

AGREEMENT BETWEEN CLARK TOWNSHIP AND
UNION COUNCIL NO. 8, N.J. CIVIL SERVICE
ASSOCIATION, REPRESENTING (WHITE COLLAR
EMPLOYEES)

1983 to 1985

X 1 - [unclear] - L and 21/10/84

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fee is to provide for payment to the Association of a fee in lieu of dues for services rendered by the Association, and thereby to offset the cost of services rendered by the Association as majority representative. In order to adequately offset the cost of services rendered by the Association, the representation fee shall be 75% of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members.

The employer shall submit an up-to-date list of all employees in the unit to the Association at least once each month. The Association shall submit to the employer a list of those employees in the unit who are not members of the Association. The employer shall deduct from the salary of such employee in accordance with "b" below, the full amount of the representation fee and shall transmit promptly the amount so deducted to the Association. The Association shall notify the employer in writing of any changes in the list and/or the amount of the representation fee, and such changes shall be reflected in any deduction made.

b. Payroll Deduction Schedule

The employer shall deduct a representation fee in equal installments as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the membership period fixed by the Association. The deduction will begin with the first paycheck paid ten days after the receipt of the aforesaid list by the employer or thirty days after the employee begins his or her employment in the bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the employer in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first paycheck paid ten days after the resumption

of the employee's employment in a bargaining unit position, whichever is later. Except as otherwise provided herein, 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 paid to the Association by payroll deduction.

c. The purpose of this Article is to provide for payment of representation fees as set forth in Chapter 477 P.L. 1979 of New Jersey or any amendments thereto, and anything herein which may be inconsistent with said law shall be deemed to be changed to conform with said law. The Association has represented that it has established a "demand and return" system pursuant to the foregoing law which is available to employees who pay the representation fee.

ARTICLE III. ASSOCIATION BUSINESS

Section 1. The Association shall advise the Employer in writing of the names of its representatives.

Section 2. The Association shall neither solicit members nor conduct any business on Employer's property during Employer assigned working schedules of either the representatives of the Association or the employee involved, except for the following:

- a. Collective bargaining
- 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. Arrange with his supervisor to leave his work;
- b. Notify the supervisor of any Employee facility or job location visited on arrival;
- c. Notify the supervisor of return to the job;
- d. Record his time out and time in with his supervisor upon leaving and returning to his job.

Section 4. The Council president shall receive reasonable time off, with pay, not to exceed three (3) days during any six (6) month period, to attend to Association business, provided that notice is given in accordance with Section Three (3) and providing that the time off does not interfere with the efficient operation of the department in which the president works.

ARTICLE IV. MANAGEMENT RIGHTS

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 specifically provided in this Agreement.

ARTICLE V. HOURS OF WORK

Section 1. The established hours of work for all employees, except as otherwise hereinafter expressly provided, shall be 35 hours in a week of five (5) days, beginning on Monday and terminating on Friday. Each day's work, except if otherwise requested by the department head and agreed to by the Association, shall begin at 9:00 a.m. and terminate at 4:00 p.m.

Section 2. The work week of the building maintenance employees of the Department of Public Works and Engineering shall be 40 hours, except if otherwise directed by the department head.

Section 3. The work week for the communications operators within the police department shall be as scheduled by the Chief or his officer in charge so as to provide necessary coverage. Communications operators' normal work week shall consist of 40

hours during five (5) consecutive days and they shall be paid premium pay at a rate of one and one-half (1-1/2) times base rate for hours worked in excess of forty.

ARTICLE VI. PAY PERIODS

The Township shall pay its employees by weekly payroll schedule of 52 times annually. Each payroll period shall consist of five (5) working days, so that the weekly rate of pay of each employee shall be 1/52nd of his annual salary. In a year in which 53 weeks shall occur, the weekly rate of pay of each employee shall be 1/53rd of his annual salary.

ARTICLE VII. SALARIES

Section 1. Effective retroactive to January 1, 1983, all bargaining unit members shall receive a four (4%) percent increase in their annual salary, to be applied to the base rate as of December 31st, 1982, then effective July 1, 1983, all bargaining unit members shall receive an additional four (4%) percent to be applied to the member's base rate as of June 30th, 1983.

Section 2. Effective January 1, 1984, all bargaining unit members shall receive a three and one-half (3-1/2%) percent salary increase to be applied to the member's base rate of pay as of December 31st, 1983, then effective July 1, 1984, an additional three and one-half (3-1/2%) percent increase.

Section 3. Minimum and maximum salaries for all employees, effective as of January 1, 1983 through December 31st, 1984, are all as set forth on Schedule "A" attached hereto.

ARTICLE VIII. OVERTIME

Section 1. All employees shall be compensated for overtime work when such compensation has been authorized in the municipal budget and approved by the employee's department head or his authorized designee and the Business Administrator.

Section 2. Overtime shall be paid at the rate of time and one-half upon the completion of an employee's established work week of five (5) days.

Section 3. When an employee is summoned to work in an emergency by his or her director or department head (emergency shall be defined as an unforeseen combination of circumstances which calls for immediate action), he shall be credited with a minimum of four (4) hours time at the rate of time and one-half on weekdays and Saturdays, and at the rate of double time on Sundays (12:01 to 12 Midnight).

Section 4. In place of payment of overtime, an employee may be granted leave with pay as compensation for overtime work. This leave shall be calculated on a time and one-half basis. Such request must be approved by the employee's department head.

ARTICLE IX. - INCREMENTS

Normal merit increments shall be paid as in the past; then, there shall be a step progression schedule, which shall effect only those employees hired after the effective date of this Agreement. The new rates shall be as follows:

<u>Years of Service</u>	<u>Percentage of Maximum Salary</u>
0-6 months	75%
6-12 months	77.5%
1-2 years	80%
2-3 years	85%
3-4 years	90%
4-5 years	95%
After 5 years	Maximum Salary

Movement between steps shall be as in the past.

ARTICLE X - LONGEVITY PROGRAM

NOTE: Any employee hired after May 24th, 1976, shall not be eligible for the longevity program.

Each employee completing five (5) years of continuous uninterrupted service shall become eligible for longevity payment computed as follows:

(a) For each five (5) year period of service as outlined above, each employee of the Township shall receive the following in addition to the current annual salary:

	<u>1983 and 1984</u>
After 5 continuous years	\$ 308.00
After 10 continuous years	616.00
After 15 continuous years	924.00
After 20 continuous years	1,232.00
After 25 continuous years	1,540.00

(b) The effective date as to eligibility for longevity shall be the anniversary date of the individual's employment by the Township of Clark and the amount shall be as set forth above.

ARTICLE XI - VACATIONS

All employees shall be entitled to the following vacation period, with pay:

During 1983:

<u>Years of Service</u>	<u>Vacation Days With Pay</u>
Less than one (1) yr.	12 working days
One (1) to five (5) yrs.	15 working days
Six (6) to ten (10) yrs.	16 working days
Eleven (11) to twenty (20) yrs.	22 working days
Twenty-one (21) + yrs.	26 working days

During 1984:

<u>Years of Service</u>	<u>Vacation Days With Pay</u>
Less than one (1) yr.	12 working days
One (1) to five (5) yrs.	15 working days
Six (6) to ten (10) yrs.	17 working days
Eleven (11) to twenty (20) yrs.	23 working days
Twenty-one (21) + yrs.	27 working days

When any vacation, or part of it, cannot be taken in the calendar year when earned, because of the work load in a department, the same can be taken in the following year, with the consent of

the department head, which consent shall be unreasonably withheld, but such accumulated vacation days may not be extended beyond the second year.

ARTICLE XII. HOLIDAYS

Section 1. All employees shall be entitled to the following holidays:

New Year's Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Election Day (General)
Good Friday	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

Section 2. Any additional time off, such as the Friday after Thanksgiving, Christmas Eve (or a portion thereof), New Year's Eve (or a portion thereof), shall be established by proclamation of the Mayor.

Section 3. If a holiday, as listed in Section 1 falls on a Sunday, the Monday immediately following shall be observed. If a holiday, as listed above, falls on a Saturday, the Friday immediately preceding shall be observed.

Section 4. If a holiday falls during an employee's vacation or extended sick leave, he shall receive an additional day off.

ARTICLE XIII. PERSONAL LEAVE DAYS

Employees are entitled to two (2) days leave with pay for personal business. The granting of personal days off shall be for personal business. Where possible, requests for leave shall be asked for and obtained in advance of the requested date or dates from the employee's department head. Leave days must be used in the one year period and shall not be cumulative year to year.

ARTICLE XIV - Sick Leave, Leave of Absence and Other Leave

Section 1. Sick Leave

Sick leave is hereby defined to mean absence from post of duty of an employee because of illness, accident, exposure to contagious disease, attendance upon a member of the employee's immediate family seriously ill requiring the care or attendance of such employee, or absence caused by death in the immediate family of such employee. A certificate of a reputable physician in attendance shall be required as sufficient proof of need of leave of absence of the employee or the need of the employee's attendance upon a member of the employee's immediate family. In case of leave of absence due to contagious disease a certificate from the Department of Health shall be required. In case of death in the family of the employee, any reasonable proof required by the department head shall be sufficient. The term "immediate family" is limited to the employee's spouse, a child, a grandchild, his parents, or grandparents, brothers or sisters or to a relative who is a part of the household.

Employees are entitled to one day's sick leave with pay for each month of service from the date of appointment to December 31st of that year. Thereafter, 15 days of paid sick leave are granted in each calendar year.

All employees who were certified full-time employees at any time on or before November 1st, 1981, can accumulate sick leave, without limit, during each employee's tenure. If accumulated sick leave has not been taken, the employee shall be compensated upon his or her retirement from the Township's service by payment of a full day's pay for each full day of sick leave not used, or equal time off.

All certified full-time employees hired subsequent to November 1st, 1981, shall accumulate unused sick leave to a maximum of \$2,500.00, which shall be redeemable at retirement.

In the event the employee's illness causes his absence from work for five (5) consecutive days, a physician's certificate must be filed with the Business Administrator's Office on the sixth day.

Any employee expending a total of more than ten (10) days of sick leave in any year must submit to a physical examination by a medical doctor selected by the Department of Administration, Health and Welfare, or any other physician. A report of such examination on forms provided by the Business Administrator, signed by the physician, shall be furnished to the Business Administrator by the employee forthwith. (Included would be such a leave extending from December into January of the following year).

The employee or a member of his family must telephone Police Headquarters at least an hour before his starting time to advise that he cannot report for work. This practice shall be followed each day through the fifth day, at which time a doctor's certificate on forms provided by the Business Administrator will be required together with a statement from the doctor as to the expected length of time the absence will continue.

During a period of disability, employees may elect, if they so desire, to first utilize all or any part of their accumulated sick leave. In the absence of such elections, leaves of absence provided under the Article will not affect in any manner whatsoever the accumulated sick leave of the disabled employee.

Where a disabling work-connected injury is sustained and causes an extended absence, the Township Council may adopt a resolution granting the injured employee up to a one-year leave of absence with pay. If and when such action is taken, the employee shall not be charged with sick leave time beyond that in being at the time of the disability.

In the event of such action, the employee must agree in writing to reimburse the Township for payments he may receive as workmen's compensation, insurance benefits or from any settlement or judgment paid to the employee by any person or corporation held responsible for such injury.

Section 2. Maternity Leave

In the event of a leave of absence due to pregnancy, the employee shall inform the employer, in writing, of the date the employee will begin her maternity leave and the date the employee

intends to return to work. Upon request, the pregnant employee shall provide medical certification of her condition.

Section 3. Military Leave

Any full-time employee, who is a member of the National Guard or a reserve unit of any of the armed forces of the United States and is required to engage in field training shall be granted a military leave of absence with pay for the period of such training. Such paid leave of absence shall not affect his vacation.

When a full-time employee has been called to active duty or inducted into the military or naval forces of the United States, he shall be granted an indefinite leave of absence, without pay, for the duration of such military service. Each such employee must be reinstated, without loss of privileges or seniority, provided he reports for duty with the Township within 90 days following the employee's honorable discharge from military service.

Section 4. Compensatory Leave

In place of payment of overtime, an employee may be granted leave with pay as compensation for overtime work. This leave shall be calculated on a time-and-a-half basis. Such request must be approved by the employee's department head.

Section 5. Leave Because of Death

Leave with pay, not exceeding five (5) days, shall be granted by the Department Head, with the approval of the Business Administrator, to any employee in the event of a death in his/her "immediate family". The term "immediate family", for all the purposes of this Section, shall include only his/her spouse, child, grandchild, mother or father.

Leave with pay, not exceeding three (3) days, shall be granted by the Department Head, with the approval of the Business Administrator, to any employee in the event of a death of a grandparent, brother or sister; and in the event of a death of the child, parent or grandparent, brother or sister of his/her spouse or other person who is a member of his/her household.

Section 6. Leave Without Pay

Leave without pay shall be granted only when the employee

has used his accumulated sick leave in the case of illness. In the event leave without pay is requested for reasons other than illness, an employee must have used his vacation leave. Written request for leave without pay must be signed by the employee, endorsed by his Department Head, and approved by the Business Administrator before becoming effective.

Such leave, except for military leave without pay, shall not be approved for a period longer than six months at one time. The Business Administrator with the Department Head's consent may extend such leave for an additional six months or any portion thereof.

A request for any type of leave, except sick leave or because of a death in the family, shall be made ten (10) days in advance to permit engaging a substitute for the particular position held by the applicant.

ARTICLE XV - PART-TIME EMPLOYEES

Section 1. All part-time employees shall participate in all of the benefits accorded full-time employees with the exception of pensions, hospitalization and medical coverage unless otherwise required by Civil Service Law or other law. Part-time employees are eligible for Blue Shield, Blue Cross and Rider J coverage if the work week is established at twenty-three (23) hours or more. Sick leave and vacation time shall follow the same schedule as allowed full-time employees, payment therefor being at the same rate of time or pay as provided in the employee's regular work schedule.

ARTICLE XVI MISCELLANEOUS BENEFITS

Blue Cross, Blue Shield and Rider J coverage shall be provided by the employer to all employees covered by this Agreement.

The following benefits shall also be provided by the employer:

1. Group Life Insurance - \$10,000.00
2. Group Accident Insurance:
 - (a) Indemnities for Death, Dismemberment and Loss of Sight - Accidents (employees only)
 - (b) Weekly Indemnity for Total Disability (employees

only) \$65.00 per week - beginning the eighth day of disability - paid to the employee - for a period not to exceed twenty-six (26) weeks.

(c) Major Medical Expense Benefits - for employees and their dependents \$100.00 deductible after which 80% of expenses are paid.

All benefits enumerated in this Article shall be provided by the employer, at no cost to the employee.

3. Dental Plan - Effective as soon as possible after execution of this Agreement, the employer shall upgrade the Dental Plan, presently in effect. The upgrade shall be an approximate twenty-five (25%) percent improvement in coverage over the existing plan.

4. Prescription Plan - With Two (\$2.00) Dollar employee co-payment.

ARTICLE XVII-MEDICAL BENEFITS TO RETIRED MEMBERS

Effective January 1st, 1984, a bargaining unit member who retires in good standing with twenty-five (25) years of continuous service shall receive, at no cost, medical coverage including Blue Cross/Blue Shield, Major Medical and Prescription Plan. Such coverage will continue until the member reaches the age of sixty-five (65). This benefit is limited in its application to those members who retire after January 1st, 1984, and shall not be retroactive to members already retired.

ARTICLE XVIII, TERMINAL LEAVE

Employees of the Township having completed fifteen years of continuous service, shall be entitled to three days per year for each year of service as terminal leave prior to the effective date of their retirement.

Employees of the Township hired subsequent to September 19, 1975, shall not be entitled to Terminal Leave.

ARTICLE XIX - INOCULATION

Section 1. The Employer shall provide, at its expense, inoculation against influenza or any epidemic, if declared as such by the State Department of Health. This precautionary measure shall be performed by a physician selected by the Administration.

ARTICLE XX. - DISCRIMINATION OR COERCION

There shall be no discrimination, interference or coercion by the Employer, 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.

ARTICLE XXV. - GRIEVANCE PROCEDURE

Section 1. A grievance within the meaning of this Agreement shall be limited to any controversy or dispute arising between the parties hereto relating to any matter of wages, hours, and working conditions, or any dispute between the parties involving interpretation or application of any provisions of this Agreement, exclusively.

Section 2. The purpose of this Article is to provide for the expeditious and mutually satisfactory settlement of grievances, and to that end, the following procedures shall be followed:

STEP 1: An employee with a grievance shall first discuss it with his Department Head and/or supervisor directly and in the presence of a local Association representative 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 time that the employee knew 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. If it is not presented within the aforementioned time period, it shall not thereafter be considered a grievance under this Agreement, unless reason satisfactory to the Employer is given in explanation of the failure to present the grievance within such time.

STEP 2: If the aggrieved party is not satisfied with the disposition of his grievance at Step 1, or if no decision has been rendered within three (3) working days after presentation of that grievance at Step 1, the employee may file a grievance appeal in writing to the Business Administrator. A hearing on the grievance shall be held between the Business Administrator and the Association's designated representative and the employee affected, and any witnesses within seven (7) working days of the receipt of the grievance. The Business Administrator shall render a decision in writing within five (5) working days of the hearing.

STEP 3: If the aggrieved party is not satisfied with the disposition of his grievance at Step 2, or if no decision is rendered within the time required as aforesaid, the employee may file a grievance appeal in writing with the Grievance Committee. The Grievance Committee shall consist of:

1. The President of the Association, or his designated representative
2. The local Association representative
3. The Department Head, or his designee
4. The Business Administrator, or his designee.

The Grievance Committee shall meet within seven (7) days of the receipt by it of the written grievance and shall promptly convene to consider the grievance. A hearing on the

grievance shall be held by the Grievance Committee to gather any information necessary for a decision. The Grievance Committee will render a final decision in writing within five (5) days of the hearing.

If the grievance is resolved by unanimous action of the Grievance Committee, the decision of the Grievance Committee shall be binding on all parties. If the decision of the Grievance Committee is not unanimous, then in that event, either party may, within thirty (30) days, request the Public Employment Relations Commission to appoint an arbitrator who shall have full power to hear and determine the dispute and the arbitrator's decision shall be final and binding on all parties.

The arbitrator shall have no authority to change, modify or amend the provisions of this agreement.

It shall be the intention of the parties to settle all differences between the Employer and the Association through grievance procedures of this agreement. Therefore, the Employer agrees that it will not lock out its employees and the Association agrees that they will not strike, slow down or cause a slow down or engage in any work stoppage during the term of this Agreement. Any employee who violates the terms of this section shall be subject to discharge.

The Employer and the Association agree that it is generally advisable to avoid public statements to the mass media prior to exhaustion of the aforesaid grievance procedures. The Employer and the Association further agree that in the event it is deemed necessary to issue statements to the mass media at anytime during or after the aforesaid grievance procedures, said statements shall be made by the Employer through its Business

Administrator or his duly authorized agent and both parties agree they will use their best efforts to prevent the making of statements relative to the matters in controversy by persons other than those mentioned herein.

ARTICLE XXII. MAINTENANCE OF WORK OPERATIONS

Section 1. There shall be no lock-outs, strikes, work stoppages or slow-downs 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 Employer shall have the right to take disciplinary action, including discharge, against any employee participating in a violation of the provisions of this Article.

ARTICLE XXIII. SAVINGS CLAUSE

In the event that any Federal or State legislation, governmental regulation or Court decisions 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 XXIV. RETENTION OF BENEFITS

The Township agrees that all benefits, terms and conditions of employment relating to the status of members in Union Council No. 8, New Jersey Civil Service Association, not covered by this Agreement, shall be maintained at not less than the highest standards in effect at the time of the commencement of collective negotiations leading to the execution of this Agreement and as provided for in this Agreement.

ARTICLE XXV. CIVIL SERVICE RULES

The parties agree that all hirings, layoffs, and separations shall be in accordance with the REVISED CIVIL SERVICE RULES FOR THE STATE OF NEW JERSEY as applicable to the Township and that the Civil Service laws and rules shall be applicable to all employees.

ARTICLE XXVI. JOB VACANCY

In the event that a vacancy should occur in a bargaining unit position, the employer shall, when filling the vacancy, give preference to those employees on the payroll when the vacancy occurs. This clause shall not apply to any vacancy occurring in the job title, Secretary to the Mayor.

ARTICLE XXVII. DURATION

This Agreement shall be in effect from January 1, 1983 through December 31, 1984.

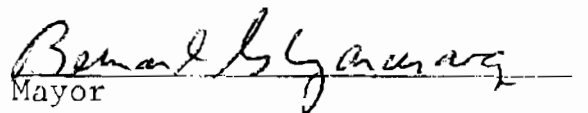
Collective negotiations on the terms of a new Agreement shall commence no later than ten days after September 1, 1984.

This Agreement shall remain in full force and effect during collective negotiations between the parties beyond the date of expiration set forth herein until the parties have mutually agreed on a new Agreement.

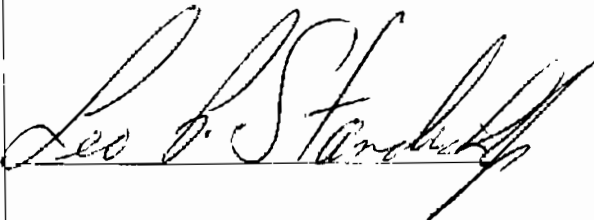
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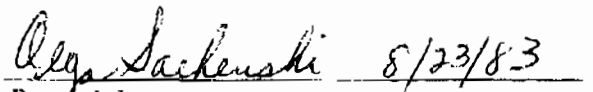
TOWNSHIP OF CLARK


Township Clerk


Mayor

UNION COUNCIL NO. 8, NEW JERSEY
CIVIL SERVICE ASSOCIATION



 8/23/83
President

SCHEDULE "A"

	<u>1/1/83 to 6/30/83</u>		<u>7/1/83 to 12/31/83</u>	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
<u>OFFICE OF TOWNSHIP CLERK</u>				
Asst. Mun. Clk.	\$19,502.00	\$21,502.00	\$20,317.00	\$22,317.00
Acct. Clk. Typist	10,847.00	12,847.00		
Prin. Acct. Clk./Cashier			13,880.00	15,880.00
<u>MUNICIPAL COURT</u>				
Mun. Court Clk. & Viol. Clk.	13,764.00	15,764.00	16,895.00	18,895.00
Dep. Mun. Court Clk. Steno.	11,697.00	13,697.00	14,745.00	16,745.00
<u>DEPT. OF ADM., HEALTH & WELFARE</u>				
Adm. Clk./Req. of Vital Stat.	17,374.00	19,374.00	18,100.00	20,100.00
Adm. Secy.	12,000.00	14,000.00	12,480.00	14,480.00
Clk. Typist	9,000.00	11,000.00	9,360.00	11,360.00
<u>DEPT. OF PUBLIC WKS. & ENG.</u>				
Prin. Clk. Typing	12,918.00	14,918.00		
Prin. Clk. Typ./Permit Clk.			16,035.00	18,035.00
Prin. Clk. Steno.	12,800.00	14,800.00	13,332.00	15,332.00
Prin. Engineer	15,531.00	18,031.00	16,252.00	18,752.00
<u>BUREAU OF ROADS</u>				
Public Wks. Foreman	18,187.00	21,217.00	18,891.00	21,921.00
Sen. Public Wks. Repairman	15,952.00	17,202.00	16,656.00	17,906.00
Public Wks. Repairman (Three Years or more)	14,247.00	16,573.00	14,950.00	17,277.00
(Less than Three Years)	14,046.00	16,372.00	14,750.00	17,076.00
<u>DEPT. OF REVENUE & FINANCE</u>				
Senior Cashier Typist	13,088.00	15,088.00	14,164.00	16,164.00
Account Clk.			11,440.00	13,440.00
<u>DEPT. OF PUBLIC SAFETY</u>				
Sen. Comm. Operator	11,873.00	13,873.00	12,426.00	14,426.00
Comm. Operator	11,059.00	13,059.00	11,541.00	13,541.00
Comm. Operator	10,164.00	12,164.00	10,571.00	12,571.00
<u>DIV. OF BLDGS. & GROUNDS</u>				
Bldg. Maint. Worker		\$5.01 per hour		\$5.21 per hour
Bldg. Maint. Worker		5.46 per hour		5.68 per hour
<u>BUREAU OF HEALTH</u>				
Sanitary Inspector		9.14 per hour		9.51 per hour

SALARIES FOR THE YEAR 1984 SHALL BE AS SET FORTH IN THIS AGREEMENT, WHICH ARE 3-1/2% INCREASE EFFECTIVE JANUARY 1ST, 1984, AND AN ADDITIONAL 3-1/2% INCREASE EFFECTIVE JULY 1ST, 1984.

ORDINANCE PROVIDING THE ABOVE WILL BE INTRODUCED AND ADOPTED DURING THE YEAR 1983, AND WILL BECOME PART OF THIS AGREEMENT.