

2-0109

04-00

AGREEMENT BETWEEN  
CAMDEN COUNTY BOARD OF SOCIAL SERVICES  
AND  
COMMUNICATION WORKERS OF AMERICA, AFL-CIO  
(Clerical Employees)

X Contract period  
July 1, 1986 through  
June 30, 1989

TABLE OF CONTENTS

	PAGE
PREAMBLE	2
ARTICLE I - UNION RECOGNITION	2
ARTICLE II - CONTRACT PERIOD	2
ARTICLE III - HOURS OF WORK	3
ARTICLE IV - MANAGEMENT RIGHTS	3
ARTICLE V - CIVIL SERVICE REGULATIONS	3
ARTICLE VI - DUES DEDUCTION AND REPRESENTATION FEE	4
ARTICLE VII - UNION LEAVE	6
ARTICLE VIII - LEAVE OF ABSENCE	7
ARTICLE IX - SICK LEAVE	8
ARTICLE X - EDUCATIONAL AID	9
ARTICLE XI - SPECIAL LEAVES OF ABSENCE	12
ARTICLE XII - BEREAVEMENT LEAVE	13
ARTICLE XIII - NO STRIKE AGREEMENT	14
ARTICLE XIV - HEALTH INSURANCE COVERAGE	14
ARTICLE XV - VACATIONS	15
ARTICLE XVI - HOLIDAYS	16
ARTICLE XVII - GRIEVANCE PROCEDURE	18
ARTICLE XVIII - CLOTHING ALLOWANCE	25
ARTICLE XIX - AUTOMOBILE LIABILITY INSURANCE	25
ARTICLE XX - CONFIDENTIAL FILES	26
ARTICLE XXI - SENIORITY, JOB OPENINGS & TRANSFERS	26
ARTICLE XXII - EQUIPMENT & SUPPLIES	27
ARTICLE XXIII - DISCIPLINE FOR JUST CAUSE	28
ARTICLE XXIV - HEALTH AND SAFETY	28
ARTICLE XXV - WORKING OUTSIDE JOB CLASSIFICATION	29
ARTICLE XXVI - TRAINING	29
ARTICLE XXVII - WORKER'S COMPENSATION	29
ARTICLE XXVIII - TEMPORARY DISABILITY	30
ARTICLE XXIX - MILEAGE CLAUSE	30
ARTICLE XXX - SAVINGS CLAUSE	31
ARTICLE XXXI - OVERTIME	31
ARTICLE XXXII - FULLY BARGAINED CLAUSE	31
ARTICLE XXXIII - BULLETIN BOARD	32
ARTICLE XXXIV - BREAKS	32
ARTICLE XXXV - NON-DISCRIMINATION CLAUSE	32
ARTICLE XXXV - LONGEVITY	32
ARTICLE XXXVI - SALARIES	34
SIGNATURE PAGE	37

PREAMBLE

This Agreement is entered into between the Camden County Board of Social Services (herein referred to as the Board) and the Communication Workers of America, AFL-CIO (herein referred to as the Union).

ARTICLE I - UNION RECOGNITION

The Board agrees to recognize the Union as the sole and exclusive collective bargaining representative of the employees whose titles are set forth in the Appendix. Those excluded from the bargaining unit and the representation agreement are Head Clerks, Principal Clerks, Senior Home Service Aides, Senior Investigators, and all other personnel designated as supervisors.

ARTICLE II - CONTRACT PERIOD

This Agreement shall remain in full force and effect through June 30, 1989. Negotiations on a successor contract shall commence on March 1, 1989, upon written notice by one party to the other, at least 90 days prior to the expiration date of the Agreement. In the absence of such notification, this Agreement shall continue for an additional term of one year and the parties will be bound by the same terms and conditions thereof.

### ARTICLE III - HOURS OF WORK

The normal work week shall consist of 35 hours per week, 7 hours per day, 5 days per week, Monday through Friday. The director may stagger hours so that the public may be served. The hours of work shall be from 8:30 a.m. to 4:30 p.m., which includes a one hour lunch period. A bell will be installed to signify common dismissal at the end of the work day at the County Administration Building.

### ARTICLE IV - MANAGEMENT RIGHTS

All the powers, rights, prerogatives, duties, responsibilities, and authority that the Board had prior to the signing of this Agreement are retained by the Board except those specifically modified by this Agreement and those which are not contrary to public policy nor any law of the State of New Jersey, or any rules, regulations or directives promulgated by the State Division of Public Welfare, or the State Division of Youth and Family Services.

### ARTICLE V - CIVIL SERVICE REGULATIONS

The administrative and procedural provisions and controls of the Civil Service Law and the Rules and Regulations promulgated thereunder are to be observed in the administration of this Agreement, except and to the extent that this Agreement pertains to subjects not therein contained.

ARTICLE VI - DUES DEDUCTION AND REPRESENTATION FEE

The Board will receive from the Union, duly executed Union Membership and dues deduction cards, from all employees who have signed said cards.

The Union monthly dues will be deducted from the employee's first pay check of each month and remitted to the Union, as aforesaid. In accordance with the appropriate New Jersey statutes, the Board, upon receipt of a duly executed authorization - assignment form acceptable to the Board, agrees to deduct from the first pay check each month, of employees covered by this Agreement who have executed said form, the established monthly dues of the Union. It is further agreed that the Board shall remit such deductions to the Union prior to the 10th day of the month following the month for which such deduction is made. The amount of dues shall be changed as may be certified to the Board by the Union at least thirty (30) days prior to the date on which the deduction of Union dues is to be made. The Union dues deducted pursuant hereto shall be remitted by the Board to the Union, c/o Secretary-Treasurer, Communication Workers of America AFL-CIO, 1925 K Street, N.W. Washington, D.C., 20006, together with a list of employees from whose pay deductions were made. A copy of such list shall also be delivered to the local Union President.

The employer agrees to deduct in accordance with P.L. 1979, Chapter 477 as it relates to the Agency Shop provisions,

a representation fee not to exceed eighty-five percent (85%) from non-union employees as directed by the Majority Representative. The Majority Representative agrees to implement a demand and return system as set forth by statute, and in addition agrees to the following contract indemnification language:

Indemnification and Save Harmless Provision. The Union shall indemnify and hold the Camden County Board of Social Services (hereinafter called the "Board") harmless against any and all claims, demands, suits and other forms of liability including but not limited to counsel fees, legal expenses and costs, and awards and damages which may arise out of or by reason of any action taken by the Board which is required for the implementation of the agency shop provisions, provided that:

1. The Board notifies the Union in writing within sixty (60) days of receiving written notice of any claim, demand, suit or other form of liability.

2. A claim, demand, suit or other form of liability is not the result of any type of willful misconduct by the Board or the Board's willful imperfect execution of the obligations imposed upon it by this article.

The Board will cooperate with the Union in gathering permissible and applicable evidence, from its records, providing witnesses from the Administrative Staff, and in other aspects of defending an action arising out of this article.

If the Union so requests in writing, the Board may surrender full responsibility for the defense of such claim, demand, suit, or other form of liability to the Union and will continue to cooperate with the Union in defending an action arising out of this article. If the Union does not defend the action, it is understood the Union shall underwrite any and all costs incurred by the Board with the defense by providing evidence from its records, providing witnesses, and in all other aspects of the defense.

#### ARTICLE VII - UNION LEAVE

Union leave days without pay may be granted in order to allow union delegates to attend the following conferences, meetings or conventions:

- (a) Annual International C.W.A. Conventions;
- (b) District I, C.W.A. Conference;
- (c) State C.W.A. Conference;
- (d) Legislative International C.W.A. Conference;
- (e) District I, Council of Public Employees;
- (f) Other official union meetings or training sessions.

Such union leave may be granted, and in determining whether or not the Board should exercise its discretion to allow said leave, the Board should consider the total number of delegates to attend such event, the resultant effect on the agency or department, and the aggregate

total of union days previously granted during the year and the length of time for any single meeting.

The Board agrees to permit an aggregate of thirty (30) Union days to be taken with pay for 1987, an aggregate of thirty (30) days to be taken with pay for 1988 and an aggregate of thirty (30) Union days to be taken with pay for 1989.

The Union shall provide the Personnel Office with forty-eight (48) hours written notice prior to the paid and unpaid union leave.

#### ARTICLE VIII - LEAVE OF ABSENCE

A. Leaves of absence without pay may be granted, at the discretion of the Board, to permanent employees for a period not to exceed six (6) months at any one time, subject to approval by the Department of Civil Service. Such leaves of absence may be renewed by the Board for an additional period not to exceed six (6) months. No further renewal may be granted except upon the approval by the Department of Civil Service for reasons as established by Commission Regulations.

B. In all cases, a letter of request from the employee setting forth the reasons why leave is desired and the dates for the commencing and the terminating of leave shall be submitted to the Board. No leave of absence with or without pay shall become effective without prior approval of the Board and/or the Welfare Director.



C. Employees granted leaves of absence without pay shall have annual sick leave and vacation leave credits each reduced at the same rate as earned.

ARTICLE IX - SICK LEAVE

A. The current sick leave policy shall be continued during the life of the agreement as follows:

1. During the remainder of the calendar year in which an employee first acquires permanent status, that employee will accumulate sick leave privileges as earned on the basis of one (1) day per month of service or major fraction thereof.

2. Permanent employees starting with the second year of permanency shall be entitled to fifteen (15) days sick leave each calendar year on a cumulative basis. The leave is credited in advance at the beginning of the calendar year in anticipation of continued employment for the full year. Sick leave days may be used in accordance with the provisions of Civil Service and established Board policy.

B. Sick leave for absences of long duration must be requested by the employee in writing to his/her immediate supervisor. This request must be accompanied by a written and signed statement by a physician prescribing the sick leave and giving the reasons for sick leave.

C. In all cases of illness, whether for short or long term, the employee is required to notify his superior of the reason for absence at 9:00 a.m., or as soon as possible

thereafter on the first day of absence from the office. If the duration of absence exceeds two (2) days, it will be necessary to report on every third day. Failure to report absences on the part of any employee may be cause for disciplinary action. A physician's certificate must be submitted for five (5) or more consecutive days of sick leave.

D. All sick leaves are subject to Administrative and/or Board approval and, where appropriate, to approval by the the Department of Civil Service.

#### ARTICLE X - EDUCATIONAL AID

1. Permanent employees may be afforded opportunity for educational aid. The types of educational aid offered by the Agency are Educational Leave and Tuition Reimbursement.

##### 2. Educational Leave

Educational leave may be full time leave with or without stipend and/or tuition. This may be granted for full-time enrollment in an accredited school of the employee's choice leading to a degree. Only permanent employees may receive full-time leave with or without stipend and/or tuition.

Subject to the Board's approval, the cost of any graduate or undergraduate courses taken by permanent employees of the board, in order to increase their knowledge in the fields of Social Work, Psychology, Sociology, Business Administration, Public Administration or other job

related fields will be paid by the Board provided that:

- a) the employee makes application, in advance and in writing, to the Board;
- b) the employee executes the Aid Agreement dated 7-1-86;
- c) the employee continues in full time employment with the Board; and
- d) the employee attains a satisfactory grade in the course. Satisfactory grade is defined as a grade of "C" on the undergraduate level and a grade of "B" at the graduate level, unless the employee can provide documentation showing that some other grade is considered to be indicative of satisfactory performance by the educational institution providing the course.

3. Tuition rates for employees approved for educational leave shall not exceed those rates of Rutgers, the State University.

4. Educational Leave Committee

The Educational Leave Committee (ELC) shall be composed of staff designated by the Director and a Union member. The Union shall select one of its members, who must be an employee of the Board, to serve on the Educational Leave Committee, which has been established by the Board for purposes of this Article. The Union representative shall be named and designated by the Union at the commencement of

this contract, and only said employee who continues to be a member of the Union shall be entitled to participate in the Educational Leave Committee.

5. Tuition Reimbursement

Tuition Reimbursement is financial aid granted to permanent employees who are enrolled in approved job related courses which are offered at accredited institutions or approved technical courses which are offered by recognized institutions or training centers.

Subject to the Board's approval, the cost of any accredited degree courses or technical job-related courses that may increase their expertise in any area relevant to the Agency's mission will be reimbursed by the Board, provided that:

- a) such courses are taken during non-working hours unless the Board, at its discretion, allows an exception; and
- b) the employee executes the Educational Aid Agreement dated 7-1-86;
- c) such professional or technical education should be required of the position for which the employee is occupying or will be assigned to.
- d) the employee attains a satisfactory grade in the course. Satisfactory grade is defined as a grade of "C" on the undergraduate level and a

grade of "B" at the graduate level, unless the employee can provide documentation showing that some other grade is considered to be indicative of satisfactory performance by the educational institution providing the course.

- e) Tuition rates for employees approved for Tuition Reimbursement shall not exceed those rates of Rutgers, the State University.

#### ARTICLE XI - SPECIAL LEAVES OF ABSENCE

Employees shall be entitled to the following special non accumulative leaves of absence, with pay:

1. Time necessary for jury duty, except that the employee is expected to return to work after dismissal from jury duty unless said employee's returning is within one-half hour of dismissal time.

2. Those employees who have been employed by the Board for at least one year shall be entitled to three personal days leave, with pay, for each year of this contract. Such leaves shall not be cumulative from year to year.

After an employee has been with the Board for one year, then in that event, he/she shall be entitled to the benefits of this paragraph during the next succeeding calendar year.

Personal leaves are granted for personal business, such as emergencies, religious holidays, or other items relating to the personal affairs of the employee. Such leave shall not be

granted at the beginning or end of a vacation or paid holiday, or at the beginning or end of a work week, except in cases of emergency or religious holiday. Personal leave time may be taken by the employee in half day increments (i.e. an employee may be granted half a personal day for time taken up to 12:00 noon through the remainder of the day). Requests for said personal leave shall be made in writing and approved in advance of the requested date from the employee's immediate supervisor.

3. Time necessary for persons called in to temporary active duty with the United States Armed Forces Reserves or the New Jersey National Guard, provided such obligations cannot be fulfilled on days when the employee is scheduled to work. Such persons shall be paid not more than two (2) weeks salary, less the military pay, during the course of such calendar year.

#### ARTICLE XII - BEREAVEMENT LEAVE

All employees covered by this Agreement shall be entitled to up to a total of three (3) days paid leave per calendar year for bereavement for time lost from work due to the death of any of the following member of the immediate family. Immediate family is defined as father, mother, brothers, sisters, spouse, children, grandparents, grandchildren, parents-in-law, step or foster parents, step or foster brothers, step or foster sisters, legal guardians, and other relatives residing in the employee's household.

Bereavement leave days shall be non-cumulative and may be used only within the calendar year.

ARTICLE XIII - NO STRIKE AGREEMENT

1. During the term of this Agreement, the Union agrees not to engage in or support any strike, work stoppage, slowdown, or other similar action by employees covered by this Agreement.

2. No lockout of employees shall be instituted or supported by the Agency during the term of this Agreement.

3. The Union recognizes its responsibility as exclusive collective negotiations agent and agrees to represent all employees in the unit without discrimination.

4. These agreements are not intended to limit the freedom of speech or demonstration of the Union or its members.

ARTICLE XIV - HEALTH INSURANCE COVERAGE

A. The Board agrees to pay for the full cost and provide coverage for eligible employees and their immediate families in accordance with the definition of the insurance carrier for hospital and medical insurance and major medical expenses insurance in accordance with the New Jersey State Health Benefits Plan. Coverage for the employees will be provided in accordance with the provisions of said plan, and this will pertain to permanent, provisional or temporary employees.

B. The Board agrees to continue to contract with and

to pay the full cost and provide dental insurance coverage for eligible employees and their dependents (as defined by the carrier).

C. By virtue of negotiations, the Board agrees to provide a prescription drug plan with a deductible of \$2.00 per prescription for all eligible employees and their dependents (as defined by the carrier) under the Delaware Valley Prescription Plan. Dependent coverage shall commence on October 1, 1986.

#### ARTICLE XV - VACATIONS

A. Permanent employees shall be granted vacation leave as follows:

1. One (1) working day for each month of service or major fraction thereof during the first (1st) year;
2. After one (1) year of service through five (5) years of service, twelve (12) working days per year;
3. After five (5) years of service through twelve (12) years of service, fifteen (15) working days per year;
4. After twelve (12) years of service through nineteen (19) years of service, twenty (20) working days per year;
5. After twenty (20) years of service, twenty-five (25) working days per year.
6. Vacation time will be credited on January 1st of each year in anticipation of full employment for that calendar year and is to be taken during the calendar year.



B. Vacation time for all employees shall be scheduled and taken within the calendar year it is earned, except that employees may carry over to the following year only, twelve (12) unused and accrued vacation days. If the twelve (12) vacation days are carried over into the following year, they must be used at that time. No further accumulations are allowed.

C. The present policy will be continued of granting vacation time by seniority in grade with requests to be submitted in writing within a given time limitation.

D. Provisional and temporary employees shall be granted one (1) working day vacation leave for each full month of service or major fraction thereof during temporary employment. No vacation leaves in excess of the amount actually earned will be approved in anticipation of continued employment.

#### ARTICLE XVI - HOLIDAYS

The following holidays shall be considered paid holidays during the duration of this contract.

New Year's Day  
Martin Luther King's Birthday  
Lincoln's Birthday  
Washington's Birthday  
Good Friday  
Memorial Day  
Independence Day

Labor Day  
Columbus Day  
Election Day  
Veterans' Day  
Thanksgiving Day  
The day after Thanksgiving  
Christmas Day

In the event any of the above statutory holidays falls on a Sunday, it shall be celebrated on the following Monday.

In the event that any of the above statutory holidays falls on a Saturday, it shall be celebrated on the preceding Friday.

Whenever the work schedule is such that an employee is required to work on a holiday, the employee will be granted a substitute day off with pay as soon thereafter as is convenient.

Additional holidays may be established, from time to time, by a gubernatorial proclamation or by the Camden County Board of Freeholders, by rule, proclamation, or order, as a holiday for public employees in this County; however, the granting of such an additional holiday by the Board is purely discretionary and the failure to grant such an additional holiday is not subject to the grievance procedure.

ARTICLE XVII - GRIEVANCE PROCEDURE

A. Purpose.

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration, and having the grievance adjusted without the intervention of the Union.

3. It is agreed that the individual employee is entitled to use this grievance procedure and to be represented by the Union upon his/her request in accordance with the provisions hereof. He/she shall not be coerced, intimidated or suffer any reprisal as a direct or indirect result of such use.

B. Definitions.

The term "grievance" shall mean an allegation that there has been:

1. A misinterpretation or misapplication of the terms of this agreement which is subject to the grievance procedure outlined herein and shall hereinafter be referred to as a "contractual grievance"; or

2. Inequitable, improper, unjust application or misinterpretation of rules or regulations, existing policy, or

of the grievance.

Step 2

a. In the event satisfactory settlement has not been reached, the grievant shall, in writing and signed, file his/her complaint with the Department Head within five (5) working days following the determination at Step 1. The grievant may be represented by an employee who is the Shop Steward or Local Union Officer.

b. The Department Head shall hold a hearing and render a written decision within ten (10) working days after receipt of the complaint.

Step 3

a. In the event satisfactory settlement has not been reached, the grievant shall, in writing and signed, file his/her complaint with the Director of Welfare within five (5) working days following the determination at Step 2. The grievant may be represented by an employee who is the Shop Steward or Local Union Officer.

b. The Director of Welfare or his designee, shall hold a hearing and render a written decision within ten (10) working days after the receipt of the complaint.

Step 4

a. Should the grievant disagree with the decision of the Director, or his designee, the aggrieved may, within five (5) working days, submit to the Board a statement in writing and signed as to the issues in dispute. In the event

the grievant files his/her statement with the Board at least ten (10) working days prior to a Board meeting, the matter shall be placed on the agenda for that Board meeting. Statements filed less than ten (10) working days before a Board meeting may be heard by the Board at the meeting or at the Board's discretion placed on the agenda for the following meeting. The Board shall review the decision of the Director together with the disputed areas submitted by the grievant. The grievant and/or the Union representative may request an appearance before the Board. The Board will render its written decision within eight (8) working days after the Board meeting at which the matter has been reviewed. If the Board's decision involves a non-contractual grievance, the decision of the Board shall be final.

b. The grievant may be represented by the Local Union Officer or the International Union Representative, or both. A minority organization shall not present or process grievances.

#### Step 5

a. Any unresolved contract grievance (as defined in B.1, Definitions above) except matters involving appointments, promotion or assignment, or matters within the exclusive province of Civil Service, may be appealed to arbitration only by the Union. The Union must file the request for arbitration within thirty (30) calendar days after the receipt of the Board's decision.

b. Nothing in this Agreement shall be construed as compelling the Union to submit a grievance to arbitration or to represent an employee before Civil Service. The Union's decision to request the movement of a grievance to arbitration or to terminate the grievance prior to submission to arbitration shall be final as to the interests of the grievant and the Union.

c. Where the grievance involves an alleged violation of individual rights specified in Civil Service Law and rules for which a specific appeal to Civil Service is available, the individual may present his complaint to Civil Service directly. The grievant may pursue the Civil Service procedure or the grievance procedure as herein provided. Once the grievant makes the selection of procedure, such election shall be deemed final and binding and constitute an absolute waiver of the procedure not selected. The election will be made in writing at the appropriate time on the grievance form.

d. The arbitrator shall be selected by agreement between the parties within thirty (30) working days following the execution of this agreement. The arbitrator shall be selected from a list of arbitrators who are the members of the Institute of Management and Labor Relations of Rutgers University and shall be designated as permanent and shall serve during the life of the agreement: or

e. If the parties do not desire a permanent arbitrator, they may have the option of selecting an

arbitrator on a case-by-case basis as follows:

- 1) by selection from the list of arbitrators who are members of the Institute of Management and Labor Relations of Rutgers University, in accordance with the selection procedures of the Institute; or
- 2) by selection from the panel of arbitrators maintained by the Public Employment Relations Commission, in accordance with the selection procedures of the Public Employment Relations Commission; or
- 3) by selection from the panel of arbitrators maintained by the American Arbitration Association, in accordance with the selection procedures of the American Arbitration Association.

f. The parties shall meet at least ten (10) working days prior to the date of the arbitration hearing to frame the issues to be submitted to the arbitrator and to stipulate the facts of the matter in an effort to expedite the hearing.

g. The decision or award of the arbitrator shall be final and binding on the Board, the Union, and the grievant or grievants to the extent permitted by and in accordance with applicable law and this agreement.

h. The arbitrator may prescribe an appropriate back

pay remedy when he finds a violation of this Agreement, provided such remedy is permitted by law and is consistent with the terms of this Agreement, except that he may not make an award which exceeds the Board's authority.

The arbitrator shall have no authority to prescribe a monetary award as a penalty for a violation of this Agreement.

i. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement and shall confine his decision solely to the interpretation and application of this Agreement. He shall confine himself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him, nor shall he submit observations or declaration of opinions which are not essential in reaching the determination.

j. The costs of the services of the arbitrator shall be borne equally by the Board and the Union. Any other expenses incurred in connection with the arbitration shall be paid by the party incurring the same.

k. The cost of the transcript, if any, will be borne by the party requesting it. If both parties request a transcript, the cost will be shared equally.

l. The arbitrator shall hold a hearing at a time and place convenient to the parties as expeditiously as possible after his selection and shall issue his decision within



thirty (30) days after the close of the hearing.

m. Grievance resolutions or decisions at Steps 1 through 4 shall not constitute a precedent in any arbitration or other proceeding unless a specific agreement to that effect is made by the authorized representatives of both parties. This is not to be construed as limiting the right of either party to introduce relevant evidence, including such grievance resolution, as to the prior conduct of the other party.

#### ARTICLE XVIII - CLOTHING ALLOWANCE

The Board shall pay a clothing allowance of \$200.00 per year for the years of 1987, 1988 and 1989 to those employees required to wear uniforms in the operation of their duties. Home Service Aides when hired shall receive an initial uniform allowance of \$250.00. Employees who are covered under this article are Home Service Aides and maintenance workers.

#### ARTICLE XIX - AUTOMOBILE LIABILITY INSURANCE

The Board shall pay \$250.00 per year for the year 1987 and \$275.00 per year for 1988 and 1989 towards an automobile insurance premium for each employee authorized and required to use a personal automobile in the performance of his/her duties for client field contacts, provided that the employee shows proof of proper insurance coverage and proof of payment of such coverage, to the Board prior to payment of the above contractual amount and continuing proof at

the request of the Board. In order to qualify for said payment, the employees must be insured in the following amounts of coverage: \$100/300,000 for public liability -- \$10,000 for property damage -- \$1,000 medical.

If the employee is unable to obtain the required amount of insurance and presents written proof of his/her inability to be insured for such amount, then in that event, the Board will endeavor to obtain the coverage on behalf of the employee. If the Board is unable to obtain such coverage, the said employee must maintain the minimum insurance coverage established by the State of New Jersey, and the Board shall then pay \$140.00 towards such premium.

#### ARTICLE XX - CONFIDENTIAL FILES

Both the Board and the Union agree that it is desirable to protect the confidentiality of any employee records that may become or are part of the employee's case records, and all parties agree to the extent possible to maintain said confidentiality.

#### ARTICLE XXI - SENIORITY, JOB OPENINGS & LATERAL TRANSFERS

This entire Article is specifically excluded from the binding arbitration provisions of the grievance procedure. The parties agree that this Article shall be subject to the grievance procedure referred to as a "non-contractual grievance".

A job opening or vacancy shall be posted on an appropriate bulletin board for a period of five (5) working days.

Seniority, which is defined as continuous unbroken service with the Board, will be given consideration by the Board, with respect to promotions.

The Board will endeavor to fill permanent job openings by promoting employees from the next lower-rated job title who possess the requirements enunciated by Civil Service Law and who are subsequently certified by Civil Service.

If there are two or more employees with equal qualifications and ability to perform the work, the employee with the greatest seniority will be given preference.

All promotions and promotional policies are subject to the New Jersey Civil Service Law, Rules and Regulations.

Every effort will be made within budgetary limitations, to fill vacancies that may occur, so as not to unreasonably increase work loads of remaining members of the Union.

Notices will be posted on the personnel bulletin board for five (5) working days when lateral transfers or reassignments are anticipated. Attempts will be made by the Board to place volunteer qualified employees in the positions for lateral transfers or reassignments.

#### ARTICLE XXII - EQUIPMENT & SUPPLIES

It is recognized that good employee morale and pleasant working conditions are important factors in the consideration

of the services to be rendered to the public. Where possible, subject to the discretion of the Board and budgetary commitments, sufficient furniture, equipment, supplies, and telephone service will be provided to all employees.

#### ARTICLE XXIII - DISCIPLINE FOR JUST CAUSE

No employee shall be disciplined by discharge or reduction in rank or compensation, without just cause. Any such action asserted by the Board, or any agent or representative thereof, shall be subject to either the appropriate grievance procedure of Article V, entitled "Civil Service Regulations," whichever is applicable.

#### ARTICLE XXIV - HEALTH AND SAFETY

A Health and Safety Committee shall be formed which shall consist of four (4) persons. Two (2) shall be selected by the Union from among the employees and two (2) shall be selected from management by the Board and/or the Director. The Committee's responsibility shall include recommending improvements in the physical plant, developing itself as a resource body in relation to applicable laws and regulations, and investigating complaints relating to matters of health and safety. The existence of the Committee and the names of its members shall be posted on the bulletin board. The Committee will meet upon request of the Union or Board, but not more often than once a month. The activities of the Committee shall not be subject to the grievance procedure.

The existence of this Committee shall not affect whatever legal responsibility exists with the Board regarding matters of health and safety.

ARTICLE XXV - WORKING OUTSIDE JOB CLASSIFICATION

It shall be the normal practice of the Board to assign employees work which is appropriate to their job classification. Regular assignment of work which is not within the job classification and properly brought to the attention of the Board by the Union, shall be corrected. Any dispute as to whether the work is within the job classification may be resolved, either in accordance with the grievance procedure, or by appeal to Civil Service. The Civil Service job specifications shall govern, if such specifications have been established.

ARTICLE XXVI - TRAINING

The Board shall endeavor to provide training programs for all new employees for purposes of orientation. Additionally, a program of continuous and ongoing training shall be maintained.

Authorized representatives of the C.W.A. shall be given the right to address each new employee training class, for approximately fifteen (15) minutes.

ARTICLE XXVII - WORKER'S COMPENSATION

All employees shall be covered by Worker's Compensation, in accordance with the Statutes of the State of New Jersey.

ARTICLE XXVIII - TEMPORARY DISABILITY

By virtue of the fact that Senate Bill 875 was enacted into law and said Senate Bill provided for the implementation of the Temporary Disability Benefits Law for Public Employees, it is agreed that as of the effective date of said amendment to the Temporary Disability Benefits Law, which is January 1, 1981, the Board shall implement such provisions by covering the employees under the Temporary Disability Benefits Law of the State of New Jersey, and it is understood that said Law requires contributions from both employer and employee.

ARTICLE XXIX - MILEAGE CLAUSE

Those social workers, income maintenance staff, homemakers, and investigators who are authorized and required to use their automobiles for client field contacts shall be reimbursed for said use at the rate of \$.20 per mile subject to a maximum monthly allowance of \$110.00. The \$110.00 shall not be construed as a flat allowance, but the reimbursement is based upon the actual mileage devoted to the aforesaid purposes, during the month. This rate per mile shall be adjusted in accordance with the enactment by enabling legislation.

Employees will be required to maintain a daily log containing mileage and specific locations visited. Authorization for automobile use must be obtained, in advance, from the supervisor.

Employees are not required, nor are they expected to transport clients in the private automobiles owned by the employee.

ARTICLE XXX - SAVINGS CLAUSE

If any provisions of this Agreement should be held invalid by operation of law or regulation by any tribunal of competent jurisdiction, or if compliance with or enforcement of any provision should be restrained by such tribunal or appropriate administrative agency pending a final determination as to its validity, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXXI - OVERTIME

All employees represented by the Union shall be compensated at 1-1/2 times their regular straight time hourly rate of pay for all hours worked beyond their normal work week of 35 hours. All overtime must be authorized and approved by the Director, Deputy Director, or designee, in advance.

ARTICLE XXXII - FULLY BARGAINED CLAUSE

The parties agree that they have fully bargained and agreed upon all the terms and conditions of employment and that these terms and conditions of employment shall not be changed during the life of this Agreement.

ARTICLE XXXIII - BULLETIN BOARD

It is agreed that a bulletin Board shall be placed in each building used by the Board for the use of those employees represented by the Union.

ARTICLE XXXIV - BREAKS

Each employee herein represented shall be entitled to one (1) fifteen (15) minute break for each half-day period of work (morning and afternoon). Unused break time shall not be credited or accumulated in any way by the employee.

ARTICLE XXXV - NON-DISCRIMINATION CLAUSE

The Board agrees to practice and provide equal employment opportunity and non-discrimination in its employment policies and its employment relations policies, regardless of race, creed, color, national origin, nationality, age, sex, sexual orientation, and handicap.

The Board shall prohibit sexual harassment of its employees in any form, in accordance with United States Equal Employment Opportunity Commission Guidelines which treat sexual harassment as illegal sex discrimination under the Civil Rights Act of 1964.

ARTICLE XXXVI - LONGEVITY

A. Longevity payments will be made each year of this contract to employees covered by this contract in accordance with the



schedule outlined below. Said payments will be made not later than five (5) working days after December 1, 1986, December 1, 1987 and December 1, 1988 in a separate check issued to eligible employees. In order to be eligible for longevity payments employees must have a minimum of five (5) years of continuous full time service in the year longevity is to be paid, regardless of when the employee's actual date falls making him/her eligible for longevity.

- 5 years to 7 years - 2% of annual pay - \$ 600.00 maximum
- 7 years 1 day to 10 years - 3% of annual pay - \$ 800.00 maximum
- 10 years 1 day to 15 years - 5% of annual pay - \$1000.00 maximum
- 15 years 1 day to 20 years - 6% of annual pay - \$1200.00 maximum
- 20 years 1 day or more - 7% of annual pay - \$1400.00 maximum

B. For time actually worked, any employee retiring during the course of the year shall be entitled to longevity to be paid on a prorated basis and employees who do not work the entire year for any other reasons will likewise be entitled to longevity on a prorated basis.

C. In calculating longevity pay, providing there has been no break in service, the time an employee has served with the Agency under C.E.T.A. or similar Federal program or any grant program and is subsequently hired by the Camden County Board of Social Services, shall be counted.

D. In calculating longevity pay, continuous service with the Agency only, will be considered. However, employees who are laid off by the Agency and later recalled within two (2) years will not be considered to have a break in their employment for

the purposes of this Article.

ARTICLE XXXVII - SALARIES

1. Effective January 1, 1987, all employees shall have their base salary adjusted step to step in accordance with the appropriate compensation schedule in effect January 1, 1987 which represents approximately a six percent (6%) increase over the compensation schedule which was in effect January 1, 1986.

2. Effective July 1, 1987, all employees shall have their base salary adjusted step to step in accordance with the appropriate compensation schedule in effect July 1, 1987 which represents approximately a five percent (5%) increase over the compensation schedule which was in effect January 1, 1987.

3. Effective July 1, 1988, all employees shall have their base salary adjusted step to step in accordance with the appropriate compensation schedule in effect July 1, 1988 which represents approximately a five percent (5%) increase over the compensation schedule which was in effect July 1, 1987.

4. Effective January 1, 1987, all employees in range 13 and below shall receive a one range increase on a step to step basis on the compensation schedule in effect January 1, 1987.

5. Effective January 1, 1986, those employees in Range 13 and below who have at least one year of continuous service with the Board as of January 1, 1987 shall receive a one time cash stipend of \$250 for the year of 1986 and said payment shall be received within the first 5 working days after March 1, 1987.

6. Income Maintenance Technicians hired after August 1, 1986 at range 14 shall be promoted after one year permanency in grade to Income Maintenance Worker at range 16 provided that the employees service is satisfactory. After one years service as an Income Maintenance Worker or Child Support Worker, his/her salary range shall be adjusted to range 18 on a step to step basis.

7. Annual merit increments shall be given during each calendar year of this agreement on each employee's anniversary date to those employees who are not at the maximum step of the salary range and whose performance continues to be at least satisfactory. The quarterly increment system is continued heretofore and shall be exercised in the following manner:

- a. Employees hired in January, February, and March will receive an increment on April 1 of the following year.
  - b. Employees hired in April, May and June will receive an increment on July 1 of the following year.
  - c. Employees hired in July, August and September will receive an increment on October 1 of the following year.
  - d. Employees hired in October, November and December will receive an increment on January 1 of the second year following date of hire.
8. Any employee who receives a promotion or reclassification

in which the salary adjustment equals two or more increments in the old range will receive a new anniversary date. The new anniversary date will be assigned on the basis of the effective date of such action in the same manner as indicated above for newly hired employees.

IN WITNESS WHEREOF, the parties have hereunto set their hands and seals this 7th day of October, 1986.

COMMUNICATION WORKERS OF AMERICA,  
AFL-CIO

CAMDEN COUNTY BOARD OF SOCIAL  
SERVICES

<del>Walter C. Thompson - Pres Staff</del>	<del>Edward J. McQuinn</del>
7. Claire Poole	William R. Bristle
Constance J. Allen	Helen Segal
Marie A. Parker	Paul J. Jurgel
Opheia Allen	
Ray Goodwin	
Monica Taylor	
Janet Chittick	
Doris Walker	

COMMUNICATION WORKERS OF AMERICA

1-1-87 SALARY RANGES

<u>TITLES</u>	<u>RANGES</u>	<u>SALARY RANGE</u>
Building Maint. Worker	06	\$10779.85 - 15641.34
Child Support Specialist	20	\$21343.31 - 30953.43
Child Support Worker	16	\$17558.64 - 25462.52
Child Support Worker	18	\$19359.76 - 28068.44
Clerk	05	\$10266.55 - 14886.29
Clerk-Biling. Eng. & Span.	05	\$10266.55 - 14886.29
Clerk Transcriber	08	\$11887.01 - 17247.44
Clerk Typist	07	\$11320.02 - 16422.96
Data Control Clerk	09	\$12482.61 - 18100.62
Data Entry Machine Oper.	08	\$11887.01 - 17247.44
Employment Specialist	20	\$21343.31 - 30953.43
Employment Specialist Biling.	20	\$21343.31 - 30953.43
Home Service Aide	08	\$11887.01 - 17247.44
Income Maint. Specialist	20	\$21343.31 - 30953.43
Income Maint. Technician	14	\$15927.43 - 23090.83
Income Maint. Tech. Biling.	14	\$15927.43 - 23090.83
Income Maint. Worker (First Year)	16	\$17558.64 - 25462.52
Income Maint. Worker	18	\$19359.76 - 28068.44
Investigator	20	\$21343.31 - 30953.43
Omnibus Operator	10	\$13106.84 - 18998.55
Receptionist	07	\$11320.02 - 16422.96
Recept. Biling. Eng. & Span.	07	\$11320.02 - 16422.96
Recept. Biling. Eng. & Viet.	07	\$11320.02 - 16422.96
Senior Account Clerk	10	\$13106.84 - 18998.55

COMMUNICATIONWORKERS OF AMERICA

1-1-87 SALARY RANGES

<u>TITLES</u>	<u>RANGES</u>	<u>SALARY RANGE</u>
Senior Account Clerk Typist	10	\$13106.84 - 18998.55
Sr. Building Maint. Worker	09	\$12482.61 - 18100.62
Senior Clerk	09	\$12482.61 - 18100.62
Senior Clerk Transcriber	11	\$13761.47 - 19942.82
Senior Clerk Typist	10	\$13106.84 - 18998.55
Senior Data Control Clerk	12	\$14448.29 - 20935.49
Sr. Data Entry Mach. Oper.	11	\$13761.47 - 19942.82
Senior Offset Mach. Oper.	12	\$14448.29 - 20935.49
Sr. Recept. Biling. Eng. & Span.	10	\$13106.84 - 18998.55
Sr. Recept. Biling. Eng. & Viet.	10	\$13106.84 - 18998.55
Senior Telephone Operator	10	\$13106.84 - 18998.55
Social Service Technician	13	\$15169.09 - 21994.19
Social Serv. Technician Biling.	13	\$15169.09 - 21994.19
Social Worker	20	\$21343.31 - 30953.43
Soc. Worker Biling. Eng. & Span.	20	\$21343.31 - 30953.43
Student Assistant	05	\$10266.55 - 14886.29
Telephone Operator	08	\$11887.01 - 17247.44

COMMUNICATION WORKERS OF AMERICA

7-1-87 SALARY RANGES

<u>TITLES</u>	<u>RANGES</u>	<u>SALARY RANGE</u>
Building Maint. Worker	06	\$11318.84 - 16466.62
Child Support Specialist	20	\$22410.48 - 32586.53
Child Support Worker	16	\$18436.57 - 26805.91
Child Support Worker	18	\$20327.74 - 29549.27
Clerk	05	\$10779.87 - 15671.67
Clerk-Biling. Eng. & Span.	05	\$10779.87 - 15671.67
Clerk Transcriber	08	\$12481.36 - 18157.46
Clerk Typist	07	\$11886.02 - 17289.47
Data Control Clerk	09	\$13106.74 - 19055.59
Data Entry Machine Oper.	08	\$12481.36 - 18157.46
Employment Specialist	20	\$22410.48 - 32586.53
Employment Specialist Biling.	20	\$22410.48 - 32586.53
Home Service Aide	08	\$12481.36 - 18157.46
Income Maint. Specialist	20	\$22410.48 - 32586.53
Income Maint. Technician	14	\$16723.80 - 24309.04
Income Maint. Tech. Biling.	14	\$16723.80 - 24309.04
Income Maint. Worker (First Year)	16	\$18436.57 - 26805.91
Income Maint. Worker	18	\$20327.74 - 29549.27
Investigator	20	\$22410.48 - 32586.53
Omnibus Operator	10	\$13762.18 - 20000.85
Receptionist	07	\$11886.02 - 17289.47
Recept. Biling. Eng. & Span.	07	\$11886.02 - 17289.47
Recept. Biling. Eng. & Viet.	07	\$11886.02 - 17289.47
Senior Account Clerk	10	\$13762.18 - 20000.85



COMMUNICATION WORKERS OF AMERICA

7-1-87 SALARY RANGES

<u>TITLES</u>	<u>RANGES</u>	<u>SALARY RANGE</u>
Senior Account Clerk Typist	10	\$13762.18 - 20000.85
Sr. Building Maint. Worker	09	\$13106.74 - 19055.59
Senior Clerk	09	\$13106.74 - 19055.59
Senior Clerk Transcriber	11	\$14449.54 - 20994.91
Senior Clerk Typist	10	\$13762.18 - 20000.85
Senior Data Control Clerk	12	\$15170.70 - 22039.93
Sr. Data Entry Mach. Oper.	11	\$14449.54 - 20994.91
Senior Offset Mach. Oper.	12	\$15170.70 - 22039.93
Sr. Recept. Biling. Eng. & Span.	10	\$13762.18 - 20000.85
Sr. Recept. Biling. Eng. & Viet.	10	\$13762.18 - 20000.85
Senior Telephone Operator	10	\$13762.18 - 20000.85
Social Service Technician	13	\$15927.54 - 23154.57
Social Serv. Technician Biling.	13	\$15927.54 - 23154.57
Social Worker	20	\$22410.48 - 32586.53
Soc. Worker Biling. Eng. & Span.	20	\$22410.48 - 32586.53
Student Assistant	05	\$10779.87 - 15671.67
Telephone Operator	08	\$12481.36 - 18157.46

COMMUNICATION WORKERS OF AMERICA

7-1-88 SALARY RANGES

<u>TITLES</u>	<u>RANGE</u>	<u>SALARY RANGES</u>
Building Maint. Worker	06	\$11884.78 - 17244.58
Child Support Specialist	20	\$23531.00 - 34126.16
Child Support Worker	16	\$19358.40 - 28072.43
Child Support Worker	18	\$21344.13 - 30945.45
Clerk	05	\$11318.87 - 16412.13
Clerk-Biling. Eng. & Span.	05	\$11318.87 - 16412.13
Clerk Transcriber	08	\$13105.43 - 19015.30
Clerk Typist	07	\$12480.32 - 18106.32
Data Control Clerk	09	\$13762.08 - 19955.94
Data Entry Machine Oper.	08	\$13105.43 - 19015.30
Employment Specialist	20	\$23531.00 - 34126.16
Employment Specialist Biling.	20	\$23531.00 - 34126.16
Home Service Aide	08	\$13105.43 - 19015.30
Income Maint. Specialist	20	\$23531.00 - 34126.16
Income Maint. Technician	14	\$17559.99 - 25457.64
Income Maint. Tech. Biling.	14	\$17559.99 - 25457.64
Income Maint. Worker (First Year)	16	\$19358.40 - 28072.43
Income Maint. Worker	18	\$21344.13 - 30945.45
Investigator	20	\$23531.00 - 34126.16
Omnibus Operator	10	\$14450.29 - 20945.90
Receptionist	07	\$12480.32 - 18106.32
Recept. Biling. Eng. & Span.	07	\$12480.32 - 18106.32
Recept. Biling. Eng. & Viet.	07	\$12480.32 - 18106.32
Senior Account Clerk	10	\$14450.29 - 20945.90

COMMUNICATION WORKERS OF AMERICA

7-1-88 SALARY RANGES

<u>TITLES</u>	<u>RANGES</u>	<u>SALARY RANGE</u>
Senior Account Clerk Typsit	10	\$14450.29 - 20945.90
Sr. Building Maint. Worker	09	\$13762.08 - 19955.94
Senior Clerk	09	\$13762.08 - 19955.94
Senior Clerk Transcriber	11	\$15172.02 - 21986.96
Senior Clerk Typist	10	\$14450.29 - 20945.90
Senior Data Control Clerk	12	\$15929.24 - 23081.38
Sr. Data Entry Mach. Oper.	11	\$15172.02 - 21986.96
Senior Offset Mach. Oper.	12	\$15929.24 - 23081.38
Sr. Recept. Biling. Eng. & Span.	10	\$14450.29 - 20945.90
Sr. Recept. Biling. Eng. & Viet.	10	\$14450.29 - 20945.90
Senior Telephone Operator	10	\$14450.29 - 20945.90
Social Service Technician	13	\$16723.92 - 24248.60
Social Serv. Technician Biling.	13	\$16723.92 - 24248.60
Social Worker	20	\$23531.00 - 34126.16
Soc. Worker Biling. Eng. & Span.	20	\$23531.00 - 34126.16
Student Assistant	05	\$11318.87 - 16412.13
Telephone Operator	08	\$13105.43 - 19015.30

COMPENSATION SCHEDULE  
 JANUARY, 1987

RANGE	INCR	1	2	3	4	5	6	7	8	9	10
3	465.06	9313.20	9778.27	10243.33	10708.40	11173.46	11638.52	12103.59	12568.65	13033.72	13498.78
4	488.28	9778.27	10266.55	10754.82	11243.10	11731.38	12219.66	12707.94	13196.22	13684.49	14172.77
5	513.31	10266.55	10779.85	11293.16	11806.46	12319.77	12833.07	13346.38	13859.68	14372.99	14886.29
6	540.17	10779.85	11320.02	11860.18	12400.35	12940.51	13480.68	14020.84	14561.01	15101.17	15641.34
7	566.99	11320.02	11987.01	12454.00	13021.00	13587.99	14154.99	14721.98	15288.97	15855.97	16422.96
8	595.60	11987.01	12482.61	13078.22	13673.82	14269.42	14865.03	15460.63	16056.23	16651.84	17247.44
9	624.22	12482.61	13106.84	13731.06	14355.28	14979.51	15603.73	16227.95	16852.18	17476.40	18100.62
10	654.63	13106.84	13761.47	14416.11	15070.74	15725.38	16380.01	17034.65	17689.28	18343.91	18998.55
11	686.82	13761.47	14448.29	15135.10	15821.92	16508.74	17195.55	17882.37	18569.19	19256.00	19942.82
12	720.80	14448.29	15169.09	15889.89	16610.69	17331.49	18052.29	18773.09	19493.89	20214.69	20935.49
13	758.35	15169.09	15927.43	16685.78	17444.12	18202.47	18960.81	19719.16	20477.50	21235.85	21994.19
14	795.93	15927.43	16723.37	17519.30	18315.23	19111.16	19907.10	20703.03	21498.96	22294.90	23090.83
15	835.27	16723.37	17558.64	18393.90	19229.17	20064.44	20899.71	21734.98	22570.25	23405.52	24240.79
16	878.21	17558.64	18436.85	19315.06	20193.27	21071.48	21949.69	22827.90	23706.11	24584.31	25462.52
17	922.91	18436.85	19359.76	20282.67	21205.58	22128.49	23051.40	23974.31	24897.22	25820.13	26743.04
18	967.63	19359.76	20327.39	21295.02	22262.65	23230.28	24197.91	25165.54	26133.18	27100.81	28068.44
19	1015.93	20327.39	21343.31	22359.24	23375.16	24391.09	25407.01	26422.94	27438.86	28454.79	29470.71
20	1067.79	21343.31	22411.10	23478.89	24546.68	25614.48	26682.27	27750.06	28817.85	29885.64	30953.43

COMPENSATION SCHEDULE  
JULY, 1987

RANGE	INCR	1	2	3	4	5	6	7	8	9	10
3	488.32	9778.86	10267.18	10755.50	11243.82	11732.13	12220.45	12708.77	13197.09	13685.40	14173.72
4	517.58	10267.18	10779.87	11297.45	11815.02	12332.60	12850.17	13367.75	13885.32	14402.90	14920.47
5	544.10	10779.87	11318.84	11862.95	12407.05	12951.15	13495.26	14039.36	14583.46	15127.57	15671.67
6	572.58	11318.84	11886.02	12458.59	13031.17	13603.74	14176.32	14748.89	15321.47	15894.04	16466.62
7	601.01	11886.02	12481.36	13082.37	13683.39	14284.40	14885.41	15486.43	16087.44	16688.46	17289.47
8	631.34	12481.36	13106.74	13738.08	14369.42	15000.76	15632.10	16263.44	16894.78	17526.12	18157.46
9	661.68	13106.74	13762.18	14423.86	15085.53	15747.21	16408.89	17070.56	17732.24	18393.92	19055.59
10	693.91	13762.18	14449.54	15143.46	15837.37	16531.28	17225.20	17919.11	18613.02	19306.93	20000.85
11	728.03	14449.54	15170.70	15898.73	16626.75	17354.78	18082.80	18810.83	19538.85	20266.88	20994.91
12	764.05	15170.70	15927.54	16691.59	17455.64	18219.69	18983.73	19747.78	20511.83	21275.88	22039.93
13	803.85	15927.54	16723.80	17527.65	18331.50	19135.34	19939.19	20743.03	21546.88	22350.73	23154.57
14	843.69	16723.80	17559.53	18403.22	19246.91	20090.60	20934.29	21777.98	22621.67	23465.36	24309.04
15	885.39	17559.53	18436.57	19321.95	20207.34	21092.72	21978.11	22863.49	23748.88	24634.27	25519.65
16	930.90	18436.57	19358.69	20289.59	21220.49	22151.40	23082.30	24013.20	24944.10	25875.01	26805.91
17	978.28	19358.69	20327.74	21306.03	22284.31	23262.60	24240.88	25219.17	26197.45	27175.74	28154.02
18	1025.69	20327.74	21343.76	22369.45	23395.14	24420.82	25446.51	26472.20	27497.89	28523.58	29549.27
19	1076.88	21343.76	22410.48	23487.36	24564.24	25641.12	26718.00	27794.88	28871.76	29948.64	31025.52
20	1131.86	22410.48	23531.66	24663.52	25795.38	26927.23	28059.09	29190.95	30322.81	31454.67	32586.53

COMPENSATION SCHEDULE  
JULY, 1988

RANGE	INCR	1	2	3	4	5	6	7	8	9	10
3	512.73	10267.81	10780.54	11293.27	11806.01	12318.74	12831.47	13344.21	13856.94	14369.67	14882.41
4	538.33	10780.54	11318.87	11857.19	12395.52	12933.85	13472.17	14010.50	14548.83	15087.15	15625.48
5	565.92	11318.87	11884.78	12450.70	13016.62	13582.54	14148.46	14714.38	15280.30	15846.22	16412.13
6	595.53	11884.78	12480.32	13075.85	13671.38	14266.91	14862.45	15457.98	16053.51	16649.04	17244.58
7	625.11	12480.32	13105.43	13730.54	14355.65	14980.76	15605.87	16230.98	16856.09	17481.20	18106.32
8	656.65	13105.43	13762.08	14418.73	15075.39	15732.04	16388.69	17045.34	17702.00	18358.65	19015.30
9	688.21	13762.08	14450.29	15138.49	15826.70	16514.91	17203.11	17891.32	18579.52	19267.73	19955.94
10	721.73	14450.29	15172.02	15993.76	16615.49	17337.23	18058.96	18780.70	19502.43	20224.17	20945.90
11	757.22	15172.02	15929.24	16686.45	17443.67	18200.88	18958.10	19715.31	20472.53	21229.74	21986.96
12	794.68	15929.24	16723.92	17518.60	18313.28	19107.97	19902.65	20697.33	21492.01	22286.69	23081.38
13	836.08	16723.92	17559.99	18396.07	19232.15	20068.22	20904.30	21740.37	22576.45	23412.52	24248.60
14	877.52	17559.99	18437.51	19315.03	20192.54	21070.06	21947.57	22825.09	23702.61	24580.12	25457.64
15	920.88	18437.51	19350.40	20279.28	21200.16	22121.05	23041.93	23962.82	24883.70	25804.59	26725.47
16	968.23	19350.40	20326.62	21294.85	22263.07	23231.30	24199.53	25167.75	26135.98	27104.21	28072.43
17	1017.51	20326.62	21344.13	22361.64	23379.15	24396.66	25414.16	26431.67	27449.18	28466.69	29484.20
18	1066.81	21344.13	22410.94	23477.76	24544.57	25611.39	26678.20	27745.01	28811.83	29878.64	30945.45
19	1120.06	22410.94	23531.00	24651.06	25771.12	26891.17	28011.23	29131.29	30251.35	31371.40	32491.46
20	1177.24	23531.00	24708.24	25885.48	27062.72	28239.96	29417.20	30594.44	31771.68	32948.92	34126.16