	1,074	35,888	52,020	15	1,127	36,952	53,074	15	1,180	38,016	54,028	
PRINCIPAL INDEX CLERK	40.0	30,492	44,657	49,021	15	1,012	31,483	46,444	15	1,066	32,506	47,406	15	1,120	33,530	48,302	15	1,173	34,554	49,204	15	1,227	35,578	50,110	
PRINCIPAL INDEX CLERK, TYPING	35.0	28,707	43,221	48,558	15	968	29,640	44,950	15	1,021	30,604	46,748	15	1,074	31,568	48,302	15	1,127	32,532	49,256	15	1,180	33,497	50,210	
PRINCIPAL INDEX CLERK, TYPING	40.0	30,492	44,657	49,021	15	1,012	31,483	46,444	15	1,066	32,506	47,406	15	1,120	33,530	48,302	15	1,173	34,554	49,204	15	1,227	35,578	50,110	
PRINCIPAL LEGAL STENOGRAPHER	35.0	30,710	45,569	50,419	15	991	31,708	47,392	15	1,046	32,739	48,288	15	1,100	33,773	49,227	15	1,154	34,807	49,776	15	1,208	35,811	50,260	
PRINCIPAL LIBRARY ASSISTANT TYPING (RSH)	37.5	32,982	47,529	52,076	14	1,028	33,137	48,430	14	1,086	34,214	50,278	14	1,140	35,291	50,972	14	1,194	36,368	51,646	14	1,248	37,445	52,314	
PRINCIPAL MEDICAL STENOGRAPHER (RSH)	37.5	33,361	49,247	54,133	13	1,220	34,466	51,217	13	1,289	35,566	52,020	13	1,350	36,666	53,266	13	1,411	37,766	53,766	13	1,472	38,866	54,266	
PRINCIPAL MEDICAL STENOGRAPHER (RSH)	35.0	29,710	44,397	49,084	15	979	30,676	46,173	15	1,033	31,673	47,273	15	1,086	32,670	47,770	15	1,139	33,667	48,270	15	1,192	34,664	49,764	
PRINCIPAL MICROFILM MACHINE OPERATOR	35.0	30,710	45,569	50,419	15	991	31,708	47,392	15	1,046	32,739	48,288	15	1,100	33,773	49,227	15	1,154	34,807	49,776	15	1,208	35,811	50,260	
PRINCIPAL OFFSET MACHINE OPERATOR	35.0	29,374	44,001	48,628	15	975	30,329	45,761	15	1,029	31,314	47,592	15	1,082	32,299	48,020	15	1,136	33,284	48,497	15	1,189	34,269	49,482	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,237	49,670	15	1,199	35,237	50,260	
PRINCIPAL OPERATOR AUTOMATIC TYPEWRITER	35.0	30,213	44,980	49,747	15	984	31,196	46,779	15	1,039	32,209	47,650	15	1,092	33,223	48,650	15	1,146	34,23						

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Title	Hrs.	1/1/2005		1/1/2005		# of steps	1/1/2005		1/1/2006		# of steps	1/1/2006		1/1/2007		# of steps	1/1/2007	
		Min	Max	Min	Max		Min	Max	Min	Max		Min	Max	Min	Max		Min	Max
RECREATION THERAPY AIDE (RSH)	37.5	29,105	41,207	28,638	41,470	15	807	30,051	42,886	15	847	31,028	44,570	15	893	31,505	45,212	
RECYCLING PROGRAM AIDE	35.0	28,038	40,871	27,570	41,207	16	802	28,949	42,506	16	847	29,890	44,206	16	895	30,831	44,906	
ROAD INSPECTOR	35.0	30,107	44,072	29,639	44,407	14	997	31,086	45,835	14	1,054	32,096	47,688	14	1,112	33,106	48,900	
ROAD REPAIRER	37.5	31,497	45,708	30,929	45,043	17	836	32,521	47,536	17	883	33,577	49,438	17	933	34,628	50,400	
SEAMSTRESS (RSH)	40.0	28,346	40,316	27,878	40,713	15	798	29,288	41,929	15	844	30,219	43,606	15	892	31,250	46,400	
SEC. ASST. STENO. HIRED AFTER 01/01/78	35.0	32,527	51,285	32,059	51,620	18	1,042	33,584	53,336	18	1,097	34,675	55,470	18	1,155	35,766	56,600	
SEC. ASST. STENO. HIRED PRIOR 01/01/78	35.0	36,289	55,672	35,821	55,007	18	1,078	37,447	57,899	18	1,136	38,664	60,215	18	1,197	39,875	61,500	
SECRETARY ASSISTANT TRANSCRIBER	35.0	33,803	52,824	33,335	53,170	18	1,054	34,902	54,882	18	1,111	36,036	57,087	18	1,170	37,167	58,300	
SECRETARY ASSISTANT(RSH) established 2003	37.5	33,502	52,824	33,034	53,170	18	1,073	34,591	54,936	18	1,130	35,715	57,134	18	1,190	36,846	58,400	
SECRETARY ASSISTANT, HIRED AFTER 01/01/73	35.0	32,527	51,285	32,059	51,620	19	1,032	33,584	53,336	19	1,088	34,675	55,470	19	1,147	35,766	56,600	
SECRETARY ASSISTANT, HIRED PRIOR 01/01/73	35.0	37,494	57,108	37,026	57,443	19	1,032	38,713	59,392	19	1,088	39,971	61,788	19	1,147	41,182	63,100	
SECRETARY ASSISTANT, HIRED PRIOR 01/01/78 (OPER SVCS) estab 2001	35.0	38,489	58,101	38,021	58,436	19	1,033	39,719	60,425	19	1,089	41,010	62,842	19	1,149	42,221	63,600	
SECURITY GUARD	40.0	29,575	41,801	29,107	42,142	15	815	30,536	43,473	15	862	31,529	45,212	15	912	32,520	46,100	
SENIOR ACCOUNT CLERK	35.0	27,954	40,776	27,486	41,121	16	801	28,862	42,407	16	847	29,800	44,103	16	894	30,799	45,000	
SENIOR ACCOUNT CLERK (RSH)	40.0	29,742	41,997	29,274	42,319	15	817	30,709	43,677	15	865	31,707	45,424	15	914	32,705	46,300	
SENIOR ACCOUNT CLERK TYPING (RSH)	37.5	29,271	42,721	28,803	42,148	14	961	30,223	44,430	14	1,015	31,205	46,207	14	1,072	32,187	47,000	
SENIOR ACCOUNT CLERK, STENOGRAPHER	37.5	27,954	40,776	27,486	41,121	16	801	28,862	42,407	16	847	29,800	44,103	16	894	30,799	45,000	
SENIOR ACCOUNT CLERK, TYPING	40.0	29,742	41,997	29,274	42,319	15	817	30,709	43,677	15	865	31,707	45,424	15	914	32,705	46,300	
SENIOR ACCOUNT CLERK, TYPING	40.0	27,954	40,776	27,486	41,121	16	801	28,862	42,407	16	847	29,800	44,103	16	894	30,799	45,000	
SENIOR ACCOUNTANT (RSH)	37.5	33,449	48,075	32,981	47,410	14	1,045	34,537	49,998	14	1,104	35,659	51,997	14	1,167	36,780	53,300	
SENIOR ADMITTING CLERK (RSH)	37.5	29,271	43,176	28,803	42,511	13	1,070	30,223	44,903	13	1,129	31,205	46,700	13	1,192	32,187	47,500	
SENIOR ADMITTING CLERK TYPING (RSH)	37.5	29,271	43,176	28,803	42,511	13	1,070	30,223	44,903	13	1,129	31,205	46,700	13	1,192	32,187	47,500	
SENIOR BOOKKEEPING MACHINE OPERATOR	38.0	28,707	41,402	28,239	41,737	16	809	29,640	43,315	16	856	30,604	45,047	16	905	31,568	45,800	
SENIOR BOOKKEEPING MACHINE OPERATOR (RSH)	37.5	28,271	41,402	27,803	41,737	15	809	29,173	42,862	15	856	30,137	44,585	15	903	31,101	45,300	
SENIOR BOOKKEEPING MACHINE OPERATOR TYPING	35.0	28,707	41,402	28,239	41,737	16	809	29,640	43,315	16	856	30,604	45,047	16	905	31,568	45,800	
SENIOR BUILDING MAINTENANCE WORKER	40.0	32,429	44,919	31,961	44,254	15	833	33,483	46,716	15	882	34,574	48,585	15	934	35,665	49,400	
SENIOR BUILDING MAINTENANCE WORKER (RSH)	40.0	29,567	42,589	29,100	42,148	14	930	30,528	44,293	14	982	31,520	46,065	14	1,039	32,512	46,900	
SENIOR BUILDING MAINTENANCE WORKER (RSH)	40.0	27,965	40,980	27,497	40,832	14	930	28,874	42,619	14	1,094	34,820	50,999	14	1,156	35,990	51,800	
SENIOR BUYER/TYPING (RSH)	37.5	33,509	47,846	33,041	47,181	14	1,024	34,598	49,760	14	1,083	35,722	51,751	14	1,145	36,844	52,600	
SENIOR CARPENTER	40.0	35,508	50,525	35,040	50,170	15	1,001	36,662	52,546	15	1,059	37,853	54,648	15	1,123	39,044	55,500	
SENIOR CARPENTER (LOCKSMITH)	40.0	37,743	52,771	37,275	52,100	15	1,002	38,969	54,882	15	1,061	40,236	57,077	15	1,123	41,427	58,000	
SENIOR CASHIER	35.0	31,880	47,568	31,412	47,203	15	1,046	32,917	49,470	15	1,104	33,966	51,449	15	1,164	35,015	52,300	
SENIOR CHILDREN'S SUPERVISOR	40.0	31,736	45,044	31,268	44,335	15	887	32,767	46,846	15	939	33,832	48,720	15	992	34,881	50,000	
SENIOR CITIZEN PROGRAM AIDE Part time	P.T.	17.59	45.044	17.12	44.335	None	None	0	18	None	None	None	19.02	None	None	None	19.02	
SENIOR CLERK	35.0	28,638	41,470	28,170	41,805	16	802	29,569	43,129	16	847	30,530	44,654	16	895	31,501	45,500	
SENIOR CLERK (RSH)	40.0	30,521	42,786	29,953	42,131	15	818	31,513	44,498	15	866	32,537	46,278	15	916	33,551	47,000	
SENIOR CLERK BOOKKEEPER (RSH)	37.5	28,604	40,619	28,136	40,761	15	801	29,533	42,244	15	847	30,493	43,934	15	896	31,444	45,000	
SENIOR CLERK BOOKKEEPER (RSH)	37.5	29,271	41,402	28,803	41,737	15	809	30,223	43,058	15	856	31,205	44,781	15	905	32,187	45,500	
SENIOR CLERK STENOGRAPHER	35.0	28,707	41,402	28,239	41,737	16	809	29,640	43,315	16	856	30,604	45,047	16	903	31,568	45,800	
SENIOR CLERK STENOGRAPHER (RSH)	40.0	30,329	44,484	29,861	44,149	14	1,009	31,315	46,233	14	1,066	32,332	48,082	14	1,125	33,351	48,500	
SENIOR CLERK TRANSCRIBER	37.5	29,271	41,402	28,803	41,737	15	809	30,223	43,058	15	856	31,205	44,781	15	905	32,187	45,500	
SENIOR CLERK TRANSCRIBER (RSH)	35.0	29,575	42,500	29,107	42,142	16	808	30,536	44,200	16	854	31,529	45,968	16	902	32,520	46,800	
SENIOR CLERK TRANSCRIBER	40.0	30,431	42,786	29,963	42,131	15	824	31,420	44,498	15	872	32,441	46,278	15	922	33,462	47,000	
SENIOR CLERK TRANSCRIBER (RSH)	37.5	33,003	45,124	32,535	44,255	15	808	34,076	46,929	15	853	35,183	48,806	15	908	36,290	49,700	
SENIOR CLERK TRANSCRIBER (RSH)	35.0	28,540	40,871	28,072	40,207	16	802	28,949	42,506	16	847	29,890	44,206	16	895	30,831	45,000	
SENIOR CLERK TYPIST	35.0	28,038	40,871	27,570	40,207	15	816	31,717	44,681	15	864	32,748	46,489	15	915	33,779	47,300	
SENIOR CLERK TYPIST (RSH)	40.0	30,719	42,963	30,251	42,196	15	801	31,533	44,334	15	847	32,493	45,934	15	896	33,444	47,000	
SENIOR CLERK TYPIST (SHERIFF)	35.0	32,318	47,459	31,850	46,604	16	946	33,368	49,357	16	999	34,453	51,332	16	1,055	35,544	52,300	
SENIOR CLERK TYPIST / ADM ASST (SHERIFF)	35.0	29,271	41,402	28,803	41,737	15	809	30,223	43,058	15	856	31,205	44,781	15	905	32,187	45,500	
SENIOR CLERK TYPIST / ELECTION CLERK (County's Clerk Office) 10/2001	35.0	35,539	51,227	35,071	50,572	16	981	36,694	53,276	16	1,036	37,886	55,407	16	1,095	39,077	56,300	
SENIOR CLERK TYPIST / OFFICE MANAGER (Parks) established 2001	35.0	35,539	51,227	35,071	50,572	16	981	36,694	53,276	16	1,036	37,886	55,407	16	1,095	39,077	56,300	
SENIOR CLERK TYPIST / RESERV. SPEC/ Parks) established Jan/2001	35.0	43,110	59,582	42,642	58,873	15	1,088	44,511	61,965	15	1,144	45,958	64,444	15	1,202	47,399	65,300	
SENIOR COMMUNICATIONS TECHNICIAN	35.0	31,446	44,820	30,978	44,113	14	965	32,469	46,612	14	1,010	33,493	48,477	14	1,068	34,525	49,300	
SENIOR COMMUNITY SERVICE AIDE	35.0	32,217	47,334	31,749	46,464	16	945	33,264	49,228	16	998	34,345	51,197	16	1,053	35,326	52,000	
SENIOR COMPUTER OPERATOR	40.0	31,311	45,209	30,843	44,740	14	993	32,329	47,018	14	1,049	33,380	48,898	14	1,108	34,421	49,700	

COUNTY OF UNION
 UNION COUNCIL NO.8
 2005 - 2007 SALARY RANGES

6/21/2006

Title	Hrs.	1/1/2005		1/1/2005		1/1/2005		1/1/2005		1/1/2006		1/1/2006		1/1/2007		1/1/2007	
		Min	Max	# of steps	Incmnt	Min	Max	# of steps	Incmnt	Min	Max	# of steps	Incmnt	Min	Max	# of steps	Incmnt
SENIOR COOK (RSH)	37.5	28,023	40,285	14	876	28,934	41,896	14	926	29,875	43,572	14	978	30,829	45,000	14	1,030
SENIOR COURT CLERK, PROBATE	35.0	32,715	47,919	16	960	33,778	49,835	16	1,004	34,876	51,829	16	1,060	35,999	53,800	16	1,118
SENIOR CUSTOMER SERVICE REPRESENTATIVE (asl 8/04)	35.0	29,105	41,207	15	807	30,051	42,956	15	854	31,028	44,570	15	903	32,036	46,100	15	952
SENIOR DATA CONTROL CLERK	35.0	27,788	40,776	16	799	28,691	42,202	16	844	29,623	43,890	16	894	30,584	44,103	16	944
SENIOR DATA ENTRY MACHINE OPERATOR	35.0	27,954	40,776	16	801	28,662	42,407	16	847	29,600	44,103	16	894	30,584	44,103	16	944
SENIOR DATA ENTRY MACHINE OPERATOR (RSH)	37.5	31,720	45,148	15	895	32,751	46,994	15	947	33,816	48,833	15	1,001	34,904	49,748	15	1,056
SENIOR DOCKET CLERK	35.0	28,707	43,221	14	1,012	31,483	46,444	14	1,069	33,506	48,302	14	1,128	35,564	49,748	14	1,186
SENIOR DOCKET CLERK, TYPING	40.0	30,492	44,657	15	968	31,483	46,444	15	1,021	32,506	48,302	15	1,079	33,564	49,748	15	1,138
SENIOR DOCKET CLERK, TYPING	40.0	28,707	43,221	14	1,012	29,640	44,950	14	1,069	30,604	46,748	14	1,128	31,604	48,302	14	1,179
SENIOR DOCKET CLERK, TYPING	40.0	30,492	44,657	15	968	31,483	46,444	15	1,021	32,506	48,302	15	1,079	33,564	49,748	15	1,138
SENIOR DRAFTING TECHNICIAN	35.0	32,032	44,547	15	834	33,073	46,329	15	884	34,148	48,183	15	936	35,248	49,748	15	988
SENIOR DRIVER	40.0	24,791	40,250	17	909	25,697	41,860	17	957	26,629	43,534	17	1,006	27,599	45,275	17	1,054
SENIOR ELECTRICIAN (RSH)	40.0	37,179	52,488	15	1,021	38,398	54,588	15	1,070	39,635	56,771	15	1,119	40,904	58,000	15	1,168
SENIOR ELECTRICIAN (RSH)	37.5	34,792	49,256	15	964	35,923	51,226	15	1,020	37,090	53,275	15	1,069	38,299	54,534	15	1,118
SENIOR ENGINEERING AIDE	35.0	31,528	43,963	15	829	32,552	45,722	15	878	33,610	47,551	15	929	34,704	49,484	15	980
SENIOR FOOD SERVICE WORKER (RSH)	37.5	27,117	38,419	14	753	27,998	39,956	14	797	28,908	41,554	14	843	29,844	42,229	14	890
SENIOR HIGHWAY BRIDGE CONSTRUCTION INSPECTOR	37.5	33,669	48,298	14	1,042	34,794	50,220	14	1,092	35,925	52,229	14	1,142	37,090	54,534	14	1,192
SENIOR HOSPITAL GUARD (RSH)	37.5	30,445	44,192	16	804	31,434	45,959	16	850	32,456	47,798	16	897	33,504	49,748	16	946
SENIOR INDEX CLERK	35.0	28,204	41,070	16	804	29,121	42,713	16	850	30,057	44,422	16	897	31,014	45,740	16	946
SENIOR INDEX CLERK, TYPING	40.0	29,992	42,289	16	820	30,967	43,981	16	868	31,974	45,740	16	918	32,999	47,422	16	968
SENIOR INDEX CLERK, TYPING	40.0	28,204	41,070	16	804	29,121	42,713	16	850	30,057	44,422	16	897	31,014	45,740	16	946
SENIOR INSPECTOR MOSQUITO EXTERMINATION	35.0	29,992	42,289	15	1,053	31,947	46,942	15	1,104	33,867	50,116	15	1,156	35,829	52,440	15	1,208
SENIOR INSPECTOR MOSQUITO EXTERMINATION	37.5	26,574	39,238	16	791	27,438	40,808	16	836	28,330	42,440	16	882	29,264	44,103	16	929
SENIOR INVESTIGATOR, CONSUMER PROTECTION	35.0	30,324	45,116	15	1,092	31,309	46,921	15	1,142	32,327	48,797	15	1,192	33,364	50,800	15	1,244
SENIOR INVESTIGATOR, COUNTY ADJUSTER	35.0	35,305	52,776	16	1,053	36,452	54,887	16	1,104	37,637	57,082	16	1,156	38,854	59,329	16	1,208
SENIOR INVESTIGATOR, COUNTY MEDICAL EXAMINER	40.0	33,919	48,666	14	1,347	35,022	50,613	14	1,419	36,160	52,637	14	1,491	37,324	54,819	14	1,564
SENIOR JUVENILE DETENTION OFFICER	37.5	29,305	45,471	12	975	30,258	47,289	12	1,029	31,241	49,181	12	1,083	32,254	51,334	12	1,138
SENIOR LAUNDRY WORKER (RSH)	35.0	29,374	44,001	15	1,063	30,329	45,761	15	1,112	31,414	47,592	15	1,164	32,504	49,748	15	1,216
SENIOR LEGAL STENOGRAPHER	37.5	28,954	42,773	13	825	29,895	44,484	13	873	30,867	46,284	13	924	31,884	48,290	13	974
SENIOR LIBRARY ASSISTANT TYPING (RSH)	40.0	30,425	42,798	15	1,001	31,414	44,510	15	1,059	32,435	46,590	15	1,110	33,494	48,819	15	1,162
SENIOR MAIL CLERK	40.0	35,508	50,525	15	1,001	36,662	52,546	15	1,059	37,853	54,648	15	1,110	39,084	56,819	15	1,162
SENIOR MAINTENANCE REPAIRER	37.5	30,941	45,136	14	1,014	31,947	46,942	14	1,071	32,985	48,819	14	1,120	34,044	50,800	14	1,172
SENIOR MAINTENANCE REPAIRER (RSH)	35.0	34,446	48,766	15	955	35,566	50,716	15	1,010	36,722	52,745	15	1,068	37,904	54,819	15	1,120
SENIOR MAINTENANCE REPAIRER CARPENTER	40.0	35,508	50,525	15	1,001	36,662	52,546	15	1,059	37,853	54,648	15	1,110	39,084	56,819	15	1,162
SENIOR MAINTENANCE REPAIRER CARPENTER	37.5	30,941	45,136	14	1,014	31,947	46,942	14	1,071	32,985	48,819	14	1,120	34,044	50,800	14	1,172
SENIOR MAINTENANCE REPAIRER CARPENTER (RSH)	35.0	34,446	48,766	15	955	35,566	50,716	15	1,010	36,722	52,745	15	1,068	37,904	54,819	15	1,120
SENIOR MAINTENANCE REPAIRER PAINTER (RSH)	40.0	35,508	50,525	15	1,001	36,662	52,546	15	1,059	37,853	54,648	15	1,110	39,084	56,819	15	1,162
SENIOR MAINTENANCE REPAIRER PAINTER (RSH)	37.5	30,941	45,136	14	1,014	31,947	46,942	14	1,071	32,985	48,819	14	1,120	34,044	50,800	14	1,172
SENIOR MASON (established 12/01)	40.0	35,508	50,525	15	1,001	36,662	52,546	15	1,059	37,853	54,648	15	1,110	39,084	56,819	15	1,162
SENIOR MEAT CUTTER (RSH)	40.0	28,177	41,342	18	926	29,093	43,096	18	978	30,039	44,819	18	1,032	30,999	46,534	18	1,084
SENIOR MECHANIC	40.0	34,670	51,438	14	947	35,797	53,395	14	1,000	36,960	55,531	14	1,056	38,164	57,164	14	1,108
SENIOR MECHANIC (RSH)	37.5	30,941	45,136	14	941	31,947	46,942	14	1,001	32,985	48,819	14	1,056	34,044	50,800	14	1,108
SENIOR MECHANIC (RSH)	37.5	29,271	43,176	13	1,070	30,223	44,903	13	1,129	31,205	46,700	13	1,182	32,214	48,534	13	1,234
SENIOR MEDICAL RECORDS CLERK (RSH)	37.5	29,271	43,176	13	1,070	30,223	44,903	13	1,129	31,205	46,700	13	1,182	32,214	48,534	13	1,234
SENIOR MEDICAL STENOGRAPHER (RSH)	35.0	30,001	43,176	16	823	30,976	44,903	16	870	31,969	46,699	16	920	32,999	48,534	16	972
SENIOR MEDICAL TRANSCRIBER	40.0	32,317	47,056	16	813	33,368	49,358	16	859	34,852	51,332	16	907	36,364	52,819	16	954
SENIOR MESSENGER (asl Feb 05)	35.0	29,041	42,046	16	813	29,985	43,727	16	859	30,959	45,476	16	907	31,969	47,056	16	954
SENIOR MICROFILM OPERATOR	35.0	29,041	42,046	16	813	29,985	43,727	16	859	30,959	45,476	16	907	31,969	47,056	16	954
SENIOR MICROFILM OPERATOR (RSH)	35.0	29,041	42,046	16	813	29,985	43,727	16	859	30,959	45,476	16	907	31,969	47,056	16	954
SENIOR OCCUPATIONAL THERAPY AIDE (RSH)	37.5	31,019	42,268	15	815	32,027	44,999	15	865	33,068	46,798	15	915	34,132	48,534	15	966
SENIOR OFFICE APPLIANCE OPERATOR	35.0	29,041	42,046	16	815	30,179	43,960	16	861	31,160	45,718	16	910	32,199	47,534	16	960
SENIOR OFFSET MACHINE OPERATOR	35.0	29,229	42,268	16	815	30,179	43,960	16	861	31,160	45,718	16	910	32,199	47,534	16	960
SENIOR OPERATOR AUTOMATED TYPEWRITER	40.0	35,508	50,525	15	1,001	36,662	52,546	15	1,059	37,853	54,648	15	1,110	39,084	56,819	15	1,162
SENIOR PAINTER	37.5	31,701	46,028	14	1,023	32,731	47,867	14	1,081	33,795	49,782	14	1,142	34,884	51,332	14	1,194
SENIOR PAINTER (RSH)	40.0	31,831	44,446	16	788	32,866	46,224	16	835	33,934	48,073	16	884	35,034	50,000	16	934
SENIOR PARKING ATTENDANT	35.0	28,853	42,610	13	1,058	29,791	44,314	13	1,117	30,759	46,097	13	1,179	31,764	47,884	13	1,234
SENIOR PAYROLL CLERK (RSH)	37.5	29,942	43,959	14	1,001	30,915	45,717	14	1,057	31,920	47,546	14	1,116	32,964	49,329	14	1,170
SENIOR PHARMACISTS AIDE (RSH)	37.5	29,942	42,186	15	816	30,915	43,874	15	864	31,920	45,628	15	914	32,964	47,546	15	966
SENIOR PHARMACISTS AIDE TYPIST (RSH)	37.5	29,942	42,186	15	816	30,915	43,874	15	864	31,920	45,628	15	914	32,964	47,546	15	966

COUNTY OF UNION
 UNION COUNCIL NO 8
 2005 - 2007 SALARY RANGES

6/21/2006

Title	Hrs.	1/1/2005		1/1/2005		# of steps	1/1/2005		1/1/2006		1/1/2006		# of steps	1/1/2006		1/1/2007		1/1/2007		
		Min	Max	Min	Max		Incmt	Min	Max	Incmt	Min	Max		Incmt	Min	Max	Incmt	Min	Max	Incmt
SENIOR PHYSICAL THERAPY AIDE (RSH)	37.5	31,019	43,268	32,027	44,999	15	30,868	46,039	31,871	47,881	15	31,019	46,798	31,871	47,881	15	31,019	46,798	31,871	47,881
SENIOR PLANNING AIDE	35.0	29,896	44,268	30,848	46,039	15	29,896	44,268	30,848	46,039	15	29,896	44,268	30,848	46,039	15	29,896	44,268	30,848	46,039
SENIOR PLANNING DRAFTSMAN	35.0	29,877	43,027	30,848	44,748	16	29,877	43,027	30,848	44,748	16	29,877	43,027	30,848	44,748	16	29,877	43,027	30,848	44,748
SENIOR PLUMBER STEAMFITTER (RSH)	37.5	32,491	46,947	33,547	48,825	14	32,491	46,947	33,547	48,825	14	32,491	46,947	33,547	48,825	14	32,491	46,947	33,547	48,825
SENIOR POLICE RECORDS CLERK	35.0	33,280	48,558	34,341	50,500	16	33,280	48,558	34,341	50,500	16	33,280	48,558	34,341	50,500	16	33,280	48,558	34,341	50,500
SENIOR PROBATE CLERK	35.0	33,780	49,081	34,888	51,044	16	33,780	49,081	34,888	51,044	16	33,780	49,081	34,888	51,044	16	33,780	49,081	34,888	51,044
SENIOR PUBLIC SAFETY TELECOMMUNICATOR	40.0	31,143	43,994	32,155	45,753	16	31,143	43,994	32,155	45,753	16	31,143	43,994	32,155	45,753	16	31,143	43,994	32,155	45,753
SENIOR PURCHASING ASSISTANT	35.0	31,152	44,522	32,165	46,303	17	31,152	44,522	32,165	46,303	17	31,152	44,522	32,165	46,303	17	31,152	44,522	32,165	46,303
SENIOR PURCHASING ASSISTANT STENOGRAPHER	35.0	31,152	44,522	32,165	46,303	17	31,152	44,522	32,165	46,303	17	31,152	44,522	32,165	46,303	17	31,152	44,522	32,165	46,303
SENIOR PURCHASING ASSISTANT TYPING	35.0	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039
SENIOR RECEIPTIONIST TRANSCRIBER	35.0	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039
SENIOR RECEIPTIONIST TYPING	35.0	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039	15	29,896	44,268	30,868	46,039
SENIOR RECORDS RETRIEVAL OPERATOR (Established 2002 Co. Clerk's)	37.5	29,743	41,997	30,709	43,677	15	29,743	41,997	30,709	43,677	15	29,743	41,997	30,709	43,677	15	29,743	41,997	30,709	43,677
SENIOR RECORDS RETRIEVAL OPERATOR (RSH)	40.0	33,980	47,994	35,085	49,913	15	33,980	47,994	35,085	49,913	15	33,980	47,994	35,085	49,913	15	33,980	47,994	35,085	49,913
SENIOR ROAD REPAIRER (est Apr 05)	40.0	33,980	47,994	35,085	49,913	15	33,980	47,994	35,085	49,913	15	33,980	47,994	35,085	49,913	15	33,980	47,994	35,085	49,913
SENIOR SECURITY GUARD	40.0	29,909	42,417	30,861	44,114	14	29,909	42,417	30,861	44,114	14	29,909	42,417	30,861	44,114	14	29,909	42,417	30,861	44,114
SENIOR STOCK CLERK (RSH)	37.5	29,439	42,311	30,395	44,004	14	29,439	42,311	30,395	44,004	14	29,439	42,311	30,395	44,004	14	29,439	42,311	30,395	44,004
SENIOR STORKKEEPER (RSH)	37.5	36,650	51,588	37,852	53,651	15	36,650	51,588	37,852	53,651	15	36,650	51,588	37,852	53,651	15	36,650	51,588	37,852	53,651
SENIOR TELEPHONE OPERATOR	35.0	29,806	42,705	30,775	44,413	16	29,806	42,705	30,775	44,413	16	29,806	42,705	30,775	44,413	16	29,806	42,705	30,775	44,413
SENIOR TELEPHONE OPERATOR (RSH)	37.5	33,033	45,124	34,107	46,929	15	33,033	45,124	34,107	46,929	15	33,033	45,124	34,107	46,929	15	33,033	45,124	34,107	46,929
SENIOR TELEPHONE OPERATOR RECEPTIONIST (RSH)	37.5	33,033	45,124	34,107	46,929	15	33,033	45,124	34,107	46,929	15	33,033	45,124	34,107	46,929	15	33,033	45,124	34,107	46,929
SENIOR TRAFFIC ANALYST	35.0	31,293	45,068	32,310	46,871	14	31,293	45,068	32,310	46,871	14	31,293	45,068	32,310	46,871	14	31,293	45,068	32,310	46,871
SENIOR TRAFFIC ENUMERATOR	40.0	31,293	45,068	32,310	46,871	14	31,293	45,068	32,310	46,871	14	31,293	45,068	32,310	46,871	14	31,293	45,068	32,310	46,871
SENIOR TRAFFIC MAINTENANCE WORKER	40.0	34,922	49,486	36,057	51,465	17	34,922	49,486	36,057	51,465	17	34,922	49,486	36,057	51,465	17	34,922	49,486	36,057	51,465
SENIOR TREE CLIMBER	40.0	34,442	50,963	35,561	53,002	16	34,442	50,963	35,561	53,002	16	34,442	50,963	35,561	53,002	16	34,442	50,963	35,561	53,002
SENIOR WELDER	40.0	35,179	50,584	36,322	52,608	14	35,179	50,584	36,322	52,608	14	35,179	50,584	36,322	52,608	14	35,179	50,584	36,322	52,608
SENIOR X-RAY TECHNICIAN (RSH)	37.5	31,276	45,529	32,292	47,350	16	31,276	45,529	32,292	47,350	16	31,276	45,529	32,292	47,350	16	31,276	45,529	32,292	47,350
SEWER EQUIPMENT OPERATOR	40.0	31,497	47,753	32,521	49,663	14	31,497	47,753	32,521	49,663	14	31,497	47,753	32,521	49,663	14	31,497	47,753	32,521	49,663
SIGN DESIGNER, PROC.&LETTERER	40.0	35,154	50,113	36,296	52,117	14	35,154	50,113	36,296	52,117	14	35,154	50,113	36,296	52,117	14	35,154	50,113	36,296	52,117
SIGN MAKER (WOOD AND METAL)	40.0	32,633	47,394	33,900	53,697	15	32,633	47,394	33,900	53,697	15	32,633	47,394	33,900	53,697	15	32,633	47,394	33,900	53,697
SIGN MAKER 2	40.0	35,574	51,535	36,730	53,697	17	35,574	51,535	36,730	53,697	17	35,574	51,535	36,730	53,697	17	35,574	51,535	36,730	53,697
SIGN MAKER 3	40.0	36,311	52,783	37,491	54,694	14	36,311	52,783	37,491	54,694	14	36,311	52,783	37,491	54,694	14	36,311	52,783	37,491	54,694
SIGN MAKER 4	40.0	40,412	55,500	41,725	57,720	14	40,412	55,500	41,725	57,720	14	40,412	55,500	41,725	57,720	14	40,412	55,500	41,725	57,720
SIGN PAINTER	40.0	32,633	47,394	33,900	53,697	15	32,633	47,394	33,900	53,697	15	32,633	47,394	33,900	53,697	15	32,633	47,394	33,900	53,697
SOCIAL SERVICE ASSISTANT established 2001	35.0	28,708	43,221	29,015	44,950	15	28,708	43,221	29,015	44,950	15	28,708	43,221	29,015	44,950	15	28,708	43,221	29,015	44,950
STOCK CLERK	40.0	30,380	45,689	31,367	47,517	15	30,380	45,689	31,367	47,517	15	30,380	45,689	31,367	47,517	15	30,380	45,689	31,367	47,517
STOCK CLERK (RSH)	37.5	30,109	42,860	31,087	44,575	15	30,109	42,860	31,087	44,575	15	30,109	42,860	31,087	44,575	15	30,109	42,860	31,087	44,575
STOCK CLERK/ASST STOREKEEPER (est 2005)	37.5	32,046	48,118	33,087	50,043	13	32,046	48,118	33,087	50,043	13	32,046	48,118	33,087	50,043	13	32,046	48,118	33,087	50,043
STOCK HANDLER	35.0	26,694	38,532	27,768	40,074	14	26,694	38,532	27,768	40,074	14	26,694	38,532	27,768	40,074	14	26,694	38,532	27,768	40,074
STOCK HANDLER	40.0	30,995	43,465	32,003	45,204	15	30,995	43,465	32,003	45,204	15	30,995	43,465	32,003	45,204	15	30,995	43,465	32,003	45,204
STOCK HANDLER (RSH)	37.5	28,327	40,387	29,248	42,002	15	28,327	40,387	29,248	42,002	15	28,327	40,387	29,248	42,002	15	28,327	40,387	29,248	42,002
STOCK HANDLER (LABORER (RSH)	37.5	30,321	42,652	31,307	44,358	15	30,321	42,652	31,307	44,358	15	30,321	42,652	31,307	44,358	15	30,321	42,652	31,307	44,358
STOREKEEPER (RSH)	37.5	32,783	50,177	33,848	52,184	12	32,783	50,177	33,848	52,184	12	32,783	50,177	33,848	52,184	12	32,783	50,177	33,848	52,184
SUPERVISING ACCOUNT CLERK	35.0	30,710	45,569	31,708	47,392	14	30,710	45,569	31,708	47,392	14	30,710	45,569	31,708	47,392	14	30,710	45,569	31,708	47,392
SUPERVISING ACCOUNT CLERK (RSH)	40.0	32,497	47,061	33,848	48,228	14	32,497	47,061	33,848	48,228	14	32,497	47,061	33,848	48,228	14	32,497	47,061	33,848	48,228
SUPERVISING CLERK (COUNTY CLERK)	35.0	30,710	45,569	31,708	47,392	14	30,710	45,569	31,708	47,392	14	30,710	45,569	31,708	47,392	14	30,710	45,569	31,708	47,392
SUPERVISING CLERK (RSH)	37.5	30,311	44,367	31,296	46,173	14	30,311	44,367	31,296	46,173	14	30,311	44,367	31,296	46,173	14	30,311	44,367	31,296	46,173
SUPERVISING CLERK STENO	35.0	31,094	45,960	32,096	48,203	15	31,094	45,960	32,096	48,203	15	31,094	45,960	32,096	48,203	15	31,094	45,960	32,09	

COUNTY OF UNION
 UNION COUNCIL NO.8
 2005 - 2007 SALARY RANGES

6/21/2006

Title	Hrs.	1/1/2005		1/1/2005		1/1/2005		1/1/2005		1/1/2006		1/1/2006		1/1/2007		1/1/2007	
		Min	Max	# of steps	Incent	Min	Max	# of steps	Incent	Min	Max	# of steps	Incent	Min	Max	# of steps	Incent
SUPERVISING RECEPTIONIST	35.0	34,227	49,699	16	967	35,339	51,687	16	1,022	36,488	53,754	16	1,079	36,488	53,754	16	1,079
SUPERVISING TELEPHONE OPERATOR	35.0	34,227	49,699	16	967	35,339	51,687	16	1,022	36,488	53,754	16	1,079	36,488	53,754	16	1,079
SUPERVISING TELEPHONE OPERATOR (RSH)	37.5	34,076	50,057	13	1,229	35,184	52,060	13	1,298	36,327	54,442	13	1,370	36,327	54,442	13	1,370
SUPERVISOR HEALTH INSURANCE BENEFITS CLERK (RSH)	37.5	35,455	50,424	14	1,069	36,608	52,441	14	1,131	37,797	54,538	14	1,196	37,797	54,538	14	1,196
SUPERVISOR OF ACCOUNTS	35.0	31,548	46,549	15	1,000	32,573	48,411	15	1,056	33,632	50,347	15	1,114	33,632	50,347	15	1,114
SUPERVISOR OF ACCOUNTS (OFFICE MGR) (est 2004)	35.0	38,280	53,532	16	1,078	37,459	55,673	16	1,138	38,676	57,900	16	1,201	38,676	57,900	16	1,201
SUPERVISOR OF ACCOUNTS PAYABLE (ENG.)	35.0	33,204	47,428	14	1,016	34,284	49,325	14	1,074	35,398	51,298	14	1,136	35,398	51,298	14	1,136
SUPERVISOR OF ACCOUNTS PAYABLE (SUBROGATE) (est. 2006)	35.0	36,808	51,285	15	965	37,459	55,673	16	1,138	38,676	57,900	16	1,201	38,676	57,900	16	1,201
SUPERVISOR OF AUTOMATED TYPING OPERATIONS	40.0	32,596	47,912	16	957	33,656	49,829	16	1,022	34,749	51,822	16	1,082	34,749	51,822	16	1,082
SUPERVISOR OF CENTRAL MAIL ROOM	40.0	28,204	42,630	15	962	29,121	44,335	15	1,014	30,067	46,108	15	1,069	30,067	46,108	15	1,069
SUPERVISOR OF DATA ENTRY MACHINE OPERATIONS (PROS)	35.0	36,808	51,285	15	965	38,004	53,386	15	1,022	39,239	55,470	15	1,082	39,239	55,470	15	1,082
SUPERVISOR OF DATA ENTRY MACHINE OPERATIONS (RSH)	37.5	36,848	51,711	15	991	38,045	53,780	15	1,049	39,282	55,931	15	1,110	39,282	55,931	15	1,110
SUPERVISOR OF ELECTRONICS REPAIR	37.5	36,168	53,100	18	941	37,344	55,224	18	993	38,557	57,433	18	1,049	38,557	57,433	18	1,049
TECHNICAL MANAGEMENT INFORMATION SYSTEMS	35.0	32,715	47,918	16	960	33,778	49,835	16	1,004	34,876	51,828	16	1,060	34,876	51,828	16	1,060
TELEPHONE OPERATOR (RSH) AFTER 5/1/92	37.5	25,672	42,975	15	1,154	26,506	44,694	15	1,213	27,368	46,482	15	1,274	27,368	46,482	15	1,274
TELEPHONE OPERATOR (RSH) PRIOR 5/1/92	37.5	28,271	40,229	15	797	29,189	41,838	15	1,213	30,138	43,511	15	1,274	30,138	43,511	15	1,274
TELEPHONE OPERATOR, ACCOUNT CLERK (RSH) AFTER 5/1/92	37.5	25,672	42,975	15	1,154	26,506	44,694	15	1,213	27,368	46,482	15	1,274	27,368	46,482	15	1,274
TELEPHONE OPERATOR, ACCOUNT CLERK (RSH) PRIOR 5/1/92	37.5	28,271	40,229	15	797	29,189	41,838	15	1,213	30,138	43,511	15	1,274	30,138	43,511	15	1,274
TELEPHONE OPERATOR, AFTER 5/1/92	35.0	25,107	40,475	18	865	25,923	42,298	18	910	26,765	43,989	18	957	26,765	43,989	18	957
TELEPHONE OPERATOR, PRIOR 5/1/92	35.0	27,706	40,671	16	798	28,606	42,094	16	843	29,536	43,778	16	890	29,536	43,778	16	890
TELEPHONE OPERATOR, RECEPTIONIST AFTER 5/1/92	35.0	25,107	40,671	18	865	25,923	42,298	18	910	26,765	43,989	18	957	26,765	43,989	18	957
TELEPHONE OPERATOR, RECEPTIONIST PRIOR 5/1/92	35.0	27,706	40,671	16	798	28,606	42,094	16	843	29,536	43,778	16	890	29,536	43,778	16	890
TELEPHONE OPERATOR, TYPING AFTER 5/1/92	35.0	25,107	40,671	18	865	25,923	42,298	18	910	26,765	43,989	18	957	26,765	43,989	18	957
TELEPHONE OPERATOR, TYPING PRIOR 5/1/92	37.5	25,672	42,975	15	797	29,189	41,838	15	843	30,138	43,511	15	892	30,138	43,511	15	892
TELEPHONE OPERATOR, TYPIST (RSH) AFTER 5/1/92	37.5	28,271	40,229	15	934	30,916	45,717	15	987	31,920	47,546	15	1,042	31,920	47,546	15	1,042
TELEPHONE OPERATOR, TYPIST (RSH) PRIOR 5/1/92	40.0	29,943	43,959	15	934	30,916	45,717	15	987	31,920	47,546	15	1,042	31,920	47,546	15	1,042
TRAFFIC ANALYST	40.0	29,943	43,959	15	934	30,916	45,717	15	987	31,920	47,546	15	1,042	31,920	47,546	15	1,042
TRAFFIC ENLIVENATOR	40.0	31,497	47,130	18	868	32,521	49,015	18	916	33,577	50,975	18	967	33,577	50,975	18	967
TRAFFIC MAINTENANCE WORKER	40.0	32,163	48,537	16	1,023	33,209	50,478	16	1,079	34,288	52,497	16	1,138	34,288	52,497	16	1,138
TREE CLIMBER	40.0	33,002	49,517	16	1,032	34,075	51,497	16	1,089	35,182	53,557	16	1,148	35,182	53,557	16	1,148
TREE SURGEON	40.0	33,002	49,517	17	860	32,693	48,134	17	908	33,756	50,059	17	959	33,756	50,059	17	959
TRUCK DRIVER (RSH)	37.5	29,271	41,402	15	809	30,223	43,058	15	856	31,205	44,781	15	905	31,205	44,781	15	905
WARD CLERK (RSH) HIRED PRIOR 9/1/95	37.5	28,436	40,421	15	799	29,360	42,038	15	845	30,314	43,719	15	894	30,314	43,719	15	894
WARD CLERK (RSH)	37.5	28,436	40,421	15	799	29,360	42,038	15	845	30,314	43,719	15	894	30,314	43,719	15	894
WARD CLERK TYPING (RSH)	40.0	33,504	48,176	14	1,048	34,593	50,103	14	1,108	35,717	52,107	14	1,171	35,717	52,107	14	1,171
WELDER	37.5	30,777	44,937	14	1,011	31,777	46,734	14	1,068	32,810	48,603	14	1,128	32,810	48,603	14	1,128
X-RAY TECHNICIAN (RSH)	40.0	31,914	45,241	15	888	32,952	47,051	15	940	34,023	48,933	15	994	34,023	48,933	15	994
YOUTH WORKER	40.0	31,914	45,241	15	888	32,952	47,051	15	940	34,023	48,933	15	994	34,023	48,933	15	994

1/23/2006

COUNTY OF UNION
UNION COUNCIL NO.8

2005-2007 SALARY RANGES

Hired after September 1, 1995

Title	Hrs.	1/1/2005			1/1/2006			1/1/2007		
		LOW	MID	HIGH	LOW	MID	HIGH	LOW	MID	HIGH
Food Service Worker	37.5	20,992	21,636	23,153	21,675	22,340	24,079	22,379	23,066	25,042
Health Insurance Benefits Clerk	37.5	24,442	25,202	26,904	25,236	26,021	27,980	26,057	26,866	29,099
Institutional Attendant	37.5	22,142	22,832	24,419	22,862	23,574	25,396	23,605	24,340	26,412
Laundry Worker	37.5	22,142	22,832	24,419	22,862	23,574	25,396	23,605	24,340	26,412
Nursing Services Clerk	37.5	24,442	25,202	26,904	25,236	26,021	27,980	26,057	26,866	29,099
Ward Clerk	37.5	22,142	22,832	24,419	22,862	23,574	25,396	23,605	24,340	26,412

COUNTY OF UNION
UNION COUNCIL NO. 8

EXHIBIT "E"

JOB CLASSIFICATION	SHIFT	HOURS PER WEEK	SHIFT DIFFERENTIAL (PER SHIFT & YEAR)			SHIFT DIFFERENTIAL (PER HOUR & YEAR)				
			1/1/05	6/1/05	1/1/06	1/1/05	6/1/05	1/1/06		
			3.50%	3.75%	4.00%					
BRIDGE OPERATOR	3 - 11PM	40.0	3.65	3.78	3.92	4.08	0.46	0.47	0.49	0.51
BRIDGE OPERATOR	11PM - 7AM	40.0	3.65	3.78	3.92	4.08	0.46	0.47	0.49	0.51
BUILDING MAINTENANCE WORKER (RSH)	3 - 11PM	40.0	3.47	3.59	3.73	3.88	0.43	0.45	0.47	0.48
BUILDING MAINTENANCE WORKER (RSH)	11PM - 7AM	40.0	3.47	3.59	3.73	3.88	0.43	0.45	0.47	0.48
BUILDING MAINTENANCE WORKER (RSH)	Weekends	40.0	4.00	4.14	4.30	4.47	0.50	0.52	0.54	0.56
LAUNDRY WORKER (RSH)	3 - 11PM	37.5	3.26	3.37	3.50	3.64	0.43	0.45	0.47	0.49
LAUNDRY WORKER (RSH)	11PM - 7AM	37.5	3.26	3.37	3.50	3.64	0.43	0.45	0.47	0.49
LAUNDRY WORKER (RSH)	Weekends	37.5	3.75	3.88	4.03	4.19	0.50	0.52	0.54	0.56
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	3 - 11PM	37.5	3.69	3.82	3.96	4.12	0.49	0.51	0.53	0.55
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	11PM - 7AM	37.5	3.47	3.59	3.73	3.88	0.46	0.48	0.50	0.52
INSTITUTIONAL ATTENDANT (CERTIFIED NURSING ASSISTANT)	Weekends	37.5	3.76	3.89	4.04	4.20	0.50	0.52	0.54	0.56
DIETARY WORKERS (RSH)	Weekends	37.5	3.75	3.88	4.03	4.19	0.50	0.52	0.54	0.56
BUILDING SERVICE WORKER	4PM - 12Midnight	40.0	3.52	3.64	3.78	3.93	0.44	0.46	0.47	0.49
CLERK (DIV OF CORRECTIONAL SERVICES)	3 - 11PM	40.0	3.84	3.97	4.12	4.29	0.48	0.50	0.52	0.54
CLERK (DIV OF CORRECTIONAL SERVICES)	11PM - 7AM	40.0	3.84	3.97	4.12	4.29	0.48	0.50	0.52	0.54
CLERK (DIV OF CORRECTIONAL SERVICES)	Weekends	40.0	4.00	4.14	4.30	4.47	0.50	0.52	0.54	0.56
JUVENILE DETENTION OFFICER & SR JUVENILE DETENTION OFFICER	3 - 11PM	40.0	5.02	5.20	5.39	5.61	0.63	0.65	0.67	0.70
JUVENILE DETENTION OFFICER & SR JUVENILE DETENTION OFFICER	11PM - 7AM	40.0	4.69	4.85	5.04	5.24	0.59	0.61	0.63	0.65
JUVENILE DETENTION OFFICER & SR JUVENILE DETENTION OFFICER	Weekends	40.0	4.00	4.14	4.30	4.47	0.50	0.52	0.54	0.56
CHILDREN'S SHELTER	3 - 11PM	40.0	5.12	5.30	5.50	5.72	0.64	0.66	0.69	0.71
CHILDREN'S SHELTER	11PM - 7AM	40.0	5.12	5.30	5.50	5.72	0.64	0.66	0.69	0.71
CHILDREN'S SHELTER	Weekends	40.0	4.00	4.14	4.30	4.47	0.50	0.52	0.54	0.56
SECURITY GUARDS	4PM - 12Midnight	40.0	3.82	3.95	4.10	4.27	0.48	0.49	0.51	0.53
SECURITY GUARDS	12Midnight - 8AM	40.0	3.82	3.95	4.10	4.27	0.48	0.49	0.51	0.53
SECURITY GUARDS	Weekends	40.0	4.00	4.14	4.30	4.47	0.50	0.52	0.54	0.56
LPNS & SENIOR LPNS	3PM - 11:15PM	37.5	19.65	20.34	21.10	21.94	2.62	2.71	2.81	2.93
LPNS & SENIOR LPNS	11PM - 7:15AM	37.5	14.63	15.14	15.71	16.34	1.95	2.02	2.09	2.18
LPNS & SENIOR LPNS	Weekends	37.5	24.23	25.49	26.46	27.51	3.23	3.40	3.53	3.67

EXHIBIT F

EMERGENCY CLOSING POLICY

UNION COUNTY BOARD OF CHOSEN FREEHOLDERS RESOLUTION NO. 391-01

4/11/2001

WHEREAS, on occasion it has been determined by the County Manager that County Offices should be closed due to a snow emergency, with the exception of 24 day per week facilities or operations, and those divisions directly involved in snow removal operations; and

WHEREAS, the Union County Board of Chosen Freeholders adopted official Policies in 1984 and 1993 and 2000 pertaining to snow emergency closing as they affect overtime, sick time, vacation time and other personnel matters; and

WHEREAS, the Union County Board of Chosen Freeholders now desires to rescind those policies and adopt a new policy that shall pertain to the closing of all County of Union offices due to an emergency, not limited to snow, effective January 1, 2001.

NOW, THEREFORE, BE IT RESOLVED by the Union County Board of Chosen Freeholders that the policy for a declared emergency day as it effects overtime, sick time, vacation time and compensation shall be as follows:

24 HOUR FACILITIES:

- Employees who report and work between the hours of 12:00 a.m. and 11:59 p.m. shall receive one additional day's pay, or part thereof based upon actual hours worked, at straight time.
- Employees who call in but do not report for work due to the emergency shall have no change or charge to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.
- Employees who have a scheduled day off shall not receive any credit for additional time off.

RECORD OF VOTE																
FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP	FREEHOLDER	Aye	Nay	Abs	Pass	Res.	Sec	NP	
ESTRADA	X				X			STENDER								
HOLMES							X	SULLIVAN	X							
RUOTOLO	X					X		MINGO VICE- CHAIRMAN							X	
SCANLON	X															
SCUTARI	X				X			MIRABELLA CHAIRMAN	X							
APPROVED AS TO FORM			I hereby certify the above to be a true copy of a resolution adopted by the Board of chosen Freeholders of the County of Union on the date above mentioned.													
COUNTY ATTORNEY			_____CLERK													

NON-24 — HOUR FACILITIES REQUIRED TO WORK DUE TO THE EMERGENCY DAY

- Employees who report and work between the hours of 12:00 a.m. and 11:59 p.m. shall receive one additional day pay, or part thereof based upon actual hours worked, at straight time.
- Employees who do not report to work due to the emergency shall have no change to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.
- Employees who have a scheduled day off shall not receive any credit for additional time off.

NON 24 HOUR FACILITIES

- Employees who report and are required to work shall receive compensatory time for time actually worked.
- Employees who report to work and are subsequently sent home should not receive any credit for additional time off.
- Employees who do not report to work due to the emergency shall have no charge to sick time or personal time.
- Employees who are on an approved leave of absence prior to the declared emergency day shall not receive any credit for additional time off.
- Employees who call in sick on the emergency day shall not receive any credit for additional time off.

- Employees who have a scheduled day off shall not receive any credit for additional time off.

BE IT FURTHER RESOLVED that Union County Board of Chosen Freeholders recognizes the importance of maintaining all County operations during severe snow, and other emergency conditions to the greatest extent possible,.

BE IT FURTHER RESOLVED that the County Manager shall only be authorized to declare a snow or other emergency closing in the future if the Governor declares a State of Emergency affecting the County of Union.

EXHIBIT G

JDO ACADEMY CLOTHING ALLOWANCE

Required Equipment for COTA [Sea Girt]

2 pair Trousers [Uniform of the Day]: Dickies Traditional Work Pants Lot #874H	\$45.00
Black Plain Toed Shoes	Annual Reimbursement
Athletic Shoes	\$75.00
Sufficient Underwear and handkerchiefs For 5 nights	Personal Items
Dress Socks [black]	Personal Items
Athletic Socks [white]	Personal Items
Cotton Sweat Suit [Stenciling Required]	\$35.00
Crew Neck Tee Shirts [Stenciling Required]	\$30.00
Mouth Piece	\$10.00
Gym Shorts [stenciling required]	\$30.00
Athletic Supporter [Male]	Personal Items
Athletic Bra [Female]	Personal Items
Black Leather Belt, silver buckle	\$25.00
White Sheets [2]	Personal Items
Blankets [white]	Personal Items
Pillow	Personal Item
Pillow Cases	Personal Items
Towels [bath and hand]	Personal Items
Laundry bag	\$10.00
Pajamas	Personal Items
Shoe Polish & Brush	\$10.00
Flashlights, Hangars, Water Bottle, Shower Slippers	\$25.00
Personal Hygiene Items	Personal Items
Est Total Out of Pocket:	\$300.00 - \$350.00