

AGREEMENT BETWEEN

MIDDLESEX COUNTY BOARD OF SOCIAL SERVICES

AND

MIDDLESEX COUNTY WELFARE ADMINISTRATIVE EMPLOYEES' ORGANIZATION

EFFECTIVE JULY 1, 2012 THROUGH JUNE 30, 2016

TABLE OF CONTENTS

	<u>PAGE</u>
PREAMBLE	1
ARTICLE I UNION RECOGNITION	2
ARTICLE II CONTRACT PERIOD	3
ARTICLE III FAIR PRACTICES	4
ARTICLE IV ORGANIZATION RIGHTS	5
ARTICLE V RESPONSIBLE RELATIONS	7
ARTICLE VI HOURS OF WORK	8
ARTICLE VII HOLIDAYS AND LEAVES	9
ARTICLE VIII MEDICAL INSURANCE	15
ARTICLE IX TRANSPORTATION AND REIMBURSEMENT	20
ARTICLE X LONGEVITY	21
ARTICLE XI CONFERENCE DAYS, EDUCATION, AND TRAINING	22
ARTICLE XII PERSONNEL PRACTICES	23
ARTICLE XIII EFFECTIVE LAWS	24
ARTICLE XIV GRIEVANCE PROCEDURE	25
ARTICLE XV SALARIES	32
ARTICLE XVI MANAGEMENT RIGHTS	35
ARTICLE XVII FACILITIES AND EQUIPMENT	36
ARTICLE XVIII HEALTH AND SAFETY	37
	38
APPENDIX A CLASSIFICATION AND COMPENSATION SCHEDULE	
	SALARY RANGES

PREAMBLE

This Agreement made between the Middlesex County Board of Social Services (herein referred to as the Board) and the Middlesex County Welfare Administrative Employees' Organization (herein referred to as the Organization) has as its intent and purpose the promotion of harmonious relations between the Board and employees represented by the Organization; the establishment of equitable, amicable and peaceful procedures for resolution of all disputes and grievances; and the determination of wages, hours of work and other terms and conditions of employment.

ARTICLE I - ORGANIZATION RECOGNITION

A. The Board agrees to recognize the Middlesex County Welfare Administrative Employees' Organization as the sole and exclusive bargaining representative of employees in the following job titles:

- Administrative Analyst
- Administrative Supervisor of Income Maintenance
- Administrative Supervisor of Social Work
- Assistant Administrative Supervisor of Income Maintenance
- Assistant Administrative Supervisor of Social Work
- Assistant Chief Investigator
- Chief Clerk
- Chief Investigator
- Consultant on Aging
- Field Office Supervisor
- Homemaker Service Supervisor/Senior Community Planner
- Management Specialist
- Public Information Officer
- Supervising Administrative Analyst
- Transportation Analyst

B. Any new title authorized for use by the Board will be negotiated for inclusion or exclusion from the bargaining unit. If the parties are unable to agree on the inclusion or exclusion of a title, the Organization will pursue procedures under the New Jersey Public Employment Relations Act.

ARTICLE II – CONTRACT PERIOD

- A. The Agreement shall be effective for the period July 1, 2012 through June 30, 2016.

- B. By this agreement, this Contract and all its provision shall be extended to remain in full force and effect during any period of negotiations on a succeeding contract which continues beyond the expiration date of this Contract.

- C. Should the State of New Jersey and/or the County of Middlesex adopt or allow for a change, increase or improvement in the items below during the life of this Contract, the Board agrees to notify the Organization of said plan as soon as reasonably possible and to reopen negotiations within twenty (20) days of receipt of a written request from the Organization. When both parties agree to the adoption of such change, increase or improvement, it will be subject to the approval of the Board of Chosen Freeholders. The items are:

Medical Insurance

Benefit Time

Transportation Allowance

ARTICLE III - FAIR PRACTICES

- A. The Board and the Organization agree that the provisions of the Contract shall be applied equally to all employees covered by this Contract and there shall be no discrimination as to age, sex, marital status, race, color, creed, national origin, political or religious opinions, sexual preference or physical handicaps.

- B. The Board agrees not to interfere with the rights of employees covered under the terms of this Agreement to become members of the Organization and to participate in Organizational activities permissible under the law.

- C. The Organization recognizes its responsibility as exclusive collective negotiations representative and agrees to admit all eligible employees into the bargaining unit and represent them without discrimination or interference.

ARTICLE IV - ORGANIZATION RIGHTS

- A. The Board agrees to deduct from the pay of each employee who furnishes a written authorization for such deduction in a form acceptable to the Board, during each calendar month, the amount of monthly Organization Dues. Should the Organization change the dues deduction, they must notify the Board of the change and certify the amount, in writing, at least thirty (30) days prior to the month in which the change occurs.

- B. The Board further agrees to deduct, in accordance with P.L. 1979, Chapter 477 as it relates to the Agency Shop provisions, from the pay of each employee covered by this Agreement who does not furnish a written authorization for deduction of Organization Dues, a Representation Fee equal to 85% of the Organization Dues, as may be certified to the Board by the Organization at least thirty (30) days prior to the month in which the deduction of dues is to be made, commencing ninety (90) days after the date of hire of such employee. However, in the event of rehire, such dues shall commence after thirty (30) days of date of rehire.

- C. Deduction of Organization Dues and Representation Fees made pursuant hereto shall be remitted by the Board to the Organization at the end of the calendar month in which such deductions are made, together with a list of employees from whose pay such deductions were made.

- D. The Organization shall indemnify, defend and save the Board harmless against any and all claims, demands, suits or other forms of liability that shall arise out of any of the above deductions.
- E. 1. The Board agrees to furnish one bulletin board at 181 How Lane, New Brunswick in a convenient place to be used exclusively by the Organization. The Organization will notify the Board of the person who will be responsible for posting material on the board.
2. The Organization may post any appropriate material pertaining to Organizational matters such as appointments, meeting announcements, social and recreational events, achievements, Organization election results and information, but excluding election campaign material, as long as none of these contain anything profane, obscene or defamatory of any individual or the Agency.

ARTICLE V - RESPONSIBLE RELATIONS

Both the Board and the Organization recognize the desirability of both parties responding in a professional and courteous manner and to work together to promote the accomplishment of Agency goals and objectives. Both parties agree to apply the terms of this Contract fairly, in accordance with its intent and meaning, and consistent with the Organization's status as exclusive bargaining representative of all employees in the unit.

The Organization shall be given reasonable notice, in advance, of any adverse action immediately and directly affecting terms and conditions of employment of employees covered by this Contract, unless the Board deems immediate action necessary in order to implement inherent or express management prerogatives or to fulfill management objectives as provided in Article XVI. If immediate action has been taken, the Board shall promptly notify a member of the Organization's Executive Board.

ARTICLE VI - HOURS OF WORK

A. Flex-Time Hours

Schedule A 8:00 A.M. - 3:45 P.M.

Schedule B 8:30 A.M. - 4:15 P.M.

B. Each employee shall sign in and out on a weekly sign-in-out record. The record will be submitted to the Office of the Director, by noon, every Monday.

C. Each employee will be allowed 45 minutes for lunch and one 15-minute break during each half-day of work.

D. An employee who is recalled for unscheduled work at a time not contiguous to his/her regular schedule of work shall receive compensation for a minimum of four (4) hours at a rate of time-and-a-half.

ARTICLE VII - HOLIDAYS AND LEAVES

A. Each employee covered by this Contract shall be allowed four (4) days per annum for religious observances or for personal business. Personal leave days must be pro-rated for employees in the first year of continuous service with the Board according to time earned, i.e. employee earns 1/2 day every 1 1/2 months with a maximum of four (4) personal days per calendar year. These days are in addition to vacation days or sick days allowed to all employees. These personal days, if unused, shall not be carried over into the following calendar year.

B. 1. Full-time employees will be granted vacation leave as follows:

One (1) working day for each month of service or major fraction thereof, during the remainder of the calendar year following date of appointment;

After one year of service through five years of service, twelve (12) working days per year;

After five years of service through nine years of service, fifteen (15) working days per year;

After nine years of service through twelve years of service, sixteen (16) working days per year;

After twelve years of service through fifteen years of service, twenty (20) working days per year;

After fifteen years of service through twenty years of service, twenty-one (21) working days per year;

After twenty years of service, twenty-five (25) working days per year.

Service includes all temporary and/or provisional continuous service immediately prior to permanent appointment with the Welfare Board or other county office of the same county provided there is no break in service of more than one week.

Any increase in vacation days based on years of continuous county service will be credited at the beginning of the calendar year in which the employee attains it with the anticipation that his/her employment will be continuous throughout the calendar year.

- B. 2. Part-time employees will earn vacation leave on a pro-rated basis in accordance with B.1.
- 3. Seasonal employees may be granted vacation leave on the basis stated in B.1.
- 4. Employees resigning or retiring shall be granted vacation leave pro-rated on the basis of current annual allowance divided by 12, multiplied by the months of service completed within the particular year.

5. Accumulation of vacation - Where, in any calendar year, the vacation leave or any part thereof is not granted by reason of pressure of work, such leaves of absence or parts thereof not granted shall accumulate and may be carried over to the next succeeding calendar year only.

 6. Vacation for veterans - A returning veteran shall be entitled to full vacation time for the year of return and for the year preceding, provided that latter can be taken during the year of return.

 7. Deceased employees - Whenever any employee in the classified service dies, payment shall be made to the estate of such deceased employee for all earned and unused vacation leave, within the limits set forth in (5) above, based on the last approved compensation rate for the deceased employee.
- C. 1. Sick leave shall be accrued at the rate of one (1) day per month or major fraction thereof during the remainder of the first calendar year of employment and 1 1/4 days per month thereafter. Sick days may be accumulated indefinitely. Sick leave shall be granted in accordance with the following definition:
- "Sick leave means the absence of an employee from duty because of illness, injury, pregnancy disability, exposure to contagious disease, necessary attendance upon a member of the immediate family seriously ill, death in the immediate family or other relatives living in employee's household. A physician's certificate may be required whenever an employee is on sick leave for five consecutive working days or more."

2. Immediate family means father, mother, spouse, child, sister or brother of the employee. It also includes relations of the employee residing in the employee's household or any person in a spousal relationship and residing in the employee's household.
 3. Whenever there is suspected abuse of sick leave, the Board can request medical verification, and examination by a Board authorized physician, or both.
- D. All employees who retire from P.E.R.S. after January 1, 1977 shall be entitled to receive a lump sum payment for unused accumulated sick leave earned during continuous, unbroken service since the most recent date of hire. This shall be computed at the rate of one-half (1/2) of the eligible employee's daily rate of pay for each day of earned and accumulated sick leave based upon the average annual compensation received during the last year of employment prior to the effective date of retirement, provided that such payment shall not exceed \$15,000. An employee who elects a deferred retirement benefit shall not be eligible for this lump sum payment.
- E. Leaves of absence with or without pay will be granted according to State Department of Personnel Rules and further clarified by Agency policy and procedure. Any leave granted under this section of Article VII shall run concurrently with FMLA/FLA entitlement.
- F. Every employee covered by this Contract shall receive up to five (5) days Bereavement leave in the event of the death of that employee's spouse, child, parent, brother, sister, step-child in home, step-parent in home or person living in a spousal relationship; up to three (3) days Bereavement leave for grandparent, grandchild, and step-child not in the

home; up to two (2) days Bereavement leave for son-in-law, daughter-in-law, father-in-law, mother-in-law, brother-in-law, sister-in-law, aunt, uncle, niece, nephew, or relative who resides in the home of the employee. The time during which this Bereavement leave will be allowed shall be at the discretion of the employee within ten (10) days of the date of death. The "in-laws" set forth in this paragraph shall not include those of marriages terminated by divorce or annulment.

G. The following holidays will be observed pursuant to County policy:

- 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
- General Election Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Day

Whenever any of the above holidays fall on a Sunday, the following day is granted and whenever such holiday falls on a Saturday, it shall be celebrated on the preceding Friday. Additional holidays as established from time to time by gubernatorial proclamation, by appropriate authority by rule, proclamation or order in a given locality may be granted for employees.

If a holiday, as indicated above, occurs while an employee is on leave with pay (excluding educational leave), the day shall be recorded as a holiday instead of sick or vacation leave. Holidays do not accrue during any leave of absence. If an employee is absent without pay before and after a holiday, he/she shall not be paid for that particular holiday.

- H. The Board agrees to provide employees with quarterly statements indicating the balance of their unused sick, vacation and personal days.

ARTICLE VIII - MEDICAL INSURANCE

A. Health and Hospitalization Insurance

1. a. Eligibility

All Board employees on the payroll for not less than sixty (60) days or on July 1, 2001, whichever shall be later, and their eligible dependents shall be eligible to enroll in any of the Board offered medical insurance plans subject only to the provisions and limitations specifically set out in this contract. Employees who enroll in any medical insurance program shall do so in writing on a form promulgated by the Personnel Department acknowledging the offered programs and their selection of a specific plan.

b. Retirement Benefits

Employees who retire on a disability pension, or who retire after 25 or more years of service credit in the retirement system administered by the State of New Jersey, or who retire at age 62 or older with at least 15 years of service with the Board at the time of retirement and their eligible dependents, but not their survivors, will be provided continued medical insurance benefits in any of the available plans with the premiums paid by the Board in accordance with County policy and in accordance with P.L. 2011 c.78.

2. Level of Benefits

The Board, through the Middlesex County Joint Health Insurance Fund (MCJHIF), shall continue to provide to all eligible employees and qualified dependents on the payroll as of

the date of the execution of this Agreement, the three (3) HMO options as available on January 1, 1999, equivalent to the pre-existing plans, a POS and Traditional Indemnity Coverage. The parties recognize the significantly greater premiums costs of Traditional Indemnity Coverage and thereby agree that only employees and their dependents who are currently enrolled in the Traditional Indemnity Plan as of the execution of this Agreement shall be permitted to continue such coverage. If any such employee or eligible subscriber shifts medical coverage to any other plan, they shall not be permitted subsequently to re-enter the Traditional Indemnity Plan. In the event the Board desires to re-enter the State Health Benefits Plan (SHBP) of New Jersey, it must provide thirty (30) days notice to the Association and enter into negotiations regarding the application of this Agreement.

3. Employee Contribution to Premium Costs

- a. Health care contributions for medical, prescription, dental and vision benefits shall be consistent with that required by P.L. 2011 c.78 and by the contribution schedule set forth below for employees hired after July 1, 2001, whichever contribution requirement is higher.
- b. Employees who enter Board service or become eligible for medical insurance coverage after July 1, 2001, shall be entitled to the same level of benefits and will be permitted to enroll in all available health care options described in 2. Above, except that new hires may not enroll in the Traditional Indemnity Plan, which shall not be offered to new employees.
- c. New employees, as defined above, whose annual base salary is \$25,000 or less shall not be required to contribute to premium payment for health insurance coverage.

- d. New employees, as defined above, earning an annual base salary in excess of \$25,000 shall be required to contribute toward premiums paid on their behalf upon the following schedule during the term of this contract. The only exception shall be in a case where an employee's raise or promotion moves them beyond \$25,000 but less than the amount of the required premium contribution, in which case their net pay shall not be less than their pay prior to the pay increase or promotion.

<u>Salary Level</u>	<u>% of Costs of Selected Plan</u>	<u>Annual Ceiling of Contributions</u>
\$25,001-\$30,000	25%	\$ 400
\$30,001-\$35,000	35%	\$ 650
\$35,000-\$40,000	45%	\$ 900
\$40,001-\$45,000	55%	\$1,250
\$45,001-\$50,000	65%	\$1,500
\$50,001 +	75%	\$1,750

- e. The costs of premiums for the respective plans selected by employees and their eligible dependents shall be determined by the Board on an annual basis, with notice to each affected employee with the first paycheck of each calendar year. Such computations shall be based on rated costs provided by the plan administrator. Employee contributions shall be determined, and any adjustment thereto shall be made annually as of the first pay period of each calendar year. The Board may not increase or alter an employee's required contribution at any other time.

B. The Board and the Organization agree on the current practice by which each employee is covered by Dental Insurance through the Middlesex County Employees Group Dental Insurance Program, or a similar plan of equal benefit. The plan includes two (2) options; one plan provides traditional indemnity coverage, the other is an HMO type pre-paid P.O.P. plan. The schedule of payments shall be that which is adopted by the Middlesex County Board of Chosen Freeholders. Dependent coverage premiums will be shared by the Board and the employees. The per-pay premium deductions are as follows:

<u>Coverage</u>	<u>HMO Plan</u>	<u>Traditional Plan</u>
Single	\$.88	\$ 0.00
Modified Family	\$ 5.26	\$ 6.12
Family	\$ 7.21	\$20.99

In the event there is any proposed change in this plan by the County of Middlesex before the expiration of this Contract, the parties agree to immediately re-open negotiations regarding same.

C. Each individual employee and retiree eligible for continuation of medical benefits paid by the Board subject to P.L. 2011 c.78 and eligible dependents are covered by a prescription program administered by National Prescription Administrators, Inc. or a similar plan. The co-payment for the prescription benefit is \$5.00 for non-generic and \$3.00 for generic prescriptions. Current retirees, and employees who retire during the term of this Agreement and are eligible for continuation of medical benefits, shall continue to have prescription co-payments of \$3.00 for non-generic and \$0 for generic.

- D. The Board and the Organization agree on the implementation of a Vision Care Program for all employees who have completed at least two (2) months of continuous service with the Board. Each covered employee shall be eligible to receive a maximum of \$140 per two-year period as reimbursement for vision care services. The eligible family members group, composed of spouse and/or dependent children, shall be eligible to receive an aggregate maximum of \$100 per two-year period as reimbursement for vision care services. Coverage will be in accordance with the Vision Care Policy contained in the Agency Personnel Manual.
- E. The Board agrees to continue to provide Disability Insurance through the New Jersey State Temporary Disability Benefits Program, in accordance with P.L. 1980, Chapter 18, approved March 26, 1980. It is understood that said law requires contributions from the employer and the employee.
- F. 1. The Middlesex County Board of Social Services will extend to a maximum period of ninety (90) days all medical coverage of eligible employees and their covered dependents enrolled in the State Health Benefits Program upon exhaustion of such employee's accumulated sick and vacation leave and who are granted approved sick leave without pay, with the Board of Social Services paying the cost. This section shall be subject to the provisions of P.L. 2011, c.78.
2. In those instances where the leave of absence (or an extension of such leave) without pay is for a period of more than ninety (90) days, the employee may still prepay all medical coverage premiums for the next two hundred and seventy (270) days of the approved leave of absence following the period of ninety (90) days paid for by the Board of Social Services as provided in the paragraph above.

ARTICLE IX - TRANSPORTATION AND REIMBURSEMENT

Employees who are authorized to use their own cars will be compensated at the designated IRS business mileage rate.

The Board will reimburse an employee toward the cost of business protection on their automobile insurance policy at the rate of \$25.00 per month when such insurance is in force. Each such employee shall present to the Board a proper certificate of insurance carried by said employee.

ARTICLE X - LONGEVITY

Longevity pay will be granted by the Board in accordance with the County plan, as promulgated by the Board of Chosen Freeholders of Middlesex County, which is as follows:

All eligible employees shall be entitled to receive Longevity which will be based upon their salary (maximum base \$30,000) as of December 31st of the previous year, starting with the completion of the 8th year of service, i.e.

9 through 15 years of service	=	4%
16 through 20 years of service	=	6%
21 years and over	=	8%

If the Board of Chosen Freeholders makes a change in its Longevity Plan which would allow for any increase or upgrade of the plan herein specified, the Board of Social Services agrees to implement said change as of its effective date.

ARTICLE XI - CONFERENCE DAYS, EDUCATION AND TRAINING

A. CONFERENCE DAYS

Fifteen (15) days per calendar year, if necessary, with pay shall be granted by the Agency for Organization members to conduct Organization business or to attend labor related conferences. The Organization shall request these days at least one week in advance, unless the request cannot be practically given, subject to the approval of the Director of Welfare or his/her designee. Granting of such leave to an employee shall not be unreasonably withheld.

B. EDUCATION AND TRAINING

Expenses incurred by employees who attend special conferences and seminars approved by the Board shall be paid in accordance with the Agency Personnel Manual. Travel costs and necessary fees, as approved, will be paid for attendance at approved conferences. For any approved conferences wherein a payment for meals is reimbursable, the payment shall be up to a maximum of: Breakfast - \$10.00; Lunch - \$15.00 and Dinner - \$30.00.

ARTICLE XII - PERSONNEL PRACTICES

- A. Each employee shall have the right to see and respond to any and all documents before they are placed in his/her personnel file, and to designate having seen the documents, by use of initials.

If the employee wants to respond to any documents in his/her file, such response shall be directed to the Director of the Agency and shall become part of the employee's personnel file.

Each employee has the right to one copy of each document in his/her personnel file.

- B. The Organization shall be permitted to have one (1) member attend the public session of the monthly Board Meetings. Said member shall incur no loss of pay for time so spent.

ARTICLE XIII - EFFECTIVE LAWS

All provisions of this Agreement are subject to law. In the event that any provision of this Agreement shall be rendered illegal or invalid under any applicable law, such illegality or invalidity shall affect only that particular provision which shall be deemed of no force or effect, but it shall not affect the remaining provisions of this Agreement.

ARTICLE XIV - 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 to discuss a matter informally with any appropriate member of the Administration. If such discussion involves a matter covered by the definition of a grievance in Section B, the Organization shall be advised of the adjustment of the issue.
3. This constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement.

B. DEFINITIONS

1. The term "grievance" shall mean an allegation that there has been:
 - a. A violation, 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

b. Inequitable, improper, unjust application or misinterpretation of rules or regulations, existing policy, or Orders applicable to the Board of Social Services, which do not constitute a violation of the terms of this Agreement which shall be processed up to and including the Board of Social Services and shall hereinafter be referred to as a "non-contractual grievance".

2. The term "employee" or "grievant" as used in this Article shall also mean a group of employees with a grievance, or the Organization.

C. PRESENTATION OF A GRIEVANCE

The Board agrees that in the presentation of a grievance there shall be no loss of pay for the time spent in presenting the grievance by the grievant, Organization representative and an Organization recorder.

D. GRIEVANCE PROCEDURE

Step 1

The grievant and his/her Organization Shop Steward shall present the employee's written grievance or dispute within fifteen (15) working days of its occurrence to the Deputy Director. Failure to act within said fifteen (15) days shall be deemed to constitute an abandonment of the grievance. If, due to medical or legal reasons, the grievant is not available to sign the grievance form, an Organization Shop Steward may sign on behalf of the grievant in order to satisfy contractual timelines. Once the grievant returns to work, he/she must sign the grievance form. The Deputy Director shall schedule a hearing within ten (10) working days

of receipt of the grievance and shall render a decision in writing to the grievant within ten (10) working days of the hearing. Step 1 may be waived by mutual agreement between the parties.

Step 2

If the grievance is not settled through Step 1, the same shall be presented in writing by the employee and the employee's Organization representative who is the Shop Steward or Local Organization Officer to the Director within ten (10) working days of the written response from Step 1. The Director shall hold a hearing within ten (10) working days of the request for the hearing and render a decision within five (5) working days.

Step 3

Should the grievant disagree with the decision of the Director, 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 Organization representative may request an appearance before the Board. The Board will render its decision within eight (8) working days after the Board meeting at which the matter has been reviewed. The decision of the Board shall be final in those grievances which are defined as non-contractual. The grievant may be represented by an Organization Officer. A minority organization shall not present or process a grievance.

Step 4

Arbitration

- a. Only in the case of a contractual grievance, as defined herein, if no settlement of the grievance has been reached between the parties, the grievance may be moved to arbitration only by the Organization within thirty (30) days of receipt of a decision from Step 3.

- b.
 - (1) Any unresolved contractual grievance (as defined in B.1.a., Definitions, above) except matters involving appointment, promotion, or assignment or matters within the exclusive province of the Civil Service Commission may be appealed to arbitration (only by the Organization). The Organization must file the request for arbitration within thirty (30) working days after the receipt of the Step 3 decision.

 - (2) Nothing in this Agreement shall be construed as compelling the Organization to submit a grievance to arbitration or to represent an employee before the Civil Service Commission. The Organization'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 Organization.

 - (3) Where the grievance involved an alleged violation of individual rights specified in State Department of Personnel Law and Rules for which a specific appeal to the Civil Service Commission is available, the individual may present his/her complaint to the Civil Service Commission directly.

The grievant may pursue the Civil Service Commission 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.

- c. Should the Organization wish to move a grievance to arbitration, the Organization shall notify the Public Employment Relations Commission (PERC) of same and request a list of arbitrators to be furnished to the Board and Organization. Selection of an arbitrator shall conform to PERC's procedures. 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.
- d. The arbitrator shall hear the matter on the evidence and within the meaning of this Agreement and/or such rules and regulations as may be in effect by the Civil Service Commission. The arbitrator shall have the full power to hear the grievance and make a decision, which decision shall neither modify, add to, nor subtract from the terms of the Agreement and the referenced policies. The decision shall be rendered within thirty (30) days of the hearing.
- e. The arbitrator shall not have the power to add to, subtract from, or modify the provisions of this Agreement and shall confine his/her decision solely to the

interpretation and application of this Agreement. He/She shall confine himself/herself to the precise issue submitted for arbitration and shall have no authority to determine any other issues not so submitted to him/her, nor shall he/she submit observations or declaration of opinions which are not essential in reaching the determination.

- f. The cost of the arbitrator and his/her expenses shall be borne equally by both parties. Any other expenses incurred in connection with the arbitration shall be paid by the party incurring same.
- g. 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.
- h. The arbitrator may prescribe an appropriate back-pay remedy when he/she finds a violation of this Agreement, provided such a remedy is permitted by law and is consistent with the terms of this Agreement, except that he/she may not make an award which exceeds the Board of Social Services' authority. The arbitrator shall have no authority to prescribe a monetary award as a penalty for a violation of this Agreement.
- i. The decision or award of the arbitrator shall be final and binding on the Board of Social Services, the Organization, and the grievant or grievants to the extent permitted by and in accordance with applicable law and this Agreement. Disciplinary disputes shall be subject to the Grievance Procedure herein set forth except that arbitration, if selected, shall be advisory. Binding arbitration for

disciplinary disputes shall be re-incorporated into the Agreement when and if allowed by law.

- j. Either party shall have the right to seek judicial review of the matter as prescribed by New Jersey statutes.

- E. There shall be no loss of pay for employees for time spent either as a grievant, witness, one Organization representative or Organization recorder in any step of the Grievance Procedure.

- F. Employee grievances shall be presented on prepared forms. The Grievance Procedure, as defined herein, shall be strictly adhered to. Time limits may be waived only by mutual consent of the parties. It is understood that employees must sign their individual grievances.

- G. Grievance resolutions or decisions at Step 1 through Step 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.

- H. One (1) Organization member, designated by the Organization, shall be allowed a maximum of one (1) hour during working hours to investigate each grievance.

ARTICLE XV - SALARIES

A. Employees covered by this Agreement shall be compensated in accordance with the following:

1. Effective July 1, 2012, all employees shall have their salaries adjusted step-to-step from the Compensation Schedule effective July 1, 2011 which shall remain status quo effective July 1, 2012 as found in Appendix A of this Agreement. Each employee shall also receive a bonus of 2% of their July 1, 2012 base salary, payable in twenty six (26) equal installments with the regular payroll. All employees who were at the maximum salary level of their salary range as of June 30, 2012, shall receive a bonus payment of \$750.00. This bonus shall also be applicable to employees at maximum on June 30, 2012 who have either retired or have been promoted on or after July 1, 2012, but shall not be applicable to employees who received an increment on or effective July 1, 2012 that put them at the maximum of their salary range.

2. Effective July 1, 2013, all employees shall have their salaries adjusted step-to-step From the Compensation Schedule effective July 1, 2012 to the Compensation Schedule effective July 1, 2013 found in Appendix A of this Agreement, which reflects approximately a 1.25% increase over the Compensation Schedule effective July 1, 2012. Each employee shall also receive a bonus of 2% of their July 1, 2013 base salary, payable in twenty-six (26) equal installments with their regular payroll. In addition, employees who are eligible, therefore, will receive a merit increment.

3. Effective July 1, 2014, all employees shall have their salaries adjusted step-to-step from the Compensation Schedule effective July 1, 2013 to the Compensation Schedule effective July 1, 2014 found in Appendix A of this Agreement, which reflects approximately a 1.75% increase over the Compensation Schedule effective July 1, 2013. Each employee shall also receive a bonus of 2% of their July 1, 2014 base salary, payable in twenty-six (26) equal installments with the regular payroll. In addition, employees who are eligible, therefore, will receive a merit increment.

 4. Effective July 1, 2015, all employees shall have their salaries adjusted step-to-step from the Compensation Schedule effective July 1, 2014 to the Compensation Schedule effective July 1, 2015 found in Appendix A of this Agreement, which reflects approximately a 2% increase over the Compensation Schedule effective July 1, 2014. Each employee shall also receive a bonus of 2% of their July 1, 2014 base salary, payable in twenty-six (26) equal installments with the regular payroll. In addition, employees who are eligible, therefore, will receive a merit increment.
- B. All unit members have a July 1 anniversary date.
- C. Any employee who is promoted or reclassified to another title with a higher salary range shall have his/her salary adjusted so that it provides an increase in pay of one increment of the present salary range (5% of the base of the range) plus the amount (if necessary) to adjust and equalize the employee's salary to the proper step of the new salary range.

Any employee who is demoted or being appointed to another title with a lower salary range shall have his/her salary adjusted so that it provides a deduction of one increment of the present salary range less any additional amount (if necessary) to adjust and equalize the employee's salary to the proper step of the title to which he/she is being reassigned. Another acceptable procedure would be to reconstruct the employee's salary on the basis of the employee's previous employment record.

ARTICLE XVI - MANAGEMENT RIGHTS

- A. The parties agree that they have fully bargained and agreed upon all terms and conditions of employment.
- B. The Board retains and reserves unto itself all rights, powers, duties, authority and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey.
- C. All such rights, powers, authority and prerogatives of management possessed by the Board are retained, subject to limitations imposed by law, except as they are specifically abridged or modified by this Agreement.
- D. The Board retains its responsibility to promulgate and enforce rules and regulations, subject to limitations imposed by law, governing the conduct and activities of employees not inconsistent with the express provisions of this Agreement.
- E. Unless otherwise provided in this Agreement or by all applicable regulations, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any employee benefit existing prior to the effective date of this Agreement.
- F. No employee shall be disciplined by discharge, reprimand, reduction in rank and compensation or deprivation of any professional advantage without just cause. Any such action asserted by the Board, if it is not appealable to the Civil Service Commission, may be subject to the grievance procedure herein set forth.

ARTICLE XVII - FACILITIES AND EQUIPMENT

The Board agrees to make every reasonable effort to provide employees covered by this Contract with the supplies, equipment and telephone service adequate to perform their duties and responsibilities.

ARTICLE XVIII - HEALTH AND SAFETY

The Organization shall be permitted to have one member sit on the Health and Safety Committee. Said member shall incur no loss of pay for time so spent.

The Board shall continue to make reasonable provisions for the safety and health of all employees during the hours of their employment, in accordance with the requirements of New Jersey State laws.

IN WITNESS THEREOF, the parties have caused this Agreement to be executed by its respective officers or agents on this 29th day of January, 2017. 5

**MIDDLESEX COUNTY WELFARE
ADMINISTRATIVE EMPLOYEES'
ORGANIZATION**

Virginia Nelson

Philip Purkin

Deborah Antone

Frank [unclear]

**MIDDLESEX COUNTY BOARD
OF SOCIAL SERVICES**

Myron Mackarovic

[unclear]

Joseph G. [unclear]

APPENDIX A

MIDDLESEX COUNTY BOARD OF SOCIAL SERVICES
CLASSIFICATION AND COMPENSATION SCHEDULE FOR

MIDDLESEX COUNTY WELFARE ADMINISTRATIVE EMPLOYEES' CONTRACT

REVISED EFFECTIVE JULY 1, 2012

<u>TITLE</u>	<u>SALARY RANGE</u> <u>EFF. 7/1/12</u>
Administrative Analyst, Welfare	26
Administrative Supervisor of Income Maintenance	30
Administrative Supervisor of Social Work	30
Assistant Administrative Supervisor of Income Maintenance	27
Assistant Administrative Supervisor of Social Work	27
Assistant Chief Investigator, County Welfare Agency	26
Chief Clerk, County Welfare Agency	26
Chief Investigator	28*
Consultant on Aging	25
Field Office Supervisor, CWA	30
Homemaker Service Supervisor/Senior Community Planner	26
Management Specialist	26
Public Information Officer	26
Supervising Administrative Analyst	28
Transportation Analyst	26

* Chief Investigator will be compensated on R-30 provided duties include administration of the Child Support and Paternity Department

Effective JULY 2013

REVISED CONF&MC BASE SALARY SCHEDULE BASED ON 2012-2013 Schedule
1.25% INCREASE

Increment	1	2	3	4	5	6	7	8	9	10	11	12	12A	12B
1	933	18670	19603	20536	21469	22402	23335	24268	25201	26134	27067	28000	28933	29866
2	978	19570	20548	21526	22504	23482	24460	25438	26416	27394	28372	29350	30328	31306
3	1026	20518	21544	22570	23596	24622	25648	26674	27700	28726	29752	30778	31804	32830
4	1076	21511	22587	23663	24739	25815	26891	27967	29043	30119	31195	32271	33347	34423
5	1128	22551	23679	24807	25935	27063	28191	29319	30447	31575	32703	33831	34959	36087
6	1182	23648	24830	26012	27194	28376	29558	30740	31922	33104	34286	35468	36650	37832
7	1240	24800	26046	27280	28520	29760	31000	32240	33480	34720	35960	37200	38440	39680
8	1300	26006	27306	28606	29906	31206	32506	33806	35106	36406	37706	39006	40306	41606
9	1364	27273	28637	30001	31365	32729	34093	35457	36821	38185	39549	40913	42277	43641
10	1430	28602	30032	31462	32892	34322	35752	37182	38612	40042	41472	42902	44332	45762
11	1500	30004	31504	33004	34504	36004	37504	39004	40504	42004	43504	45004	46504	48004
12	1573	31467	33040	34613	36186	37759	39332	40905	42478	44051	45624	47197	48770	50343
13	1618	32355	33973	35591	37209	38827	40445	42063	43681	45299	46917	48535	50153	51771
13A	1650	33009	34659	36309	37959	39609	41259	42909	44559	46209	47859	49509	51159	52809
14	1699	33973	35672	37371	39070	40769	42468	44167	45866	47565	49264	50963	52662	54361
14A	1733	34660	36393	38126	39859	41592	43325	45058	46791	48524	50257	51990	53723	55456
15	1783	35668	37451	39234	41017	42800	44583	46366	48149	49932	51715	53498	55281	57064
16	1873	37456	39329	41202	43075	44948	46821	48694	50567	52440	54313	56186	58059	59932
17	1966	39327	41293	43259	45225	47191	49157	51123	53089	55055	57021	58987	60953	62919
18	2065	41296	43361	45426	47491	49556	51621	53686	55751	57816	59881	61946	64011	66076
19	2168	43357	45525	47693	49861	52029	54197	56365	58533	60701	62869	65037	67205	69373
19A	2222	44440	46662	48884	51106	53328	55550	57772	59994	62216	64438	66660	68882	71104
20	2276	45526	47802	50078	52354	54630	56906	59182	61458	63734	66010	68286	70562	72838
21	2390	47805	50195	52585	54975	57365	59755	62145	64535	66925	69315	71705	74095	76485
22	2510	50193	52703	55213	57723	60233	62743	65253	67763	70273	72783	75293	77803	80313
23	2635	52704	55339	57974	60609	63244	65879	68514	71149	73784	76419	79054	81689	84324
24	2767	55335	58102	60869	63636	66403	69170	71937	74704	77471	80238	83005	85772	88539
25	2905	58099	61004	63909	66814	69719	72624	75529	78434	81339	84244	87149	90054	92959
26	3050	61006	64056	67106	70156	73206	76256	79306	82356	85406	88456	91506	94556	97606
27	3203	64055	67258	70461	73664	76867	80070	83273	86476	89679	92882	96085	99288	102491
28	3363	67258	70621	73984	77347	80710	84073	87436	90799	94162	97525	100888	104251	107614
29	3531	70622	74153	77684	81215	84746	88277	91808	95339	98870	102401	105932	109463	112994
30	3708	74151	77859	81567	85275	88983	92691	96399	100107	103815	107523	111231	114939	118647
31	3893	77860	81753	85646	89539	93432	97325	101218	105111	109004	112897	116790	120683	124576
32	4088	81751	85839	89927	94015	98103	102191	106279	110367	114455	118543	122631	126719	130807
33	4292	85842	90134	94426	98718	103010	107302	111594	115886	120178	124470	128762	133054	137346
34	4507	90132	94639	99146	103653	108160	112667	117174	121681	126188	130695	135202	139709	144216
35	4732	94640	99372	104104	108836	113568	118300	123032	127764	132496	137228	141960	146692	151424
36	4968	99370	104338	109306	114274	119242	124210	129178	134146	139114	144082	149050	154018	158986
37	5217	104341	109558	114775	119992	125209	130426	135643	140860	146077	151294	156511	161728	166945
38	5478	109554	115032	120510	125988	131466	136944	142422	147900	153378	158856	164334	169812	175290

Effective JULY 2014

REVISED CONFAMC BASE SALARY SCHEDULE BASED ON 2013-2014 Schedule
1.75% INCREASE

Increment	1	2	3	4	5	6	7	8	9	10	11	12	12A	12B	
1	950	18996	19946	20896	21846	22796	23746	24696	25646	26596	27546	28496	29446	30396	31285
2	996	19912	20908	21904	22900	23896	24892	25888	26884	27880	28876	29872	30868	31864	32872
3	1044	20877	21921	22965	24009	25053	26097	27141	28185	29229	30273	31317	32361	33405	34472
4	1094	21887	22981	24075	25169	26263	27357	28451	29545	30639	31733	32827	33921	35015	36119
5	1147	22946	24093	25240	26387	27534	28681	29828	30975	32122	33269	34416	35563	36710	37872
6	1203	24062	25265	26468	27671	28874	30077	31280	32483	33686	34889	36092	37295	38498	39717
7	1262	25234	26496	27758	29020	30282	31544	32806	34068	35330	36592	37854	39116	40378	41717
8	1323	26461	27784	29107	30430	31753	33076	34400	35723	37046	38368	39691	41014	42337	43717
9	1387	27750	29137	30524	31911	33298	34685	36072	37459	38846	40233	41620	43007	44394	45833
10	1455	29103	30558	32013	33468	34923	36378	37833	39288	40743	42198	43653	45108	46563	48057
11	1526	30529	32055	33581	35107	36633	38159	39685	41211	42737	44263	45789	47315	48841	50448
12	1601	32018	33619	35220	36821	38422	40023	41624	43225	44826	46427	48028	49629	51230	52864
13	1646	32921	34567	36213	37859	39505	41151	42797	44443	46089	47735	49381	51027	52673	54344
13A	1679	33586	35265	36944	38623	40302	41981	43660	45339	47018	48697	50376	52055	53734	55444
14	1728	34568	36296	38024	39752	41480	43208	44936	46664	48392	50120	51848	53576	55304	57065
15	1763	35267	37030	38793	40556	42319	44082	45845	47608	49371	51134	52897	54660	56423	61747
16	1815	36292	38107	39922	41737	43552	45367	47182	48997	50812	52627	54442	56257	58072	63553
17	1906	38112	40018	41924	43830	45736	47642	49548	51454	53360	55266	57172	59078	60984	66739
18	2001	40019	42016	44012	46018	48019	50020	52021	54022	56023	58024	60025	62026	64027	70089
19	2101	42019	44120	46221	48322	50423	52524	54625	56726	58827	60928	63029	65130	67231	73570
19A	2206	44116	46322	48528	50734	52940	55146	57352	59558	61764	63970	66176	68382	70588	77250
20	2261	45218	47479	49740	52001	54262	56523	58784	61045	63306	65567	67828	70089	72350	79178
21	2316	46323	48639	50955	53271	55587	57903	60219	62535	64851	67167	69483	71799	74115	81108
22	2432	48641	51073	53505	55937	58369	60801	63233	65665	68097	70529	72961	75393	77825	85170
22	2554	51071	53625	56179	58733	61287	63841	66395	68949	71503	74057	76611	79165	81719	89432
23	2681	53626	56307	58988	61669	64350	67031	69712	72393	75074	77755	80436	83117	85798	93884
24	2815	56303	59118	61933	64748	67563	70378	73193	76008	78823	81638	84453	87268	90083	98584
25	2956	59115	62071	65027	67983	70939	73895	76851	79807	82763	85719	88675	91631	94587	103514
26	3104	62074	65178	68282	71386	74490	77594	80698	83802	86906	90010	93114	96218	99322	109885
27	3259	65176	68435	71694	74953	78212	81471	84730	87989	91248	94507	97766	101025	104284	114125
28	3422	68435	71857	75279	78701	82123	85545	88967	92389	95811	99233	102655	106077	109499	119833
29	3593	71858	75451	79044	82637	86230	89823	93416	97009	100602	104195	107788	111381	114974	125824
30	3772	75449	79221	82993	86765	90537	94309	98081	101853	105625	109397	113169	116941	120713	132104
31	3961	79223	83184	87145	91106	95067	99028	102989	106950	110911	114872	118833	122794	126755	138717
32	4159	83182	87341	91500	95659	99818	103977	108136	112295	116454	120613	124772	128931	133090	145650
33	4367	87344	91711	96078	100445	104812	109179	113546	117913	122280	126647	131014	135381	139748	152836
34	4585	91709	96294	100879	105464	110049	114634	119219	123804	128389	132974	137559	142144	146729	160575
35	4815	96297	101112	105927	110742	115557	120372	125187	130002	134817	139632	144447	149262	154077	168617
36	5055	101109	106164	111219	116274	121329	126384	131439	136494	141549	146604	151659	156714	161769	177035
37	5308	106167	111475	116783	122091	127399	132707	138015	143323	148631	153939	159247	164555	169863	185992
38	5574	111471	117045	122619	128193	133767	139341	144915	150489	156063	161637	167211	172785	178359	195192

Effective JULY 2015

REVISED CONFAMC BASE SALARY SCHEDULE BASED ON 2014-2015 Schedule
2.00% INCREASE

Increment	1	2	3	4	5	6	7	8	9	10	11	12	12A	12B	
1	869	19376	20345	21314	22283	23252	24221	25190	26159	27128	28097	29066	30035	31004	33930
2	1016	20310	21326	22342	23358	24374	25390	26406	27422	28438	29454	30470	31486	32502	35570
3	1085	21295	22360	23425	24490	25555	26620	27685	28750	29815	30880	31945	33010	34075	37281
4	1116	22405	23511	24617	25723	26829	27935	29041	30147	31253	32359	33465	34571	35677	39078
5	1170	23405	24575	25745	26915	28085	29255	30425	31595	32765	33935	35105	36275	37445	40978
6	1227	24543	25770	26997	28224	29451	30678	31905	33132	34359	35586	36813	38040	39267	42973
7	1287	25739	27016	28293	29570	30847	32124	33401	34678	35955	37232	38509	39786	41063	44973
8	1350	26991	28291	29591	30891	32191	33491	34791	36091	37391	38691	39991	41291	42591	46604
9	1415	28305	29720	31135	32550	33965	35380	36795	38210	39625	41040	42455	43870	45285	49500
10	1484	29685	31169	32653	34137	35621	37105	38589	40073	41557	43041	44525	46009	47493	51900
11	1557	31139	32693	34253	35813	37373	38933	40493	42053	43613	45173	46733	48293	49853	54500
12	1633	32658	34291	35937	37583	39229	40875	42521	44167	45813	47459	49105	50751	52397	57200
13	1679	33579	35258	36947	38636	40325	42014	43703	45392	47081	48770	50459	52148	53837	58800
14	1713	34258	35971	37722	39473	41224	42975	44726	46477	48228	49979	51730	53481	55232	60300
14A	1799	35972	37771	39570	41369	43168	44967	46766	48565	50364	52163	53962	55761	57560	62800
15	1851	37018	38869	40720	42571	44422	46273	48124	49975	51826	53677	55528	57379	59230	64800
16	1944	38874	40818	42762	44706	46650	48594	50538	52482	54426	56370	58314	60258	62202	68000
17	2041	40815	42856	44897	46938	48979	51020	53061	55102	57143	59184	61225	63266	65307	71400
18	2143	42860	45003	47146	49289	51432	53575	55718	57861	60004	62147	64290	66433	68576	75000
19	2250	44998	47248	49498	51748	53998	56248	58498	60748	62998	65248	67498	69748	71998	78500
19A	2306	46123	48429	50735	53041	55347	57653	59959	62265	64571	66877	69183	71489	73795	80500
20	2362	47250	49614	51974	54336	56698	59060	61422	63784	66146	68508	70870	73232	75594	82500
21	2481	49614	52095	54576	57057	59538	62019	64500	66981	69462	71943	74424	76905	79386	86500
22	2605	52093	54698	57303	59908	62513	65118	67723	70328	72933	75538	78143	80748	83353	91000
23	2735	54698	57433	60168	62903	65638	68373	71108	73843	76578	79313	82048	84783	87518	95500
24	2871	57429	60300	63171	66042	68913	71784	74655	77526	80397	83268	86139	89010	91881	100000
25	3015	60298	63113	65948	68783	71618	74453	77288	80123	82958	85793	88628	91463	94298	103500
26	3166	63315	66481	69647	72813	75979	79145	82311	85477	88643	91809	94975	98141	101307	110800
27	3324	66479	69803	73127	76451	79775	83099	86423	89747	93071	96395	99719	103043	106367	116400
28	3490	69804	73194	76584	80224	83764	87254	90744	94234	97724	101214	104704	108194	111684	122200
29	3665	73295	76960	80625	84290	87955	91620	95285	98950	102615	106280	109945	113610	117275	128300
30	3848	76958	80806	84654	88502	92350	96198	100046	103894	107742	111590	115438	119286	123134	134700
31	4040	80807	84847	88887	92927	96967	101007	105047	109087	113127	117167	121207	125247	129287	141900
32	4242	84846	89088	93330	97572	101814	106056	110298	114540	118782	123024	127266	131508	135750	149500
33	4455	89091	93546	98001	102456	106911	111366	115821	120276	124731	129186	133641	138096	142551	158000
34	4677	93543	98220	102897	107574	112251	116928	121605	126282	130959	135636	140313	144990	149667	165700
35	4911	98223	103134	108045	112956	117867	122778	127689	132600	137511	142422	147333	152244	157155	174000
36	5157	103131	108288	113445	118602	123759	128916	134073	139230	144387	149544	154701	159858	165015	183000
37	5414	108290	113704	119118	124532	129946	135360	140774	146188	151602	157016	162430	167844	173258	188000
38	5685	113701	119386	125071	130756	136441	142126	147811	153496	159181	164866	170551	176236	181921	199000

CONFIDENTIAL & MCWAE0 BONUS SCHEDULE 7/1/2012 -6/30/2016

	1	2	3	4	5	6	7	8	9	10	11	12	12A	12B
1	369	387	406	424	443	461	479	498	516	535	553	572	590	0
2	387	406	425	445	464	483	503	522	541	561	580	599	619	0
3	405	426	446	466	486	507	527	547	567	588	608	628	648	0
4	425	446	467	489	510	531	552	574	595	616	637	659	680	0
5	445	468	490	512	535	557	579	601	624	646	668	690	713	0
6	467	490	514	537	561	584	607	631	654	677	701	724	747	0
7	490	514	539	563	588	612	637	661	686	710	735	759	784	0
8	514	539	565	591	616	642	668	694	719	745	771	796	822	0
9	539	566	593	620	646	673	700	727	754	781	808	835	862	0
10	565	593	621	650	678	706	734	763	791	819	847	876	904	0
11	593	622	652	682	711	741	770	800	830	859	889	919	948	0
12	622	653	684	715	746	777	808	839	870	901	932	963	995	0
13	639	671	703	735	767	799	831	863	895	927	959	991	1023	0
13A	652	685	717	750	782	815	848	880	913	945	978	1011	1043	0
14	671	705	738	772	805	839	872	906	940	973	1007	1040	1074	0
14A	685	719	753	787	822	856	890	924	959	993	1027	1061	1095	0
15	705	740	775	810	845	881	916	951	986	1022	1057	1092	1127	0
16	740	777	814	851	888	925	962	999	1036	1073	1110	1147	1184	0
17	777	816	855	893	932	971	1010	1049	1088	1126	1165	1204	1243	0
18	816	857	897	938	979	1020	1060	1101	1142	1183	1224	1264	1305	0
19	856	899	942	985	1028	1071	1113	1156	1199	1242	1285	1327	1370	0
19A	878	922	966	1010	1053	1097	1141	1185	1229	1273	1317	1361	1405	0
20	899	944	989	1034	1079	1124	1169	1214	1259	1304	1349	1394	1439	0
21	944	992	1039	1086	1133	1180	1228	1275	1322	1369	1416	1464	1511	0
22	991	1041	1091	1140	1190	1239	1289	1338	1388	1438	1487	1537	1586	0
23	1041	1093	1145	1197	1249	1301	1353	1405	1457	1510	1562	1614	1666	0
24	1093	1148	1202	1257	1312	1366	1421	1476	1530	1585	1640	1694	1749	0
25	1148	1205	1262	1320	1377	1435	1492	1550	1607	1665	1722	1779	1837	0
26	1205	1265	1326	1386	1446	1506	1567	1627	1687	1748	1808	1868	1928	0
27	1265	1329	1392	1455	1518	1582	1645	1708	1771	1835	1898	1961	2025	0
28	1329	1395	1461	1528	1594	1661	1727	1794	1860	1927	1993	2060	2126	0
29	1395	1465	1535	1604	1674	1744	1814	1883	1953	2023	2093	2162	2232	0
30	1465	1538	1611	1685	1758	1831	1904	1978	2051	2124	2197	2271	2344	0
31	1538	1615	1692	1769	1846	1923	1999	2076	2153	2230	2307	2384	2461	0
32	1615	1696	1776	1857	1938	2019	2100	2180	2261	2342	2423	2504	2585	0
33	1696	1780	1865	1950	2035	2120	2204	2289	2374	2459	2544	2628	2713	0
34	1780	1869	1959	2048	2137	2226	2315	2404	2493	2582	2671	2760	2849	0
35	1869	1963	2056	2150	2243	2337	2430	2524	2617	2711	2804	2898	2991	0
36	1963	2061	2159	2257	2356	2454	2552	2650	2748	2847	2945	3043	3141	0
37	2061	2164	2267	2370	2473	2576	2679	2782	2886	2989	3092	3195	3298	0
38	2164	2272	2381	2489	2597	2705	2813	2922	3030	3138	3246	3355	3463	0