

CITY OF PLAINFIELD
 HR & Benefits Administration
 515 Watchung Avenue
 Plainfield NJ, 07060



ADRIAN O. MAPP
 MAYOR

ABBY LEVENSON
 BUSINESS ADMINISTRATOR &
 PERSONNEL DIRECTOR

To: Abby Levenson, Business Administrator & Personnel Director
From: Abby Levenson, Business Administrator & Personnel Director
Date: July 1, 2024

Subject: An Ordinance Amending the Schedule of Salaries and Wages Adopted Pursuant to Article 14, Chapter 11 of the Municipal Code of the City of Plainfield, New Jersey, 1971 (Salary Amendment) Plainfield Municipal Employees Association (PMEA)

RECOMMENDATION

Adopt the attached Ordinance amending the schedule of salaries and wages adopted pursuant to the Plainfield Municipal Code Article 14, Chapter 11, Plainfield Municipal Employees Association (PMEA).

BACKGROUND

The City entered into negotiations with the Plainfield Municipal Employees Association (PMEA) for the purpose of negotiating a successor agreement. The City and the Plainfield Municipal Employees Association (PMEA) reached an agreement which establishes the cost-of-living adjustments for the period retroactive to January 1, 2022. The agreement provides for the following cost of living increases:

Period	Negotiated COLA
January 1, 2022-December 31, 2022	4%
January 1, 2023 - December 31, 2023	2.25%
January 1, 2024 - December 31, 2024	2.75%
January 1, 2025 - December 31, 2025	2.5%

FISCAL IMPACT

Below is a table reflecting the cost associated with above noted cost of living adjustments:

Year	Estimated COLA
2022	\$355,343.00
2023	\$199,699.00
2024	\$464,488.00
2025	\$505,103.00

ATTACHMENT:

Phone: (908) 753-3236 – Fax: Fax
 Email: abby.levenson@plainfieldnj.gov
 Website: http://www.plainfieldnj.gov

MEMORANDUM OF AGREEMENT

Agreement made this 12 day of September 2023, by and between the City of Plainfield

(herein the "City") and Plainfield Municipal Employees Association (herein the "PMEA").

WHEREAS, the City and PMEA are parties to a collective negotiations agreement

("CNA") covering the period January 1, 2018 through December 31, 2021; and

WHEREAS, the City and PMEA have been engaged in good faith collective

negotiations for the purpose of reaching agreement on terms and conditions of employment for a

successor CNA; and

WHEREAS, the City and PMEA have reached agreement on new terms and conditions

subject to ratification by the membership of the PMEA and approval by the Municipal Council

for the City; and

WHEREAS, the negotiating committees for the City and PMEA unanimously agree to

recommend this agreement for ratification and approval;

NOW, THEREFORE, in consideration of the mutual covenants, promises, and

undertakings herein set forth the parties agree as follows:

1. Except as herein modified, the terms and conditions set forth in the 2018-2021 CNA between the City and PMEA shall remain in full force and effect.

2. Change dates throughout the Agreement to coincide with the new term and general cleanup of language.

3. Counsel for the parties shall review the draft successor agreement and have the authority to correct non-substantive errors such as typos.

Article VI, Salaries

6-1 Adjust salaries by the following percentages:

Effective and retroactive to January 1, 2022: 4%
Effective January 1, 2023: 2.25% across the board

Pending Ratification

DAY OF SEPTEMBER 12, 2023

WHEREFORE, THE PARTIES HERETO SET THEIR HANDS THIS _____

4 years – January 1, 2022-December 31, 2025

8. Article XVII, Duration

10-4 Change date in last sentence to May 21, 2011.

10-4 Add to first sentence, "Employees hired before May 21, 2011, shall be on a four (4) year term."

10-1 (b) change "for all members" to "for all members except those who work 40 hours per week and whose calculation shall be based on an eight (8) hour work day/forty (40) hour work week."

7. Article X, Sick Leave

9-5 Effective January 1, 2023, Communications Center employees and police aides will receive a lump sum check in December for 15 holidays. Communications Center employees and police aides will receive no additional pay or compensatory time for working on a holiday if they do not work on a holiday.

9-3 Add Juneteenth.

9-1 (c) change end of sentence to "for all members except those who work 40 hours per week and whose calculation shall be based on an eight (8) hour work day/forty (40) hour work week."

9-1 Vacations

6. Article IX, Vacation and Holidays

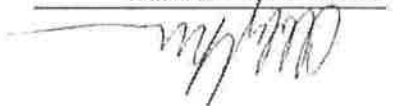
8-4 Effective January 1, 2024, the City's contribution towards the dental premium shall be increased by \$1.95 to \$20.00 per person per month.

5. Article VIII, Insurance Protection

Effective January 1, 2024: 2.75% across the board
Effective January 1, 2025: 1.5% across the board

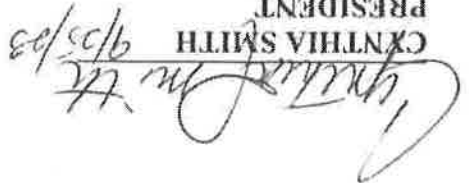
Pending Ratification

ABBY I. EVENSON
BUSINESS ADMINISTRATOR



FOR THE CITY OF PLAINFIELD

CYNTHIA SMITH
PRESIDENT



FOR PMEA

**ORDINANCE AMENDING THE SCHEDULE OF SALARIES AND WAGES
ADOPTED PURSUANT TO ARTICLE 14, CHAPTER 11 OF THE
MUNICIPAL CODE OF THE CITY OF PLAINFIELD, NEW JERSEY, 1971.**

MC 2023 -

**(SALARY AMENDMENT)
PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION (PMEA)**

Be It Enacted by the Council of the City of Plainfield:

Sec. 1. The schedule of positions, salaries, fringe benefits, and wage ranges of the Plainfield Municipal Employees Association (PMEA), the amendments and supplements heretofore adopted pursuant to Chapter 11, Article 14 of the Municipal Code of the City of Plainfield, New Jersey, 1971, are hereby amended.

Sec. 2. The following salary, wage range and fringe benefits of the Plainfield Municipal Employees Association are hereby adopted pursuant to Section 11:14-1 of the Plainfield Municipal Code:

(a). Wage ranges for the following titles are hereby established retroactive to January 1, 2022:

Title	Grade	Salary Range
Clerk 1	4	33,768 – 45,250
Clerk 1 Bilingual Spanish & English	4	33,768 – 45,250
Receptionist	4	33,768 – 45,250
Receptionist Bilingual Spanish & English	4	33,768 – 45,250
Keyboarding Clerk 1	4	33,768 – 45,250
Keyboarding Clerk 1 Bilingual Spanish & English	4	33,768 – 45,250
Account Clerk	5	35,374 – 47,293
Clerk Stenographer 1	5	35,374 – 47,293
Clerk Stenographer 1 Bilingual Spanish and English	5	35,374 – 47,293
Clerk Transcriber	5	35,374 – 47,293
Clerk Transcriber Bilingual Spanish & English	5	35,374 – 47,293
Mail Clerk	5	35,374 – 47,293
Chauffeur	7	38,764 – 51,834
Clerk Driver	7	38,764 – 51,834
Clerk 2	7	38,764 – 51,834
Clerk 2 Bilingual Spanish & English	7	38,764 – 51,834
Keyboarding Clerk 2	7	38,764 – 51,834
Keyboarding Clerk 2 Bilingual Spanish & English	7	38,764 – 51,834
Senior Account Clerk	7	38,764 – 51,834
Clerk Stenographer 2	8	40,577 – 54,241
Clerk Stenographer 2 Bilingual Spanish & English	8	40,577 – 54,241
Community Service Aide Typing	8	40,577 – 54,241
Data Entry Machine Operator	8	40,577 – 54,241
Records Support Technician 2	8	40,577 – 54,241

Salary Range	Grade	Title
42,513 - 56,799	9	Public Health Investigator
42,513 - 56,799	9	Records Support Technician 3
42,513 - 56,799	9	Senior Chauffeur
42,513 - 56,799	9	Senior Citizens Program Aide
42,513 - 56,799	9	Senior Community Service Aide Typing
44,532 - 59,471	10	Clerk 3
44,532 - 59,471	10	Clerk 3 Bilingual Spanish & English
44,532 - 59,471	10	Keyboarding Clerk 3
44,532 - 59,471	10	Keyboarding Clerk 3 Bilingual Spanish & English
44,532 - 59,471	10	Principal Account Clerk
44,532 - 59,471	10	Principal Clerk Transcriber
44,532 - 59,471	10	Principal Clerk Transcriber Bilingual Spanish & English
44,532 - 59,471	10	Senior Data Machine Operator
46,640 - 62,200	11	Code Enforcement Officer Trainee
48,802 - 65,053	12	Deputy Registrar, Vital Statistics
48,802 - 65,053	12	Job Developer
48,802 - 65,053	12	Public Safety Telecommunicator
48,802 - 65,053	12	Recreation Leader
48,802 - 65,053	12	Secretarial Assistant
48,802 - 65,053	12	Secretarial Assistant Bilingual Spanish and English
48,802 - 65,053	12	Violation Clerk
51,180 - 68,208	13	Principal Assessing Clerk
51,180 - 68,208	13	Police Aide
53,628 - 71,466	14	Administrative Secretary
53,628 - 71,466	14	Administrative Secretary Bilingual Spanish and English
53,628 - 71,466	14	Assistant Assessor
53,628 - 71,466	14	Assistant Supervisor of Accounts
53,628 - 71,466	14	Assistant Zoning Officer
53,628 - 71,466	14	Audio Visual Specialist
53,628 - 71,466	14	Code Enforcement Officer
53,628 - 71,466	14	Community Relations Specialist
53,628 - 71,466	14	Computer Service Technician
53,628 - 71,466	14	Dietitian
53,628 - 71,466	14	Employee Benefits Clerk
53,628 - 71,466	14	Field Representative, Neighborhood Preservation Program
53,628 - 71,466	14	Investigator Communicable Diseases
53,628 - 71,466	14	Program Analyst
53,628 - 71,466	14	Program Nutritionist
53,628 - 71,466	14	Recreation Program Specialist
56,185 - 74,773	15	Accounting Assistant
56,185 - 74,773	15	Deputy Municipal Court Administrator
56,185 - 74,773	15	Graduate Nurse, Public Health
56,185 - 74,773	15	Principal Planning Aide
56,185 - 74,773	15	Public Health Nurse
56,185 - 74,773	15	Registered Environmental Health Specialist, Public Health
56,185 - 74,773	15	Signal System Technician I
56,185 - 74,773	15	Senior Community Service Worker

1/1/2022 - 12/31/2022

Title	Grade	Salary Range	1/1/2022 - 12/31/2022
Claims Examiner, Workers Compensation	16	58,875 - 78,332	
Clerk 4	16	58,875 - 78,332	
Clerk 4, Bilingual, Spanish and English	16	58,875 - 78,332	
Clerk Stenographer 4	16	58,875 - 78,332	
Economic Development Rep. 4	16	58,875 - 78,332	
Keyboarding Clerk 4	16	58,875 - 78,332	
Keyboarding Clerk 4, Bilingual Spanish and English	16	58,875 - 78,332	
Principal Payroll Clerk	16	58,875 - 78,332	
Registrar, Vital Statistics	16	58,875 - 78,332	
Secretary to the Mayor	16	58,875 - 78,332	
Senior Employee Benefits Clerk	16	58,875 - 78,332	
Senior Code Enforcement Officer	16	58,875 - 78,332	
Senior Computer Service Technician	16	58,875 - 78,332	
Senior Investigator Communicable Diseases	16	58,875 - 78,332	
Senior Planner	16	58,875 - 78,332	
Senior Program Analyst	16	58,875 - 78,332	
Technical Assistant, Management Information System	16	58,875 - 78,332	
Technical Assistant to the Construction Official	16	58,875 - 78,332	
Assistant Municipal Court Director	18	64,718 - 85,921	
Assistant Payroll Supervisor	18	64,718 - 85,921	
Assistant Personnel Technician	18	64,718 - 85,921	
Building Inspector	18	64,718 - 85,921	
Confidential Aide	18	64,718 - 85,921	
Electrical Inspector	18	64,718 - 85,921	
Media Technician 1	18	64,718 - 85,921	
Network Administrator 1	18	64,718 - 85,921	
Plumbing Inspector	18	64,718 - 85,921	
Principal Assistant Assessor	18	64,718 - 85,921	
Senior Administrative Analyst	18	64,718 - 85,921	
Senior Cost Estimator	18	64,718 - 85,921	
Senior Program Development Specialist (Community Service)	18	64,718 - 85,921	
Signal Systems Technician 2	18	64,718 - 85,921	
Assistant Supervisor, Senior Citizens Activities	19	67,836 - 90,131	
Recreation Program Coordinator	19	67,836 - 90,131	
Supervising Code Enforcement Officer	19	67,836 - 90,131	
Supervisor of Accounts	19	67,836 - 90,131	
Zoning Officer	19	67,836 - 90,131	
Animal Control Officer	20	71,098 - 94,419	
Assistant Municipal Tax Collector	20	71,098 - 94,419	
Chief Sanitary Inspector	20	71,098 - 94,419	
Confidential Assistant - Office of the Corporation Counsel	20	71,098 - 94,419	
Health Educator	20	71,098 - 94,419	
Senior Program Development Specialist, Community Service	20	71,098 - 94,419	
Project Coordinator, Redevelopment	20	71,098 - 94,419	
Assistant Municipal Clerk	21	74,512 - 98,955	
Deputy Municipal Clerk	21	74,512 - 98,955	
Administrative Clerk	22	78,145 - 103,679	

Assistant Health Officer 24 85,909 – 114,030
 Construction Official 24 85,909 – 114,030

(b). Wage ranges for the following titles are hereby established effective January 1, 2023:

Title	Grade	Salary Range 1/1/2023 – 12/31/2023
Clerk 1	4	34,528 – 46,268
Clerk 1 Bilingual Spanish & English	4	34,528 – 46,268
Receptionist	4	34,528 – 46,268
Receptionist Bilingual Spanish & English	4	34,528 – 46,268
Keyboarding Clerk 1	4	34,528 – 46,268
Keyboarding Clerk 1 Bilingual Spanish & English	4	34,528 – 46,268
Account Clerk	5	36,170 – 48,357
Clerk Stenographer I	5	36,170 – 48,357
Clerk Stenographer I Bilingual Spanish and English	5	36,170 – 48,357
Clerk Transcriber	5	36,170 – 48,357
Clerk Transcriber Bilingual Spanish & English	5	36,170 – 48,357
Mail Clerk	5	36,170 – 48,357
Chauffeur	7	39,636 – 53,000
Clerk Driver	7	39,636 – 53,000
Clerk 2	7	39,636 – 53,000
Clerk 2 Bilingual Spanish & English	7	39,636 – 53,000
Keyboarding Clerk 2	7	39,636 – 53,000
Keyboarding Clerk 2 Bilingual Spanish & English	7	39,636 – 53,000
Senior Account Clerk	7	39,636 – 53,000
Clerk Stenographer 2	8	41,490 – 55,461
Clerk Stenographer 2 Bilingual Spanish & English	8	41,490 – 55,461
Community Service Aide Typing	8	41,490 – 55,461
Data Entry Machine Operator	8	41,490 – 55,461
Records Support Technician 2	8	41,490 – 55,461
Senior Clerk Transcriber	8	41,490 – 55,461
Senior Clerk Transcriber Bilingual Spanish & English	8	41,490 – 55,461
Tax Clerk	8	41,490 – 55,461
Telephone Operator	8	41,490 – 55,461
Community Service Worker	9	43,470 – 58,077
Community Service Worker Bilingual Spanish & English	9	43,470 – 58,077
Health Aide	9	43,470 – 58,077
Public Health Investigator	9	43,470 – 58,077
Records Support Technician 3	9	43,470 – 58,077
Senior Chauffeur	9	43,470 – 58,077
Senior Citizens Program Aide	9	43,470 – 58,077
Senior Community Service Aide Typing	9	43,470 – 58,077
Clerk 3	10	45,534 – 60,809
Clerk 3 Bilingual Spanish & English	10	45,534 – 60,809
Keyboarding Clerk 3	10	45,534 – 60,809
Keyboarding Clerk 3 Bilingual Spanish & English	10	45,534 – 60,809
Principal Account Clerk	10	45,534 – 60,809
Principal Clerk Transcriber	10	45,534 – 60,809
Principal Clerk Transcriber Bilingual Spanish & English	10	45,534 – 60,809

Grade	Salary Range	Title
13	52,332 - 69,743	Principal Assessing Clerk
13	52,332 - 69,743	Police Aide
14	54,835 - 73,074	Administrative Secretary
14	54,835 - 73,074	Administrative Secretary Bilingual Spanish and English
14	54,835 - 73,074	Assistant Assessor
14	54,835 - 73,074	Assistant Supervisor of Accounts
14	54,835 - 73,074	Assistant Zoning Officer
14	54,835 - 73,074	Audio Visual Specialist
14	54,835 - 73,074	Code Enforcement Officer
14	54,835 - 73,074	Community Relations Specialist
14	54,835 - 73,074	Computer Service Technician
14	54,835 - 73,074	Dietitian
14	54,835 - 73,074	Employee Benefits Clerk
14	54,835 - 73,074	Field Representative, Neighborhood Preservation Program
14	54,835 - 73,074	Investigator Communicable Diseases
14	54,835 - 73,074	Program Analyst
14	54,835 - 73,074	Program Development Specialist Cultural & Heritage
14	54,835 - 73,074	Program Nutritionist
14	54,835 - 73,074	Recreation Program Specialist
15	57,449 - 76,455	Accounting Assistant
15	57,449 - 76,455	Deputy Municipal Court Administrator
15	57,449 - 76,455	Graduate Nurse, Public Health
15	57,449 - 76,455	Principal Planning Aide
15	57,449 - 76,455	Public Health Nurse
15	57,449 - 76,455	Registered Environmental Health Specialist, Public Health
15	57,449 - 76,455	Senior Community Service Worker
15	57,449 - 76,455	Senior Community Service Worker Bilingual Spanish and English
15	57,449 - 76,455	Signal System Technician I
16	60,200 - 80,094	Accountant
16	60,200 - 80,094	Assistant Animal Control Officer
16	60,200 - 80,094	Assistant Nutrition Program Coordinator
16	60,200 - 80,094	Claims Examiner, Workers Compensation
16	60,200 - 80,094	Clerk 4
16	60,200 - 80,094	Clerk 4, Bilingual, Spanish and English
16	60,200 - 80,094	Clerk Stenographer 4
16	60,200 - 80,094	Economic Development Rep. 4
16	60,200 - 80,094	Keyboarding Clerk 4
16	60,200 - 80,094	Keyboarding Clerk 4, Bilingual Spanish and English
16	60,200 - 80,094	Principal Payroll Clerk
16	60,200 - 80,094	Registrar, Vital Statistics
16	60,200 - 80,094	Secretary to the Mayor
16	60,200 - 80,094	Senior Employee Benefits Clerk
16	60,200 - 80,094	Senior Code Enforcement Officer
16	60,200 - 80,094	Senior Computer Service Technician
16	60,200 - 80,094	Senior Investigator Communicable Diseases
16	60,200 - 80,094	Senior Planner
16	60,200 - 80,094	Senior Program Analyst
16	60,200 - 80,094	Technical Assistant, Management Information System
16	60,200 - 80,094	Technical Assistant to the Construction Official

Title	Grade	Salary Range
Senior Cost Estimator	18	66,174 – 87,854
Senior Program Development Specialist (Community Service)	18	66,174 – 87,854
Signal Systems Technician 2	18	66,174 – 87,854
Assistant Supervisor, Senior Citizens Activities	19	69,362 – 92,159
Recreation Program Coordinator	19	69,362 – 92,159
Supervising Code Enforcement Officer	19	69,362 – 92,159
Supervisor of Accounts	19	69,362 – 92,159
Zoning Officer	19	69,362 – 92,159
Animal Control Officer	20	72,698 – 96,543
Assistant Municipal Tax Collector	20	72,698 – 96,543
Chief Sanitary Inspector	20	72,698 – 96,543
Confidential Assistant – Office of the Corporation Counsel	20	72,698 – 96,543
Health Educator	20	72,698 – 96,543
Senior Program Development Specialist, Community Service	20	72,698 – 96,543
Project Coordinator, Redevelopment	20	72,698 – 96,543
Assistant Municipal Clerk	21	76,189 – 101,181
Deputy Municipal Clerk	21	76,189 – 101,181
Administrative Clerk	22	79,903 – 106,012
Assistant Director, Community Development Program	22	79,903 – 106,012
Assistant Director of Community Relations and Social Services	22	79,903 – 106,012
Chief Code Enforcement Officer	22	79,903 – 106,012
Payroll Supervisor	22	79,903 – 106,012
Personnel Technician	22	79,903 – 106,012
Principal Accountant	22	79,903 – 106,012
Principal Planner	22	79,903 – 106,012
Assistant Superintendent of Recreation	23	83,780 – 111,194
Assistant Comptroller	24	87,842 – 116,596
Assistant Health Officer	24	87,842 – 116,596
Construction Official	24	87,842 – 116,596
Account Clerk	5	37,165 – 49,687
Clerk I	4	35,478 – 47,540
Clerk I Bilingual Spanish & English	4	35,478 – 47,540
Receptionist	4	35,478 – 47,540
Receptionist Bilingual Spanish & English	4	35,478 – 47,540
Keyboarding Clerk I	4	35,478 – 47,540
Keyboarding Clerk I Bilingual Spanish & English	4	35,478 – 47,540

1, 2024:

(c). Wage ranges for the following titles are hereby established effective January

1/1/2024 – 12/31/2024
Salary Range

Title	Grade	Salary Range	1/1/2024 - 12/31/2024
Senior Account Clerk	7	40,726 - 54,458	
Clerk Stenographer 2	8	42,631 - 56,986	
Clerk Stenographer 2 Bilingual Spanish & English	8	42,631 - 56,986	
Community Service Aide Typing	8	42,631 - 56,986	
Data Entry Machine Operator	8	42,631 - 56,986	
Records Support Technician 2	8	42,631 - 56,986	
Senior Clerk Transcriber	8	42,631 - 56,986	
Senior Clerk Transcriber Bilingual Spanish & English	8	42,631 - 56,986	
Tax Clerk	8	42,631 - 56,986	
Telephone Operator	8	42,631 - 56,986	
Community Service Worker	9	44,665 - 59,674	
Community Service Worker Bilingual Spanish & English	9	44,665 - 59,674	
Health Aide	9	44,665 - 59,674	
Public Health Investigator	9	44,665 - 59,674	
Records Support Technician 3	9	44,665 - 59,674	
Senior Chauffeur	9	44,665 - 59,674	
Senior Citizens Program Aide	9	44,665 - 59,674	
Senior Community Service Aide Typing	9	44,665 - 59,674	
Clerk 3	10	46,786 - 62,481	
Clerk 3 Bilingual Spanish & English	10	46,786 - 62,481	
Keyboarding Clerk 3	10	46,786 - 62,481	
Keyboarding Clerk 3 Bilingual Spanish & English	10	46,786 - 62,481	
Principal Account Clerk	10	46,786 - 62,481	
Principal Clerk Transcriber	10	46,786 - 62,481	
Principal Clerk Transcriber Bilingual Spanish & English	10	46,786 - 62,481	
Senior Data Machine Operator	10	46,786 - 62,481	
Code Enforcement Officer Trainee	11	49,000 - 65,349	
Deputy Registrar, Vital Statistics	12	51,272 - 68,346	
Job Developer	12	51,272 - 68,346	
Public Safety Telecommunicator	12	51,272 - 68,346	
Recreation Leader	12	51,272 - 68,346	
Secretarial Assistant	12	51,272 - 68,346	
Secretarial Assistant Bilingual Spanish and English	12	51,272 - 68,346	
Violation Clerk	12	51,272 - 68,346	
Principal Assessing Clerk	13	53,771 - 71,661	
Police Aide	13	53,771 - 71,661	
Administrative Secretary	14	56,343 - 75,084	
Administrative Secretary Bilingual Spanish and English	14	56,343 - 75,084	
Assistant Assessor	14	56,343 - 75,084	
Assistant Supervisor of Accounts	14	56,343 - 75,084	
Assistant Zoning Officer	14	56,343 - 75,084	
Audio Visual Specialist	14	56,343 - 75,084	
Code Enforcement Officer	14	56,343 - 75,084	
Community Relations Specialist	14	56,343 - 75,084	
Computer Service Technician	14	56,343 - 75,084	

Title	Grade	Salary Range
Graduate Nurse, Public Health	15	59,029 - 78,558
Principal Planning Aide	15	59,029 - 78,558
Public Health Nurse	15	59,029 - 78,558
Registered Environmental Health Specialist, Public Health	15	59,029 - 78,558
Senior Community Service Worker	15	59,029 - 78,558
Senior Community Service Worker	15	59,029 - 78,558
Senior Community Service Worker Bilingual Spanish and English	15	59,029 - 78,558
Signal System Technician I	15	59,029 - 78,558
Accountant	16	61,856 - 82,297
Assistant Animal Control Officer	16	61,856 - 82,297
Assistant Nutrition Program Coordinator	16	61,856 - 82,297
Claims Examiner, Workers Compensation	16	61,856 - 82,297
Clerk 4	16	61,856 - 82,297
Clerk 4, Bilingual, Spanish and English	16	61,856 - 82,297
Clerk Stenographer 4	16	61,856 - 82,297
Economic Development Rep. 4	16	61,856 - 82,297
Keyboarding Clerk 4	16	61,856 - 82,297
Keyboarding Clerk 4, Bilingual Spanish and English	16	61,856 - 82,297
Principal Payroll Clerk	16	61,856 - 82,297
Registrar, Vital Statistics	16	61,856 - 82,297
Secretary to the Mayor	16	61,856 - 82,297
Senior Code Enforcement Officer	16	61,856 - 82,297
Senior Computer Service Technician	16	61,856 - 82,297
Senior Employee Benefits Clerk	16	61,856 - 82,297
Senior Investigator Communicable Diseases	16	61,856 - 82,297
Senior Planner	16	61,856 - 82,297
Senior Program Analyst	16	61,856 - 82,297
Technical Assistant, Management Information System	16	61,856 - 82,297
Technical Assistant to the Construction Official	16	61,856 - 82,297
Assistant Municipal Court Director	18	67,994 - 90,270
Assistant Payroll Supervisor	18	67,994 - 90,270
Assistant Personnel Technician	18	67,994 - 90,270
Building Inspector	18	67,994 - 90,270
Confidential Aide	18	67,994 - 90,270
Electrical Inspector	18	67,994 - 90,270
Media Technician 1	18	67,994 - 90,270
Network Administrator 1	18	67,994 - 90,270
Plumbing Inspector	18	67,994 - 90,270
Principal Assistant Assessor	18	67,994 - 90,270
Senior Administrative Analyst	18	67,994 - 90,270
Senior Cost Estimator	18	67,994 - 90,270
Senior Program Development Specialist (Community Service)	18	67,994 - 90,270
Signal Systems Technician 2	18	67,994 - 90,270
Assistant Supervisor, Senior Citizens Activities	19	71,269 - 94,693
Recreation Program Coordinator	19	71,269 - 94,693
Supervising Code Enforcement Officer	19	71,269 - 94,693
Supervisor of Accounts	19	71,269 - 94,693
Zoning Officer	19	71,269 - 94,693

1/1/2024 - 12/31/2024
Salary Range

a. Wage ranges for the following titles are hereby established effective January 1, 2025:

Title	Grade	Salary Range
Administrative Clerk	22	82,100 - 108,927
Assistant Director, Community Development Program	22	82,100 - 108,927
Assistant Director of Community Relations and Social Services	22	82,100 - 108,927
Chief Code Enforcement Officer	22	82,100 - 108,927
Payroll Supervisor	22	82,100 - 108,927
Personnel Technician	22	82,100 - 108,927
Principal Accountant	22	82,100 - 108,927
Principal Planner	22	82,100 - 108,927
Assistant Superintendent of Recreation	23	86,084 - 114,252
Assistant Comptroller	24	90,258 - 119,802
Assistant Health Officer	24	90,258 - 119,802
Construction Official	24	90,258 - 119,802

Title	Grade	Salary Range
Clerk 1	4	36,010 - 48,253
Clerk 1 Bilingual Spanish & English	4	36,010 - 48,253
Receptionist	4	36,010 - 48,253
Receptionist Bilingual Spanish & English	4	36,010 - 48,253
Keyboarding Clerk 1	4	36,010 - 48,253
Keyboarding Clerk 1 Bilingual Spanish & English	4	36,010 - 48,253
Account Clerk	5	37,722 - 50,432
Clerk Stenographer I	5	37,722 - 50,432
Clerk Stenographer 1 Bilingual Spanish and English	5	37,722 - 50,432
Clerk Transcriber	5	37,722 - 50,432
Clerk Transcriber Bilingual Spanish & English	5	37,722 - 50,432
Mail Clerk	5	37,722 - 50,432
Chauffeur	7	41,337 - 55,275
Clerk Driver	7	41,337 - 55,275
Clerk 2	7	41,337 - 55,275
Clerk 2 Bilingual Spanish & English	7	41,337 - 55,275
Keyboarding Clerk 2	7	41,337 - 55,275
Keyboarding Clerk 2 Bilingual Spanish & English	7	41,337 - 55,275
Senior Account Clerk	7	41,337 - 55,275
Clerk Stenographer 2	8	43,270 - 57,841
Clerk Stenographer 2 Bilingual Spanish & English	8	43,270 - 57,841
Community Service Aide Typing	8	43,270 - 57,841
Data Entry Machine Operator	8	43,270 - 57,841
Records Support Technician 2	8	43,270 - 57,841
Senior Clerk Transcriber	8	43,270 - 57,841
Senior Clerk Transcriber Bilingual Spanish & English	8	43,270 - 57,841
Tax Clerk	8	43,270 - 57,841
Telephone Operator	8	43,270 - 57,841

Title	Grade	Salary Range 1/1/2025 - 12/31/2025
Keyboarding Clerk 3 Bilingual Spanish & English	10	47,488 - 63,418
Principal Account Clerk	10	47,488 - 63,418
Principal Clerk Transcriber	10	47,488 - 63,418
Principal Clerk Transcriber Bilingual Spanish & English	10	47,488 - 63,418
Senior Data Machine Operator	10	47,488 - 63,418
Code Enforcement Officer Trainee	11	49,735 - 66,329
Deputy Registrar, Vital Statistics	12	52,041 - 69,371
Job Developer	12	52,041 - 69,371
Public Safety Telecommunicator	12	52,041 - 69,371
Recreation Leader	12	52,041 - 69,371
Secretarial Assistant	12	52,041 - 69,371
Secretarial Assistant Bilingual Spanish and English	12	52,041 - 69,371
Violation Clerk	12	52,041 - 69,371
Principal Assessing Clerk	13	54,578 - 72,736
Police Aide	13	54,578 - 72,736
Administrative Secretary	14	57,188 - 76,210
Administrative Secretary Bilingual Spanish and English	14	57,188 - 76,210
Assistant Assessor	14	57,188 - 76,210
Assistant Supervisor of Accounts	14	57,188 - 76,210
Assistant Zoning Officer	14	57,188 - 76,210
Audio Visual Specialist	14	57,188 - 76,210
Code Enforcement Officer	14	57,188 - 76,210
Community Relations Specialist	14	57,188 - 76,210
Computer Service Technician	14	57,188 - 76,210
Dietitian	14	57,188 - 76,210
Employee Benefits Clerk	14	57,188 - 76,210
Field Representative, Neighborhood Preservation	14	57,188 - 76,210
Program	14	57,188 - 76,210
Investigator Communicable Diseases	14	57,188 - 76,210
Program Analyst	14	57,188 - 76,210
Program Development Specialist Cultural & Heritage	14	57,188 - 76,210
Program Nutritionist	14	57,188 - 76,210
Recreation Program Specialist	14	57,188 - 76,210
Accounting Assistant	15	59,914 - 79,736
Deputy Municipal Court Administrator	15	59,914 - 79,736
Graduate Nurse, Public Health	15	59,914 - 79,736
Principal Planning Aide	15	59,914 - 79,736
Public Health Nurse	15	59,914 - 79,736
Registered Environmental Health Specialist, Public Health	15	59,914 - 79,736
Signal System Technician I	15	59,914 - 79,736
Senior Community Service Worker	15	59,914 - 79,736
Senior Community Service Worker Bilingual Spanish and English	15	59,914 - 79,736
Accountant	16	62,784 - 83,531
Assistant Animal Control Officer	16	62,784 - 83,531
Assistant Nutrition Program Coordinator	16	62,784 - 83,531

Title	Grade	Salary Range
Senior Employee Benefits Clerk	16	62,784 - 83,531
Senior Investigator Communicable Diseases	16	62,784 - 83,531
Senior Planner	16	62,784 - 83,531
Senior Program Analyst	16	62,784 - 83,531
Technical Assistant, Management Information System	16	62,784 - 83,531
Technical Assistant to the Construction Official	16	62,784 - 83,531
Assistant Municipal Court Director	18	69,014 - 91,624
Assistant Payroll Supervisor	18	62,228 - 82,616
Assistant Personnel Technician	18	69,014 - 91,624
Building Inspector	18	69,014 - 91,624
Confidential Aide	18	69,014 - 91,624
Electrical Inspector	18	69,014 - 91,624
Media Technician I	18	69,014 - 91,624
Network Administrator I	18	69,014 - 91,624
Principal Assistant Assessor	18	69,014 - 91,624
Plumbing Inspector	18	69,014 - 91,624
Senior Administrative Analyst	18	69,014 - 91,624
Signal System Technician 2	18	69,014 - 91,624
Assistant Supervisor, Senior Citizens Activities	19	72,338 - 96,113
Recreation Program Coordinator	19	72,338 - 96,113
Supervising Code Enforcement Officer	19	72,338 - 96,113
Supervisor of Accounts	19	72,338 - 96,113
Zoning Officer	19	72,338 - 96,113
Animal Control Officer	20	75,817 - 100,686
Assistant Municipal Tax Collector	20	75,817 - 100,686
Chief Sanitary Inspector	20	75,817 - 100,686
Confidential Assistant - Office of the Corporation Counsel	20	75,817 - 100,686
Health Educator	20	75,817 - 100,686
Project Coordinator, Redevelopment	20	75,817 - 100,686
Senior Program Development Specialist, Community Service	20	75,817 - 100,686
Assistant Municipal Clerk	21	79,458 - 105,552
Deputy Municipal Clerk	21	79,458 - 105,552
Administrative Clerk	22	83,332 - 110,561
Assistant Director, Community Development Program	22	83,332 - 110,561
Assistant Director of Community Relations and Social Services	22	83,332 - 110,561
Chief Code Enforcement Officer	22	83,332 - 110,561
Payroll Supervisor	22	83,332 - 110,561
Personnel Technician	22	83,332 - 110,561
Principal Accountant	22	83,332 - 110,561
Principal Planner	22	83,332 - 110,561
Assistant Superintendent of Recreation	23	87,375 - 115,966
Assistant Comptroller	24	91,612 - 121,599
Assistant Health Officer	24	91,612 - 121,599
Construction Official	24	91,612 - 121,599

Longevity schedule

10	Years of Service	\$ 500
15	Years of Service	\$1,000
20	Years of Service	\$1,300
25	Years of Service	\$1,600

(b). Employees hired on or after January 1, 1994 and who are subject to the Plainfield Municipal Employees Association Agreement shall have not right or entitlement to longevity pay.

Sec. 4. This Ordinance shall take effect twenty (20) days after final passage and approval as provided by law.

4.00%	2022		26 PAYS										
	Grade	Increment	2	3	4	5	6	7	8	9	10	11	
1	1,050	29,509	30,560	31,607	32,655	33,705	34,753	35,803	36,853	37,900	39,653		
2	1,090	30,878	31,968	33,059	34,149	35,237	36,329	37,418	38,511	39,599	41,395		
3	1,143	32,254	33,399	34,539	35,683	36,824	37,967	39,108	40,250	41,393	43,240		
4	1,199	33,768	34,965	36,164	37,361	38,560	39,757	40,955	42,154	43,349	45,250		
5	1,245	35,374	36,618	37,866	39,114	40,357	41,605	42,851	44,095	45,343	47,293		
6	1,312	37,017	38,329	39,641	40,955	42,267	43,579	44,889	46,201	47,514	49,529		
7	1,375	38,764	40,137	41,512	42,884	44,258	45,633	47,010	48,382	49,757	51,834		
8	1,440	40,577	42,016	43,457	44,898	46,336	47,777	49,216	50,657	52,095	54,241		
9	1,510	42,513	44,021	45,530	47,040	48,549	50,056	51,568	53,075	54,585	56,799		
10	1,581	44,532	46,111	47,696	49,275	50,856	52,439	54,020	55,603	57,185	59,471		
11	1,651	46,640	48,289	49,940	51,590	53,242	54,896	56,546	58,197	59,846	62,200		
12	1,728	48,802	50,528	52,256	53,984	55,711	57,438	59,166	60,892	62,620	65,053		
13	1,814	51,180	52,993	54,807	56,620	58,434	60,247	62,045	63,878	65,691	68,208		
14	1,905	53,628	55,532	57,435	59,339	61,241	63,146	65,049	66,954	68,858	71,466		
15	1,987	56,185	58,173	60,160	62,146	64,134	66,120	68,108	70,095	72,081	74,773		
16	2,085	58,875	60,960	63,043	65,127	67,210	69,295	71,378	73,461	75,545	78,332		
17	2,181	61,736	63,913	66,095	68,276	70,457	72,638	74,734	77,000	79,181	82,065		
18	2,279	64,718	66,995	69,274	71,551	73,828	76,108	78,383	80,661	82,940	85,921		
19	2,398	67,836	70,238	72,636	75,033	77,431	79,829	82,228	84,629	87,028	90,131		
20	2,514	71,098	73,611	76,123	78,638	81,150	83,663	86,176	88,689	91,203	94,419		
21	2,637	74,512	77,150	79,786	82,424	85,062	87,700	90,336	92,976	95,611	98,955		
22	2,758	78,145	80,904	83,663	86,422	89,180	91,942	94,698	97,456	100,217	103,679		
23	2,901	81,936	84,836	87,738	90,640	93,539	96,439	99,341	102,241	105,144	108,747		
24	3,047	85,909	88,957	92,002	95,048	98,097	101,141	104,186	107,233	110,278	114,030		
25	3,184	90,117	93,301	96,483	99,667	102,854	106,038	109,224	112,408	115,592	119,481		
26	3,345	94,500	97,842	101,185	104,531	107,873	111,218	114,560	117,906	121,248	125,297		
27	3,508	99,092	102,598	106,106	109,611	113,118	116,624	120,131	123,640	127,144	131,354		
28	3,677	103,945	107,622	111,298	114,975	118,651	122,328	126,000	129,677	133,354	137,734		
29	3,859	109,037	112,897	116,757	120,614	124,475	128,334	132,194	136,056	139,915	144,477		
30	4,043	114,389	118,431	122,475	126,518	130,563	134,603	138,647	142,690	146,731	151,480		
31	4,240	120,029	124,270	128,511	132,751	136,991	141,232	145,472	149,712	153,952	158,897		
32	4,453	125,915	130,368	134,818	139,270	143,722	148,173	152,625	157,076	161,528	166,684		
33	4,669	132,081	136,751	141,421	146,090	150,759	155,431	160,099	164,768	169,437	174,811		

Grade	2023		26.2 PAYS										
	Increment	2	3	4	5	6	7	8	9	10	11		
1	1,074	30,173	31,248	32,318	33,390	34,463	35,535	36,609	37,682	38,753	40,545		
2	1,115	31,573	32,687	33,803	34,917	36,030	37,146	38,260	39,377	40,490	42,326		
3	1,169	32,980	34,150	35,316	36,486	37,653	38,821	39,988	41,156	42,324	44,213		
4	1,226	34,528	35,752	36,978	38,202	39,428	40,652	41,876	43,102	44,324	46,268		
5	1,273	36,170	37,442	38,718	39,994	41,265	42,541	43,815	45,087	46,363	48,357		
6	1,342	37,850	39,191	40,533	41,876	43,218	44,560	45,899	47,241	48,583	50,643		
7	1,406	39,636	41,040	42,446	43,849	45,254	46,660	48,068	49,471	50,877	53,000		
8	1,472	41,490	42,961	44,435	45,908	47,379	48,852	50,323	51,797	53,267	55,461		
9	1,544	43,470	45,011	46,554	48,098	49,641	51,182	52,728	54,269	55,813	58,077		
10	1,617	45,534	47,148	48,769	50,384	52,000	53,619	55,235	56,854	58,472	60,809		
11	1,688	47,689	49,376	51,064	52,751	54,440	56,131	57,818	59,506	61,193	63,600		
12	1,767	49,900	51,665	53,432	55,199	56,964	58,730	60,497	62,262	64,029	66,517		
13	1,855	52,332	54,185	56,040	57,894	59,749	61,603	63,441	65,315	67,169	69,743		
14	1,948	54,835	56,781	58,727	60,674	62,619	64,567	66,513	68,460	70,407	73,074		
15	2,032	57,449	59,482	61,514	63,544	65,577	67,608	69,640	71,672	73,703	76,455		
16	2,132	60,200	62,332	64,461	66,592	68,722	70,854	72,984	75,114	77,245	80,094		
17	2,230	63,125	65,351	67,582	69,812	72,042	74,272	76,416	78,733	80,963	83,911		
18	2,330	66,174	68,502	70,833	73,161	75,489	77,820	80,147	82,476	84,806	87,854		
19	2,452	69,362	71,818	74,270	76,721	79,173	81,625	84,078	86,533	88,986	92,159		
20	2,571	72,698	75,267	77,836	80,407	82,976	85,545	88,115	90,685	93,255	96,543		
21	2,696	76,189	78,886	81,581	84,279	86,976	89,673	92,369	95,068	97,762	101,181		
22	2,820	79,903	82,724	85,545	88,366	91,187	94,011	96,829	99,649	102,472	106,012		
23	2,966	83,780	86,745	89,712	92,679	95,644	98,609	101,576	104,541	107,510	111,194		
24	3,116	87,842	90,959	94,072	97,187	100,304	103,417	106,530	109,646	112,759	116,596		
25	3,256	92,145	95,400	98,654	101,910	105,168	108,424	111,682	114,937	118,193	122,169		
26	3,420	96,626	100,043	103,462	106,883	110,300	113,720	117,138	120,559	123,976	128,116		
27	3,587	101,322	104,906	108,493	112,077	115,663	119,248	122,834	126,422	130,005	134,309		
28	3,760	106,284	110,043	113,802	117,562	121,321	125,080	128,835	132,595	136,354	140,833		
29	3,946	111,490	115,437	119,384	123,328	127,276	131,222	135,168	139,117	143,063	147,728		
30	4,134	116,963	121,096	125,231	129,365	133,501	137,632	141,767	145,901	150,032	154,888		
31	4,335	122,730	127,066	131,402	135,738	140,073	144,410	148,745	153,081	157,416	162,472		
32	4,553	128,748	133,301	137,851	142,404	146,956	151,507	156,059	160,610	165,162	170,434		
33	4,774	135,053	139,828	144,603	149,377	154,151	158,928	163,701	168,475	173,249	178,744		

2.75%	2024	26 PAYS										
Grade	Increment	2	3	4	5	6	7	8	9	10	11	
1	1,104	31,003	32,107	33,207	34,308	35,411	36,512	37,616	38,718	39,819	41,660	
2	1,146	32,441	33,586	34,733	35,877	37,021	38,168	39,312	40,460	41,603	43,490	
3	1,201	33,887	35,089	36,287	37,489	38,688	39,889	41,088	42,288	43,488	45,429	
4	1,260	35,478	36,735	37,995	39,253	40,512	41,770	43,028	44,287	45,543	47,540	
5	1,308	37,165	38,472	39,783	41,094	42,400	43,711	45,020	46,327	47,638	49,687	
6	1,379	38,891	40,269	41,648	43,028	44,406	45,785	47,161	48,540	49,919	52,036	
7	1,445	40,726	42,169	43,613	45,055	46,498	47,943	49,390	50,831	52,276	54,458	
8	1,512	42,631	44,142	45,657	47,170	48,682	50,195	51,707	53,221	54,732	56,986	
9	1,586	44,665	46,249	47,834	49,421	51,006	52,590	54,178	55,761	57,348	59,674	
10	1,661	46,786	48,445	50,110	51,770	53,430	55,094	56,754	58,417	60,080	62,481	
11	1,734	49,000	50,734	52,468	54,202	55,937	57,675	59,408	61,142	62,876	65,349	
12	1,816	51,272	53,086	54,901	56,717	58,531	60,345	62,161	63,974	65,790	68,346	
13	1,906	53,771	55,675	57,581	59,486	61,392	63,297	65,186	67,111	69,016	71,661	
14	2,002	56,343	58,342	60,342	62,343	64,341	66,343	68,342	70,343	72,343	75,084	
15	2,088	59,029	61,118	63,206	65,291	67,380	69,467	71,555	73,643	75,730	78,558	
16	2,191	61,856	64,046	66,234	68,423	70,612	72,802	74,991	77,180	79,369	82,297	
17	2,291	64,861	67,148	69,441	71,732	74,023	76,314	78,517	80,898	83,189	86,219	
18	2,394	67,994	70,386	72,781	75,173	77,565	79,960	82,351	84,744	87,138	90,270	
19	2,519	71,269	73,793	76,312	78,831	81,350	83,870	86,390	88,913	91,433	94,693	
20	2,642	74,697	77,337	79,976	82,618	85,258	87,897	90,538	93,179	95,820	99,198	
21	2,770	78,284	81,055	83,824	86,597	89,368	92,139	94,909	97,682	100,450	103,963	
22	2,898	82,100	84,999	87,897	90,796	93,695	96,596	99,492	102,389	105,290	108,927	
23	3,048	86,084	89,130	92,179	95,228	98,274	101,321	104,369	107,416	110,467	114,252	
24	3,202	90,258	93,460	96,659	99,860	103,062	106,261	109,460	112,661	115,860	119,802	
25	3,346	94,679	98,024	101,367	104,713	108,060	111,406	114,753	118,098	121,443	125,529	
26	3,514	99,283	102,794	106,307	109,822	113,333	116,847	120,359	123,874	127,385	131,639	
27	3,686	104,108	107,791	111,477	115,159	118,844	122,527	126,212	129,899	133,580	138,002	
28	3,863	109,207	113,069	116,932	120,795	124,657	128,520	132,378	136,241	140,104	144,706	
29	4,055	114,556	118,612	122,667	126,720	130,776	134,831	138,885	142,943	146,997	151,791	
30	4,248	120,179	124,426	128,675	132,923	137,172	141,417	145,666	149,913	154,158	159,147	
31	4,454	126,105	130,560	135,016	139,471	143,925	148,381	152,835	157,291	161,745	166,940	
32	4,678	132,289	136,967	141,642	146,320	150,997	155,673	160,351	165,027	169,704	175,121	
33	4,905	138,767	143,673	148,580	153,485	158,390	163,299	168,203	173,108	178,013	183,659	

2.50%	2025	26 pays	3	4	5	6	7	8	9	10	11
Grade	Increment	2	3	4	5	6	7	8	9	10	11
1	1,132	31,778	32,910	34,037	35,166	36,296	37,425	38,556	39,686	40,814	42,702
2	1,175	33,252	34,426	35,601	36,774	37,947	39,122	40,295	41,472	42,643	44,577
3	1,231	34,734	35,966	37,194	38,426	39,655	40,886	42,115	43,345	44,575	46,565
4	1,292	36,365	37,653	38,945	40,234	41,525	42,814	44,104	45,394	46,682	48,729
5	1,341	38,094	39,434	40,778	42,121	43,460	44,804	46,146	47,485	48,829	50,929
6	1,413	39,863	41,276	42,689	44,104	45,516	46,930	48,340	49,754	51,167	53,337
7	1,481	41,744	43,223	44,703	46,181	47,660	49,142	50,625	52,102	53,583	55,819
8	1,550	43,697	45,246	46,798	48,349	49,899	51,450	53,000	54,552	56,100	58,411
9	1,626	45,782	47,405	49,030	50,657	52,281	53,905	55,532	57,155	58,782	61,166
10	1,703	47,956	49,656	51,363	53,064	54,766	56,471	58,173	59,877	61,582	64,043
11	1,777	50,225	52,002	53,780	55,557	57,335	59,117	60,893	62,671	64,448	66,983
12	1,861	52,554	54,413	56,274	58,135	59,994	61,854	63,715	65,573	67,435	70,055
13	1,954	55,115	57,067	59,021	60,973	62,927	64,879	66,816	68,789	70,741	73,453
14	2,052	57,752	59,801	61,851	63,902	65,950	68,002	70,051	72,102	74,152	76,961
15	2,140	60,505	62,646	64,786	66,923	69,065	71,204	73,344	75,484	77,623	80,522
16	2,246	63,402	65,647	67,890	70,134	72,377	74,622	76,866	79,110	81,353	84,354
17	2,348	66,483	68,827	71,177	73,525	75,874	78,222	80,480	82,920	85,269	88,374
18	2,454	69,694	72,146	74,601	77,052	79,504	81,959	84,410	86,863	89,316	92,527
19	2,582	73,051	75,638	78,220	80,802	83,384	85,967	88,550	91,136	93,719	97,060
20	2,708	76,564	79,270	81,975	84,683	87,389	90,094	92,801	95,508	98,216	101,678
21	2,839	80,241	83,081	85,920	88,762	91,602	94,442	97,282	100,124	102,961	106,562
22	2,970	84,153	87,124	90,094	93,066	96,037	99,011	101,979	104,949	107,922	111,650
23	3,124	88,236	91,358	94,483	97,609	100,731	103,854	106,978	110,101	113,229	117,108
24	3,282	92,514	95,797	99,075	102,357	105,639	108,918	112,197	115,478	118,757	122,797
25	3,430	97,046	100,475	103,901	107,331	110,762	114,191	117,622	121,050	124,479	128,667
26	3,602	101,765	105,364	108,965	112,568	116,166	119,768	123,368	126,971	130,570	134,930
27	3,778	106,711	110,486	114,264	118,038	121,815	125,590	129,367	133,146	136,920	141,452
28	3,960	111,937	115,896	119,855	123,815	127,773	131,733	135,687	139,647	143,607	148,324
29	4,156	117,420	121,577	125,734	129,888	134,045	138,202	142,357	146,517	150,672	155,586
30	4,354	123,183	127,537	131,892	136,246	140,601	144,952	149,308	153,661	158,012	163,126
31	4,565	129,258	133,824	138,391	142,958	147,523	152,091	156,656	161,223	165,789	171,114
32	4,795	135,596	140,391	145,183	149,978	154,772	159,565	164,360	169,153	173,947	179,499
33	5,028	142,236	147,265	152,295	157,322	162,350	167,381	172,408	177,436	182,463	188,250

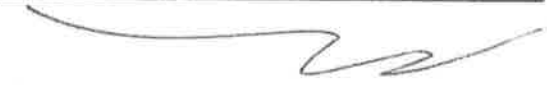
**DOCUMENT APPROVED FOR SIGNING BY THE
MAYOR**

TO: Honorable Adrian O. Mapp, Mayor

FROM: Office of Corporation Counsel

DATE: June 5, 2018

RE: COLLECTIVE BARGAINING AGREEMENT
PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION (PMEA)
Term - JANUARY 1, 2018 - DECEMBER 31, 2021

Document Title	AGREEMENT BETWEEN: CITY OF PLAINFIELD AND PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION (PMEA)	
Resolution Number (attached)		
Ordinance Number (attached)	MC2018-11	
SIGNATURE ORDER		
Mayor	Ms. Blake: Once signed by the Mayor, please forward the ENTIRE PACKAGE to City Clerk for witnessing.	Date <i>AK 6/12/2018</i>
City Clerk	Once witnessed, please retain the ENTIRE PACKAGE to Ron West (Ext. 2573) for the appropriate number of copies and distribution.	Date <i>6-14-18</i> <i>(56)</i>
Approved for Mayor's Signature	 David L. Minchello, Corporation Counsel	Date <i>6/6/2018</i>

MC 2018-11

(PMEA)

AN ORDINANCE AMENDING THE SCHEDULE OF SALARIES AND WAGES ADOPTED PURSUANT TO ARTICLE 14, CHAPTER 11 OF THE MUNICIPAL CODE OF THE CITY OF PLAINFIELD, NEW JERSEY 1971 (SALARY AMENDMENT) PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION

ABUBAKAR JALLOH, CITY CLERK
(CERTIFIED RECEIPT FROM, MAYOR)

[Signature]

ADRIAN O. LAPP, MAYOR
(APPROVED BY THE MAYOR)

[Signature]

ABUBAKAR JALLOH, CITY CLERK
(SUBMITTED TO MAYOR)

[Signature]

NO ORDINANCE OR ANY ITEM OR PART THEREOF SHALL TAKE EFFECT WITHOUT THE MAYOR'S APPROVAL, UNLESS THE MAYOR FAILS TO RETURN AN ORDINANCE TO THE COUNCIL WITHIN 10 DAYS AFTER IT HAS BEEN PRESENTED TO HIM

IN ACCORDANCE WITH SECTION 2.9 OF THE PLAINFIELD CITY CHARTER ORDINANCES ADOPTED BY THE COUNCIL SHALL BE SUBMITTED TO THE MAYOR, AND HE SHALL WITHIN 10 DAYS AFTER RECEIVING ANY ORDINANCE, EITHER APPROVE THE ORDINANCE BY AFFIXING HIS SIGNATURE THERE TO OR RETURN IT TO THE COUNCIL BY DELIVERING IT TO THE CITY CLERK TOGETHER WITH A STATEMENT SETTING FORTH HIS OBJECTIONS THERE TO OR TO ANY ITEM OR PART THEREOF.

THE MAYOR ON MAY 14, 2018 AS BEING AN ORDINANCE FINALLY ADOPTED BY THE CITY COUNCIL ON MAY 15, 2018

THE WITHIN ORDINANCE IS HEREBY CERTIFIED TO

DATE: MAY 15, 2018

MC 2018-11

(PMEA)

**AN ORDINANCE AMENDING THE SCHEDULE OF SALARIES
AND WAGES ADOPTED PURSUANT TO ARTICLE 14,
CHAPTER 11 OF THE MUNICIPAL CODE OF THE CITY OF
PLAINFIELD, NEW JERSEY 1971 (SALARY AMENDMENT)
PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION
(PMEA)**

**CARLOS N. SANCHEZ
CITY ADMINISTRATOR**



DATED: 5/14/18

APPROVED BY THE CITY ADMINISTRATOR:

**DAVID L. MINCHELLO
CORPORATION COUNSEL**



DATED: 5/14/18

APPROVED AS TO LEGAL FORM AND SUFFICIENCY:

ORDINANCE AMENDING THE SCHEDULE OF SALARIES AND WAGES
 ADOPTED PURSUANT TO ARTICLE 14, CHAPTER 11 OF THE
 MUNICIPAL CODE OF THE CITY OF PLAINFIELD, NEW JERSEY, 1971.

MC 2018 -

(SALARY AMENDMENT)
 PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION (PMEA)

Be It Enacted by the Council of the City of Plainfield:

Sec. 1. The schedule of positions, salaries, fringe benefits, and wage ranges of the Plainfield

Municipal Employees Association (PMEA), the amendments and supplements heretofore adopted

pursuant to Chapter 11, Article 14 of the Municipal Code of the City of Plainfield, New Jersey, 1971,

are hereby amended.

Sec. 2. The following salary, wage range and fringe benefits of the Plainfield Municipal

Employees Association are hereby adopted pursuant to Section 11:14-1 of the Plainfield Municipal

Code:

(a). Wage ranges for the following titles are hereby established retroactive to January 1, 2018:

Title	Grade	Salary Range
Clerk 1	4	30,899 - 41,405
Clerk 1 Bilingual Spanish & English	4	30,899 - 41,405
Receptionist	4	30,899 - 41,405
Receptionist Bilingual Spanish & English	4	30,899 - 41,405
Keyboarding Clerk 1	4	30,899 - 41,405
Keyboarding Clerk 1 Bilingual Spanish & English	4	30,899 - 41,405
Account Clerk	5	32,369 - 43,274
Clerk Stenographer 1	5	32,369 - 43,274
Clerk Stenographer 1 Bilingual Spanish and English	5	32,369 - 43,274
Clerk Transcriber	5	32,369 - 43,274
Clerk Transcriber Bilingual Spanish & English	5	32,369 - 43,274
Mail Clerk	5	32,369 - 43,274
Chauffeur	7	35,471 - 47,429
Clerk 2	7	35,471 - 47,429
Clerk 2 Bilingual Spanish & English	7	35,471 - 47,429
Keyboarding Clerk 2	7	35,471 - 47,429
Keyboarding Clerk 2 Bilingual Spanish & English	7	35,471 - 47,429
Senior Account Clerk	7	35,471 - 47,429
Clerk Stenographer 2	8	37,129 - 49,631
Clerk Stenographer 2 Bilingual Spanish & English	8	37,129 - 49,631
Community Service Aide Typing	8	37,129 - 49,631
Data Entry Machine Operator	8	37,129 - 49,631
Records Support Technician 2	8	37,129 - 49,631
Senior Clerk Transcriber	8	37,129 - 49,631
Senior Clerk Transcriber Bilingual Spanish & English	8	37,129 - 49,631
Tax Clerk	8	37,129 - 49,631
Telephone Operator	8	37,129 - 49,631
Community Service Worker	9	38,901 - 51,973
Community Service Worker Bilingual Spanish & English	9	38,901 - 51,973
Health Aide	9	38,901 - 51,973

Salary Range	Grade	Title
38,901 - 51,973	9	Public Health Investigator
38,901 - 51,973	9	Records Support Technician 3
38,901 - 51,973	9	Senior Chauffeur
38,901 - 51,973	9	Senior Citizens Program Aide
38,901 - 51,973	9	Senior Community Service Aide Typing
40,748 - 54,418	10	Clerk 3
40,748 - 54,418	10	Clerk 3 Bilingual Spanish & English
40,748 - 54,418	10	Keyboarding Clerk 3
40,748 - 54,418	10	Keyboarding Clerk 3 Bilingual Spanish & English
40,748 - 54,418	10	Principal Account Clerk
40,748 - 54,418	10	Principal Clerk Transcriber
40,748 - 54,418	10	Principal Clerk Transcriber Bilingual Spanish & English
40,748 - 54,418	10	Senior Data Machine Operator
42,677 - 56,915	11	Code Enforcement Officer Trainee
44,655 - 59,525	12	Deputy Registrar, Vital Statistics
44,655 - 59,525	12	Job Developer
44,655 - 59,525	12	Public Safety Telecommunicator
44,655 - 59,525	12	Recreation Leader
44,655 - 59,525	12	Secretarial Assistant
44,655 - 59,525	12	Secretarial Assistant Bilingual Spanish and English
44,655 - 59,525	12	Violation Clerk
46,831 - 62,413	13	Principal Assessing Clerk
46,831 - 62,413	13	Police Aide
49,071 - 65,393	14	Administrative Secretary
49,071 - 65,393	14	Administrative Secretary Bilingual Spanish and English
49,071 - 65,393	14	Assistant Assessor
49,071 - 65,393	14	Assistant Supervisor of Accounts
49,071 - 65,393	14	Assistant Zoning Officer
49,071 - 65,393	14	Audio Visual Specialist
49,071 - 65,393	14	Code Enforcement Officer
49,071 - 65,393	14	Community Relations Specialist
49,071 - 65,393	14	Computer Service Technician
49,071 - 65,393	14	Dietitian
49,071 - 65,393	14	Employee Benefits Clerk
49,071 - 65,393	14	Field Representative, Neighborhood Preservation Program
49,071 - 65,393	14	Investigator Communicable Diseases
49,071 - 65,393	14	Program Analyst
49,071 - 65,393	14	Program Nutritionist
49,071 - 65,393	14	Recreation Program Specialist
51,411 - 68,420	15	Accounting Assistant
51,411 - 68,420	15	Deputy Municipal Court Administrator
51,411 - 68,420	15	Graduate Nurse, Public Health
51,411 - 68,420	15	Principal Planning Aide
51,411 - 68,420	15	Public Health Nurse
51,411 - 68,420	15	Registered Environmental Health Specialist, Public Health
51,411 - 68,420	15	Signal System Technician I
51,411 - 68,420	15	Senior Community Service Worker
51,411 - 68,420	15	Senior Community Service Worker Bilingual Spanish and English
53,872 - 71,676	16	Accountant
53,872 - 71,676	16	Assistant Animal Control Officer
53,872 - 71,676	16	Assistant Nutrition Program Coordinator

Title	Grade	Salary Range
Claims Examiner, Workers Compensation	16	53,872 - 71,676
Clerk 4	16	53,872 - 71,676
Clerk 4, Bilingual, Spanish and English	16	53,872 - 71,676
Clerk Stenographer 4	16	53,872 - 71,676
Keyboarding Clerk 4	16	53,872 - 71,676
Keyboarding Clerk 4, Bilingual Spanish and English	16	53,872 - 71,676
Principal Payroll Clerk	16	53,872 - 71,676
Registrar, Vital Statistics	16	53,872 - 71,676
Secretary to the Mayor	16	53,872 - 71,676
Senior Employee Benefits Clerk	16	53,872 - 71,676
Senior Code Enforcement Officer	16	53,872 - 71,676
Senior Computer Service Technician	16	53,872 - 71,676
Senior Investigator Communicable Diseases	16	53,872 - 71,676
Senior Planner	16	53,872 - 71,676
Senior Program Analyst	16	53,872 - 71,676
Technical Assistant, Management Information System	16	53,872 - 71,676
Technical Assistant to the Construction Official	16	53,872 - 71,676
Assistant Municipal Court Director	18	59,218 - 78,620
Assistant Payroll Supervisor	18	59,218 - 78,620
Assistant Personnel Technician	18	59,218 - 78,620
Building Inspector	18	59,218 - 78,620
Confidential Aide	18	59,218 - 78,620
Electrical Inspector	18	59,218 - 78,620
Media Technician 1	18	59,218 - 78,620
Network Administrator 1	18	59,218 - 78,620
Plumbing Inspector	18	59,218 - 78,620
Principal Assistant Assessor	18	59,218 - 78,620
Senior Administrative Analyst	18	59,218 - 78,620
Senior Cost Estimator	18	59,218 - 78,620
Senior Program Development Specialist (Community Service)	18	59,218 - 78,620
Signal Systems Technician 2	18	59,218 - 78,620
Assistant Supervisor, Senior Citizens Activities	19	62,072 - 82,472
Recreation Program Coordinator	19	62,072 - 82,472
Supervising Code Enforcement Officer	19	62,072 - 82,472
Supervisor of Accounts	19	62,072 - 82,472
Animal Control Officer	20	65,057 - 86,396
Assistant Municipal Tax Collector	20	65,057 - 86,396
Chief Sanitary Inspector	20	65,057 - 86,396
Confidential Assistant - Office of the Corporation Counsel	20	65,057 - 86,396
Health Educator	20	65,057 - 86,396
Senior Program Development Specialist, Community Service	20	65,057 - 86,396
Project Coordinator, Redevelopment	20	65,057 - 86,396
Assistant Municipal Clerk	21	68,181 - 90,547
Deputy Municipal Clerk	21	68,181 - 90,547
Administrative Clerk	22	71,505 - 94,869
Assistant Director, Community Development Program	22	71,505 - 94,869
Assistant Director of Community Relations and Social Services	22	71,505 - 94,869
Chief Code Enforcement Officer	22	71,505 - 94,869
Payroll Supervisor	22	71,505 - 94,869
Personnel Technician	22	71,505 - 94,869
Principal Accountant	22	71,505 - 94,869
Principal Planner	22	71,505 - 94,869
Assistant Superintendent of Recreation	23	74,973 - 99,507
Assistant Comptroller	24	78,609 - 104,341
Assistant Health Officer	24	78,609 - 104,341
Construction Official	24	78,609 - 104,341

(b). Wage ranges for the following titles are hereby established retroactive to January 1, 2019:

Title	Grade	Salary Range
Clerk I	4	31,517 - 42,233
Clerk I Bilingual Spanish & English	4	31,517 - 42,233
Receptionist	4	31,517 - 42,233
Receptionist Bilingual Spanish & English	4	31,517 - 42,233
Keyboarding Clerk I	4	31,517 - 42,233
Keyboarding Clerk I Bilingual Spanish & English	4	31,517 - 42,233
Account Clerk	5	33,016 - 44,139
Clerk Stenographer I	5	33,016 - 44,139
Clerk Stenographer I Bilingual Spanish and English	5	33,016 - 44,139
Clerk Transcriber	5	33,016 - 44,139
Clerk Transcriber Bilingual Spanish & English	5	33,016 - 44,139
Mail Clerk	5	33,016 - 44,139
Clerk Driver	7	36,180 - 48,378
Clerk 2	7	36,180 - 48,378
Clerk 2 Bilingual Spanish & English	7	36,180 - 48,378
Clerk 2 Bilingual Spanish & English	7	36,180 - 48,378
Keyboarding Clerk 2	7	36,180 - 48,378
Keyboarding Clerk 2 Bilingual Spanish & English	7	36,180 - 48,378
Senior Account Clerk	7	36,180 - 48,378
Clerk Stenographer 2	8	37,872 - 50,624
Clerk Stenographer 2 Bilingual Spanish & English	8	37,872 - 50,624
Community Service Aide Typing	8	37,872 - 50,624
Data Entry Machine Operator	8	37,872 - 50,624
Records Support Technician 2	8	37,872 - 50,624
Senior Clerk Transcriber	8	37,872 - 50,624
Senior Clerk Transcriber Bilingual Spanish & English	8	37,872 - 50,624
Tax Clerk	8	37,872 - 50,624
Telephone Operator	8	37,872 - 50,624
Community Service Worker	9	39,679 - 53,012
Community Service Worker Bilingual Spanish & English	9	39,679 - 53,012
Health Aide	9	39,679 - 53,012
Public Health Investigator	9	39,679 - 53,012
Records Support Technician 3	9	39,679 - 53,012
Senior Chauffeur	9	39,679 - 53,012
Senior Citizens Program Aide	9	39,679 - 53,012
Senior Community Service Aide Typing	9	39,679 - 53,012
Clerk 3	10	41,563 - 55,506
Clerk 3 Bilingual Spanish & English	10	41,563 - 55,506
Keyboarding Clerk 3	10	41,563 - 55,506
Keyboarding Clerk 3 Bilingual Spanish & English	10	41,563 - 55,506
Principal Account Clerk	10	41,563 - 55,506
Principal Clerk Transcriber	10	41,563 - 55,506
Principal Clerk Transcriber Bilingual Spanish & English	10	41,563 - 55,506
Senior Data Machine Operator	10	41,563 - 55,506
Code Enforcement Officer Trainee	11	43,531 - 58,053
Deputy Registrar, Vital Statistics	12	45,548 - 60,716
Job Developer	12	45,548 - 60,716
Public Safety Telecommunicator	12	45,548 - 60,716
Recreation Leader	12	45,548 - 60,716
Secretarial Assistant	12	45,548 - 60,716
Secretarial Assistant Bilingual Spanish and English	12	45,548 - 60,716
Violation Clerk	12	45,548 - 60,716
Principal Assessing Clerk	13	47,768 - 63,661
Police Aide	13	47,768 - 63,661

Grade	Title	Salary Range
14	Administrative Secretary	50,052 - 66,701
14	Administrative Secretary Bilingual Spanish and English	50,052 - 66,701
14	Assistant Assessor	50,052 - 66,701
14	Assistant Supervisor of Accounts	50,052 - 66,701
14	Assistant Zoning Officer	50,052 - 66,701
14	Audio Visual Specialist	50,052 - 66,701
14	Code Enforcement Officer	50,052 - 66,701
14	Community Relations Specialist	50,052 - 66,701
14	Computer Service Technician	50,052 - 66,701
14	Dietitian	50,052 - 66,701
14	Employee Benefits Clerk	50,052 - 66,701
14	Field Representative, Neighborhood Preservation Program	50,052 - 66,701
14	Investigator Communicable Diseases	50,052 - 66,701
14	Program Analyst	50,052 - 66,701
14	Program Nutritionist	50,052 - 66,701
14	Recreation Program Specialist	50,052 - 66,701
15	Accounting Assistant	52,439 - 69,788
15	Deputy Municipal Court Administrator	52,439 - 69,788
15	Graduate Nurse, Public Health	52,439 - 69,788
15	Principal Planning Aide	52,439 - 69,788
15	Public Health Nurse	52,439 - 69,788
15	Registered Environmental Health Specialist, Public Health	52,439 - 69,788
15	Senior Community Service Worker	52,439 - 69,788
15	Senior Community Service Worker Bilingual Spanish and English	52,439 - 69,788
15	Signal System Technician I	52,439 - 69,788
16	Accountant	54,949 - 73,110
16	Assistant Animal Control Officer	54,949 - 73,110
16	Assistant Nutrition Program Coordinator	54,949 - 73,110
16	Claims Examiner, Workers Compensation	54,949 - 73,110
16	Clerk 4	54,949 - 73,110
16	Clerk 4, Bilingual, Spanish and English	54,949 - 73,110
16	Clerk Stenographer 4	54,949 - 73,110
16	Keyboarding Clerk 4	54,949 - 73,110
16	Keyboarding Clerk 4, Bilingual Spanish and English	54,949 - 73,110
16	Principal Payroll Clerk	54,949 - 73,110
16	Registrar, Vital Statistics	54,949 - 73,110
16	Secretary to the Mayor	54,949 - 73,110
16	Senior Employee Benefits Clerk	54,949 - 73,110
16	Senior Code Enforcement Officer	54,949 - 73,110
16	Senior Computer Service Technician	54,949 - 73,110
16	Senior Investigator Communicable Diseases	54,949 - 73,110
16	Senior Planner	54,949 - 73,110
16	Senior Program Analyst	54,949 - 73,110
16	Technical Assistant, Management Information System	54,949 - 73,110
16	Technical Assistant to the Construction Official	54,949 - 73,110
18	Assistant Municipal Court Director	60,402 - 80,192
18	Assistant Payroll Supervisor	60,402 - 80,192
18	Assistant Personnel Technician	60,402 - 80,192
18	Building Inspector	60,402 - 80,192
18	Confidential Aide	60,402 - 80,192
18	Electrical Inspector	60,402 - 80,192
18	Media Technician I	60,402 - 80,192
18	Network Administrator I	60,402 - 80,192
18	Plumbing Inspector	60,402 - 80,192
18	Principal Assistant Assessor	60,402 - 80,192
18	Senior Administrative Analyst	60,402 - 80,192
18	Senior Cost Estimator	60,402 - 80,192
18	Senior Program Development Specialist (Community Service)	60,402 - 80,192
18	Signal Systems Technician 2	60,402 - 80,192

Title	Grade	Salary Range
Assistant Supervisor, Senior Citizens Activities	19	63,313 - 84,121
Recreation Program Coordinator	19	63,313 - 84,121
Supervising Code Enforcement Officer	19	63,313 - 84,121
Supervisor of Accounts	19	63,313 - 84,121
Animal Control Officer	20	66,358 - 88,124
Assistant Municipal Tax Collector	20	66,358 - 88,124
Chief Sanitary Inspector	20	66,358 - 88,124
Confidential Assistant - Office of the Corporation Counsel	20	66,358 - 88,124
Health Educator	20	66,358 - 88,124
Senior Program Development Specialist, Community Service	20	66,358 - 88,124
Project Coordinator, Redevelopment	20	66,358 - 88,124
Assistant Municipal Clerk	21	69,545 - 92,358
Deputy Municipal Clerk	21	69,545 - 92,358
Administrative Clerk	22	72,935 - 96,766
Assistant Director, Community Development Program	22	72,935 - 96,766
Assistant Director of Community Relations and Social Services	22	72,935 - 96,766
Chief Code Enforcement Officer	22	72,935 - 96,766
Payroll Supervisor	22	72,935 - 96,766
Personnel Technician	22	72,935 - 96,766
Principal Accountant	22	72,935 - 96,766
Principal Planner	22	72,935 - 96,766
Assistant Superintendent of Recreation	23	76,472 - 101,497
Assistant Computer	24	80,181 - 106,428
Assistant Health Officer	24	80,181 - 106,428
Construction Official	24	80,181 - 106,428

(c). Wage ranges for the following titles are hereby established effective January 1, 2020:

Title	Grade	Salary Range
Clerk I	4	31,990 - 42,867
Clerk I Bilingual Spanish & English	4	31,990 - 42,867
Receptionist	4	31,990 - 42,867
Receptionist Bilingual Spanish & English	4	31,990 - 42,867
Keyboarding Clerk I	4	31,990 - 42,867
Keyboarding Clerk I Bilingual Spanish & English	4	31,990 - 42,867
Account Clerk	5	33,512 - 44,802
Clerk Stenographer I	5	33,512 - 44,802
Clerk Stenographer I Bilingual Spanish and English	5	33,512 - 44,802
Clerk Transcriber	5	33,512 - 44,802
Clerk Transcriber Bilingual Spanish & English	5	33,512 - 44,802
Mail Clerk	5	33,512 - 44,802
Clerk Driver	7	36,723 - 49,103
Clerk 2	7	36,723 - 49,103
Clerk 2 Bilingual Spanish & English	7	36,723 - 49,103
Keyboarding Clerk 2	7	36,723 - 49,103
Keyboarding Clerk 2 Bilingual Spanish & English	7	36,723 - 49,103
Senior Account Clerk	7	36,723 - 49,103
Clerk Stenographer 2	8	38,440 - 51,383
Clerk Stenographer 2 Bilingual Spanish & English	8	38,440 - 51,383
Community Service Aide Typing	8	38,440 - 51,383
Data Entry Machine Operator	8	38,440 - 51,383
Records Support Technician 2	8	38,440 - 51,383

Salary Range	Grade	Title
38,440 - 51,383	8	Senior Clerk Transcriber
38,440 - 51,383	8	Senior Clerk Transcriber Bilingual Spanish & English
38,440 - 51,383	8	Tax Clerk
38,440 - 51,383	8	Telephone Operator
40,274 - 53,807	9	Community Service Worker
40,274 - 53,807	9	Community Service Worker Bilingual Spanish & English
40,274 - 53,807	9	Health Aide
40,274 - 53,807	9	Public Health Investigator
40,274 - 53,807	9	Records Support Technician 3
40,274 - 53,807	9	Senior Chauffeur
40,274 - 53,807	9	Senior Citizens Program Aide
40,274 - 53,807	9	Senior Community Service Aide Typing
42,186 - 56,339	10	Clerk 3
42,186 - 56,339	10	Clerk 3 Bilingual Spanish & English
42,186 - 56,339	10	Keyboarding Clerk 3
42,186 - 56,339	10	Keyboarding Clerk 3 Bilingual Spanish & English
42,186 - 56,339	10	Principal Account Clerk
42,186 - 56,339	10	Principal Clerk Transcriber
42,186 - 56,339	10	Principal Clerk Transcriber Bilingual Spanish & English
42,186 - 56,339	10	Senior Data Machine Operator
44,184 - 58,924	11	Code Enforcement Officer Trainee
46,231 - 61,627	12	Deputy Registrar, Vital Statistics
46,231 - 61,627	12	Job Developer
46,231 - 61,627	12	Public Safety Telecommunicator
46,231 - 61,627	12	Recreation Leader
46,231 - 61,627	12	Secretarial Assistant
46,231 - 61,627	12	Secretarial Assistant Bilingual Spanish and English
46,231 - 61,627	12	Violation Clerk
48,485 - 64,616	13	Principal Assessing Clerk
48,485 - 64,616	13	Police Aide
50,803 - 67,702	14	Administrative Secretary
50,803 - 67,702	14	Administrative Secretary Bilingual Spanish and English
50,803 - 67,702	14	Assistant Assessor
50,803 - 67,702	14	Assistant Supervisor of Accounts
50,803 - 67,702	14	Assistant Zoning Officer
50,803 - 67,702	14	Audio Visual Specialist
50,803 - 67,702	14	Code Enforcement Officer
50,803 - 67,702	14	Community Relations Specialist
50,803 - 67,702	14	Computer Service Technician
50,803 - 67,702	14	Dietitian
50,803 - 67,702	14	Employee Benefits Clerk
50,803 - 67,702	14	Field Representative, Neighborhood Preservation
50,803 - 67,702	14	Program
50,803 - 67,702	14	Investigator Communicable Diseases
50,803 - 67,702	14	Program Nutritionist
50,803 - 67,702	14	Program Analyst
50,803 - 67,702	14	Recreation Program Specialist
53,226 - 70,835	15	Accounting Assistant
53,226 - 70,835	15	Deputy Municipal Court Administrator
53,226 - 70,835	15	Graduate Nurse, Public Health
53,226 - 70,835	15	Principal Planning Aide
53,226 - 70,835	15	Public Health Nurse
53,226 - 70,835	15	Registered Environmental Health Specialist, Public Health
53,226 - 70,835	15	Senior Community Service Worker
53,226 - 70,835	15	Senior Community Service Worker Bilingual Spanish and English
53,226 - 70,835	15	Signal System Technician I

Salary Range	Grade	Title
55,773 - 74,207	16	Accountant
55,773 - 74,207	16	Assistant Animal Control Officer
55,773 - 74,207	16	Assistant Nutrition Program Coordinator
55,773 - 74,207	16	Claims Examiner, Workers Compensation
55,773 - 74,207	16	Clerk 4
55,773 - 74,207	16	Clerk 4, Bilingual, Spanish and English
55,773 - 74,207	16	Clerk Stenographer 4
55,773 - 74,207	16	Keyboarding Clerk 4
55,773 - 74,207	16	Keyboarding Clerk 4, Bilingual Spanish and English
55,773 - 74,207	16	Principal Payroll Clerk
55,773 - 74,207	16	Registrar, Vital Statistics
55,773 - 74,207	16	Secretary to the Mayor
55,773 - 74,207	16	Senior Code Enforcement Officer
55,773 - 74,207	16	Senior Computer Service Technician
55,773 - 74,207	16	Senior Employee Benefits Clerk
55,773 - 74,207	16	Senior Investigator Communicable Diseases
55,773 - 74,207	16	Senior Planner
55,773 - 74,207	16	Senior Program Analyst
55,773 - 74,207	16	Technical Assistant, Management Information System
55,773 - 74,207	16	Technical Assistant to the Construction Official
61,308 - 81,395	18	Assistant Municipal Court Director
61,308 - 81,395	18	Assistant Payroll Supervisor
61,308 - 81,395	18	Assistant Personnel Technician
61,308 - 81,395	18	Building Inspector
61,308 - 81,395	18	Confidential Aide
61,308 - 81,395	18	Electrical Inspector
61,308 - 81,395	18	Media Technician 1
61,308 - 81,395	18	Network Administrator 1
61,308 - 81,395	18	Plumbing Inspector
61,308 - 81,395	18	Principal Assistant Assessor
61,308 - 81,395	18	Senior Administrative Analyst
61,308 - 81,395	18	Senior Cost Estimator
61,308 - 81,395	18	Senior Program Development Specialist (Community Service)
61,308 - 81,395	18	Signal Systems Technician 2
64,263 - 85,383	19	Assistant Supervisor, Senior Citizens Activities
64,263 - 85,383	19	Recreation Program Coordinator
64,263 - 85,383	19	Supervising Code Enforcement Officer
64,263 - 85,383	19	Supervisor of Accounts
67,353 - 89,446	20	Animal Control Officer
67,353 - 89,446	20	Assistant Municipal Tax Collector
67,353 - 89,446	20	Chief Sanitary Inspector
67,353 - 89,446	20	Confidential Assistant - Office of the Corporation Counsel
67,353 - 89,446	20	Health Educator
67,353 - 89,446	20	Project Coordinator, Redevelopment
67,353 - 89,446	20	Senior Program Development Specialist, Community Service
70,588 - 93,743	21	Assistant Municipal Clerk
70,588 - 93,743	21	Deputy Municipal Clerk
74,029 - 98,217	22	Administrative Clerk
74,029 - 98,217	22	Assistant Director, Community Development Program
74,029 - 98,217	22	Assistant Director of Community Relations and Social Services
74,029 - 98,217	22	Chief Code Enforcement Officer
74,029 - 98,217	22	Payroll Supervisor
74,029 - 98,217	22	Personnel Technician
74,029 - 98,217	22	Principal Accountant
74,029 - 98,217	22	Principal Planner
77,619 - 103,019	23	Assistant Superintendent of Recreation

Title	Grade	Salary Range 1/1/2020 - 12/31/2020
Assistant Comptroller	24	81,384 - 108,024
Assistant Health Officer	24	81,384 - 108,024
Construction Official	24	81,384 - 108,024

a. Wage ranges for the following titles are hereby established retroactive to January 1, 2021:

Title	Grade	Salary Range 1/1/2021 - 12/31/2021
Clerk 1	4	32,470 - 43,510
Clerk 1 Bilingual Spanish & English	4	32,470 - 43,510
Receptionist	4	32,470 - 43,510
Receptionist Bilingual Spanish & English	4	32,470 - 43,510
Keyboarding Clerk 1	4	32,470 - 43,510
Keyboarding Clerk 1 Bilingual Spanish & English	4	32,470 - 43,510
Account Clerk	5	34,014 - 45,474
Clerk Stenographer 1	5	34,014 - 45,474
Clerk Stenographer 1 Bilingual Spanish and English	5	34,014 - 45,474
Clerk Transcriber	5	34,014 - 45,474
Clerk Transcriber Bilingual Spanish & English	5	34,014 - 45,474
Mail Clerk	5	34,014 - 45,474
Clerk Driver	7	37,274 - 49,840
Clerk 2	7	37,274 - 49,840
Clerk 2 Bilingual Spanish & English	7	37,274 - 49,840
Keyboarding Clerk 2	7	37,274 - 49,840
Keyboarding Clerk 2 Bilingual Spanish & English	7	37,274 - 49,840
Senior Account Clerk	7	37,274 - 49,840
Clerk Stenographer 2	8	39,016 - 52,154
Clerk Stenographer 2 Bilingual Spanish & English	8	39,016 - 52,154
Community Service Aide Typing	8	39,016 - 52,154
Data Entry Machine Operator	8	39,016 - 52,154
Records Support Technician 2	8	39,016 - 52,154
Senior Clerk Transcriber	8	39,016 - 52,154
Senior Clerk Transcriber Bilingual Spanish & English	8	39,016 - 52,154
Tax Clerk	8	39,016 - 52,154
Telephone Operator	8	39,016 - 52,154
Community Service Worker	9	40,878 - 54,614
Community Service Worker Bilingual Spanish & English	9	40,878 - 54,614
Health Aide	9	40,878 - 54,614
Public Health Investigator	9	40,878 - 54,614
Records Support Technician 3	9	40,878 - 54,614
Senior Chauffeur	9	40,878 - 54,614
Senior Citizens Program Aide	9	40,878 - 54,614
Senior Community Service Aide Typing	9	40,878 - 54,614
Clerk 3	10	42,819 - 57,184
Clerk 3 Bilingual Spanish & English	10	42,819 - 57,184
Keyboarding Clerk 3	10	42,819 - 57,184
Keyboarding Clerk 3 Bilingual Spanish & English	10	42,819 - 57,184
Principal Account Clerk	10	42,819 - 57,184
Principal Clerk Transcriber	10	42,819 - 57,184
Principal Clerk Transcriber Bilingual Spanish & English	10	42,819 - 57,184
Senior Data Machine Operator	10	42,819 - 57,184
Code Enforcement Officer Trainee	11	44,847 - 59,808
Deputy Registrar, Vital Statistics	12	46,925 - 62,551
Job Developer	12	46,925 - 62,551
Public Safety Telecommunicator	12	46,925 - 62,551
Recreation Leader	12	46,925 - 62,551

Grade	Title	Salary Range
12	Secretarial Assistant	46,925 - 62,551
12	Secretarial Assistant Bilingual Spanish and English	46,925 - 62,551
12	Violation Clerk	46,925 - 62,551
13	Principal Assessing Clerk	49,212 - 65,585
13	Police Aide	49,212 - 65,585
14	Administrative Secretary	51,565 - 68,717
14	Administrative Secretary Bilingual Spanish and English	51,565 - 68,717
14	Assistant Assessor	51,565 - 68,717
14	Assistant Supervisor of Accounts	51,565 - 68,717
14	Assistant Zoning Officer	51,565 - 68,717
14	Audio Visual Specialist	51,565 - 68,717
14	Code Enforcement Officer	51,565 - 68,717
14	Community Relations Specialist	51,565 - 68,717
14	Computer Service Technician	51,565 - 68,717
14	Dietitian	51,565 - 68,717
14	Employee Benefits Clerk	51,565 - 68,717
14	Field Representative, Neighborhood Preservation	51,565 - 68,717
14	Program	51,565 - 68,717
14	Investigator Communicable Diseases	51,565 - 68,717
14	Program Analyst	51,565 - 68,717
14	Program Nutritionist	51,565 - 68,717
14	Recreation Program Specialist	51,565 - 68,717
15	Accounting Assistant	54,024 - 71,897
15	Deputy Municipal Court Administrator	54,024 - 71,897
15	Graduate Nurse, Public Health	54,024 - 71,897
15	Principal Planning Aide	54,024 - 71,897
15	Public Health Nurse	54,024 - 71,897
15	Registered Environmental Health Specialist, Public Health	54,024 - 71,897
15	Health	54,024 - 71,897
15	Signal System Technician I	54,024 - 71,897
15	Senior Community Service Worker	54,024 - 71,897
15	Senior Community Service Worker Bilingual Spanish and English	54,024 - 71,897
16	Accountant	56,610 - 75,320
16	Assistant Animal Control Officer	56,610 - 75,320
16	Assistant Nutrition Program Coordinator	56,610 - 75,320
16	Claims Examiner, Workers Compensation	56,610 - 75,320
16	Clerk 4	56,610 - 75,320
16	Clerk 4, Bilingual, Spanish and English	56,610 - 75,320
16	Clerk Stenographer 4	56,610 - 75,320
16	Keyboarding Clerk 4	56,610 - 75,320
16	Keyboarding Clerk 4, Bilingual Spanish and English	56,610 - 75,320
16	Principal Payroll Clerk	56,610 - 75,320
16	Registrar, Vital Statistics	56,610 - 75,320
16	Secretary to the Mayor	56,610 - 75,320
16	Senior Code Enforcement Officer	56,610 - 75,320
16	Senior Computer Service Technician	56,610 - 75,320
16	Senior Employee Benefits Clerk	56,610 - 75,320
16	Senior Investigator Communicable Diseases	56,610 - 75,320
16	Senior Planner	56,610 - 75,320
16	Senior Program Analyst	56,610 - 75,320
16	Technical Assistant, Management Information System	56,610 - 75,320
16	Technical Assistant to the Construction Official	56,610 - 75,320
18	Assistant Municipal Court Director	62,228 - 82,616
18	Assistant Payroll Supervisor	62,228 - 82,616
18	Assistant Personnel Technician	62,228 - 82,616
18	Building Inspector	62,228 - 82,616
18	Confidential Aide	62,228 - 82,616
18	Electrical Inspector	62,228 - 82,616
18	Media Technician I	62,228 - 82,616
18	Network Administrator I	62,228 - 82,616

1/1/2021 - 12/31/2021
Salary Range

Sec. 4. This Ordinance shall take effect twenty (20) days after final passage and approval as provided by law.

(b) Employees hired on or after January 1, 1994 and who are subject to the Plainfield Municipal Employees Association Agreement shall have no right or entitlement to longevity pay.

10	Years of Service	\$ 500
15	Years of Service	\$1,000
20	Years of Service	\$1,300
25	Years of Service	\$1,600

Longevity schedule

Sec. 3 (a). In addition to the salaries established pursuant to the preceding sections, longevity pay shall be paid to each employee of the Plainfield Municipal Employees' Association (PMEA) who have completed the number of years shown on the following schedule and shall be payable at the same time in the same manner as the base pay. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for the longevity pay on or before June 30th of the calendar year. Longevity pay shall be subject to the merit conditions set forth in Section 11:4-1 and Section 11:14-1 of the Plainfield Municipal Code and shall be paid in accordance with the following schedules:

Title	Grade	Salary Range 1/1/2021 - 12/31/2021
Principal Assistant Assessor	18	62,228 - 82,616
Plumbing Inspector	18	62,228 - 82,616
Senior Administrative Analyst	18	62,228 - 82,616
Signal System Technician 2	18	62,228 - 82,616
Assistant Supervisor, Senior Citizens Activities	19	65,227 - 86,664
Recreation Program Coordinator	19	65,227 - 86,664
Supervising Code Enforcement Officer	19	65,227 - 86,664
Supervisor of Accounts	19	65,227 - 86,664
Animal Control Officer	20	68,364 - 90,788
Assistant Municipal Tax Collector	20	68,364 - 90,788
Chief Sanitary Inspector	20	68,364 - 90,788
Confidential Assistant - Office of the Corporation	20	68,364 - 90,788
Counsel	20	68,364 - 90,788
Health Educator	20	68,364 - 90,788
Project Coordinator, Redevelopment	20	68,364 - 90,788
Senior Program Development Specialist, Community Service	20	68,364 - 90,788
Assistant Municipal Clerk	21	71,647 - 95,150
Deputy Municipal Clerk	21	71,647 - 95,150
Administrative Clerk	22	75,139 - 99,691
Assistant Director, Community Development Program	22	75,139 - 99,691
Assistant Director of Community Relations and Social Services	22	75,139 - 99,691
Chief Code Enforcement Officer	22	75,139 - 99,691
Payroll Supervisor	22	75,139 - 99,691
Personnel Technician	22	75,139 - 99,691
Principal Accountant	22	75,139 - 99,691
Principal Planner	22	75,139 - 99,691
Assistant Superintendent of Recreation	23	78,783 - 104,565
Assistant Comptroller	24	82,604 - 109,645
Assistant Health Officer	24	82,604 - 109,645
Construction Official	24	82,604 - 109,645

Year	Minimum	Maximum
01/01/2018 - 12/31/2018	38,045	93,736
01/01/2019 - 12/31/2019	39,520	96,325
01/01/2020 - 12/31/2020	40,113	97,770
01/01/2021 - 12/31/2021	40,714	99,236

Sec. 3. (a) In addition to the salaries established pursuant to the preceding sections, longevity pay shall be paid to each employee of the Policemen's Benevolent Association (Police Officer) who has completed the number of years shown on the following schedule. Longevity pay shall be payable to such employees at the same time and in the same manner as their regular pay. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for the longevity pay on or before June 30th of the calendar year. Longevity pay shall be subject to the merit conditions set forth in Section 11:4-1 and Section 11:14-1 and shall be paid in accordance with the following schedules:

(b) The longevity schedule shall be a percentage of the Officer's base pay as follows:

10+ Years of Service	2.0% of base salary
15+ Years of Service	3.0% of base salary
20+ Years of Service	5.25% of base salary

(c) The longevity schedule for employees hired on or after July 1, 2014 shall be as follows:

Beginning of the 15 th year of service \$1,000 to base pay	Beginning of the 20 th year of service \$1,300 to base pay	Beginning the 25 th year of service \$1,600 to base pay
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Sec. 4. (a) Final pay out of sick leave benefits, at the time of retirement, (after terminal leave) shall be calculated on a one for three ratio and said payout shall not exceed \$15,000.

(b) Final pay out of sick leave benefits at the time of retirement for employees hired after July 1, 2014 shall be calculated on a one for three ratio and said payout shall not exceed \$10,000.

Employees hired on or after July 1, 2014 shall not be entitled to terminal leave.

Sec. 5. This ordinance shall take effect twenty (20) days after final passage and approval as provided by law.

FIRST READING

April 9, 2018

SECOND READING

May 14, 2018

ADOPTED BY THE CITY COUNCIL

May 14, 2018

APPROVED BY THE MAYOR

May 15, 2018

ATTESTED BY THE CITY CLERK

May 15, 2018

Effective January 1, 2018 Through December 31, 2021

AGREEMENT
BETWEEN THE
CITY OF PLAINFIELD
AND
THE PLAINFIELD
MUNICIPAL EMPLOYEES
ASSOCIATION (PMEA)

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PREAMBLE

This Agreement entered into the day and year set opposite the signatures of the

parties, by and between the City of Plainfield, a municipal corporation of the State of

New Jersey, hereinafter called the "City" and the Plainfield Municipal Employees Association,

hereinafter called the "UNION,"

WITNESSETH

WHEREAS, the City and the Union recognize and declare that the provision of quality

service to the public is their mutual aim; and

WHEREAS, the City Council and the City Administration retain the basic

decision-making powers over fiscal and management questions, although they are willing to

consult with employee representatives on employee oriented matters; and

WHEREAS, the parties have reached certain understandings which they desire to

confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

RECOGNITION

ARTICLE I

1.1. The City hereby recognizes the Union as the sole and exclusive collective bargaining representative for all white collar and clerical employees, Signal Systems employees but excluding the following:

- (a) All seasonal, temporary and hourly employees.
- (b) All employees who are covered by other employee agreements (FMBA, FOA, PBA, PMMA, UNITED SERVICE WORKERS ASSOCIATION (CITY YARD).
- (c) All Division and Department Heads, Budget Officer, Deputy City Administrator and Unit Heads.

- (d) All permanent part-time employees with less than five (5) years of service.
- (e) Due to the confidential nature of their duties, personnel reporting to the Mayor, Administrator, Deputy City Administrator and Personnel Director shall be excluded from representation. Employees designated as "confidential" covered by this provision shall receive all benefits and pay increases negotiated by this bargaining unit and pay dues, however, employees within such positions are excluded from serving as an Officer or Committee member and shall refrain from voting on any issues covered by this Agreement.

2-1. The parties agree to enter into collective negotiations over a successor Agreement in accordance with N.L.S.A. 34:13a-1 et seq., as amended, in good faith efforts to reach agreement on all matters concerning the terms and conditions of employment.

2.2. Neither party in any negotiations shall have any control over the selection of the negotiating representative of the other party.

2-3. Except as this Agreement shall hereinafter otherwise provide, all terms and conditions of employment applicable on the effective date of this Agreement to employees covered by this Agreement as established by the rules, regulations and/or policies of the City in force on said date, shall continue to be so applicable during the terms of this Agreement. Unless otherwise provided in this Agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce or otherwise detract from any negotiated benefit reduced to writing and existing prior to its effective date. This document constitutes the sole and complete agreement between the parties, and embodies all the terms and conditions governing the employment of employees in the Union. The parties acknowledge that they have had the opportunity to present and discuss proposals on any subject which is (or may not be) subject to collective bargaining. Any prior commitments or agreement between the City and the Union or any individual employee covered by this Agreement is hereby superseded.

NEGOTIATION PROCEDURE

ARTICLE II

The following constitutes the sole and exclusive method of resolving grievances between the parties covered by this Agreement.

3-2. Steps of the Grievance Procedure

No grievance may go to binding arbitration unless it constitutes a controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement. This includes non-Civil Service reviewable discipline. Disputes concerning terms and conditions of employment controlled by State Statute or State Administrative Regulation, and which terms and conditions are not expressly set forth in this Agreement shall not be processed to binding arbitration.

Grievances may be raised by the employee, the Union or the Union on behalf of the

- (a) The application or interpretation of this Contract; or
- (b) The City's policies or practices affecting an employee's terms and condition of employment.

A grievance, shall be defined as any dispute between the parties concerning:

3-1. Definition

GRIEVANCE PROCEDURE

ARTICLE III

- 2-4. The City agrees not to negotiate concerning said employees in the negotiating unit as defined in Article I of this Agreement, with any organization other than the Union for the duration of this Agreement.
- 2-5. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

Step One:

A grievance, as defined herein, shall first be presented informally (verbally) to an employee's immediate supervisor. A grievance must be submitted within ten (10) calendar days of occurrence giving rise to the grievance or it shall be deemed waived. The supervisor shall attempt to arrange a mutually satisfactory solution of the grievance or advise the grievant in writing within ten (10) calendar days of his/her inability to do so.

Step Two: Division Head

If the grievance is not settled at Step One, the grievant shall file a formal written grievance with the Division Head, with a copy being given to the Director of Personnel and the immediate

supervisor to whom the grievance was first submitted, within ten (10) calendar days of the date the Step One answer was received or should have been received. A meeting shall be held between the Division Head, the grievant and the Union President or designee to facilitate a satisfactory solution to the grievance. The Division Head shall provide a written answer to the grievance within ten (10) calendar days after receipt of the grievance.

Step Three: Department Head

If the grievance is not satisfactorily resolved at Step Two, the grievant shall file the written grievance with the Department Head, with a copy being given to the Director of Personnel, within ten (10) calendar days of the date the Step Two answer was received or should have been received. The Department Head shall meet with the grievant and the Union President or designee to facilitate a satisfactory resolution of the grievance. The Department Head shall file a written answer to the grievance within ten (10) calendar days of the receipt of the grievance.

Step Four: City Administrator

If the grievance is not satisfactorily resolved at Step Three, the grievant shall file the

The arbitrator so selected shall hear the dispute at a mutually agreeable date, time and place. The decision of the arbitrator shall be final and binding and shall be in writing setting forth findings of fact, reasons and conclusions on the issue submitted. No one arbitrator shall have more than one grievance submitted to him/her, and under consideration by him/her at any one time unless the parties otherwise agree in writing. A grievance shall be deemed under the consideration by an arbitrator until he/she has rendered a written decision which shall be done within thirty (30) days from the close of the hearing.

The cost for the services of the arbitrator shall be borne equally by the parties. Any other expenses, including, but not limited to, the presentation of witnesses and attorney fees, shall be paid by the party incurring same.

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The cost for the services of the arbitrator shall be borne equally by the parties. Any other expenses, including, but not limited to, the presentation of witnesses and attorney fees, shall be paid by the party incurring same.

Step Five: Arbitration

If the grievance is not satisfactorily resolved at Step Four, the Union shall have the right received to make a written demand for arbitration to the New Jersey Public Employment Relations Commission, Trenton, New Jersey, with a copy of the demand being delivered to the City Administrator and Director of Personnel. The written demand for arbitration shall set forth the specific nature of the dispute and specific provisions of the Agreement claimed to be violated. The selection of an arbitrator as well as the conduct of the arbitration hearing shall be in accordance with the rules and regulations of the Public Employment Relations Commission then in effect.

Personnel, within ten (10) calendar days of the date the Step Three answer was received or should have been received, shall submit a written answer to the grievance within ten (10) calendar days after the grievance was received.

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

3-3. Time Limitations

The time limits specified in the foregoing grievance procedure shall be construed as maximum and shall be strictly adhered to. The time limits may be extended upon mutual written agreement signed by a representative of the City and a representative of the Union. Failure by the City to respond shall be deemed to be a denial of the grievance and shall permit the employee or the Union, as the case may be, to proceed to the next step in the grievance procedure. If the grievant does not adhere to the time limit specified in any step of the grievance procedure, the disposition of the grievance at the last preceding step shall be deemed to be conclusive.

3.4. Written grievances shall be presented on the form prepared by the Union. An employee grievance must be signed by the employee. An employee grievant shall have the right to be represented by a Union representative through the steps of the grievance procedure.

ARTICLE IV

EMPLOYEE'S RIGHTS AND RESPONSIBILITIES

4-1. Employee's rights and responsibilities shall be in accordance the Section 1 of the Municipal Code of the City of Plainfield, except that such rights and responsibilities shall conflict with this Agreement, in which case this Agreement shall prevail.

ARTICLE V

CITY'S RIGHTS AND PRIVILEGES

5-1. Management Responsibilities.

It is recognized that the management of the City Government, the control of its properties and the maintenance of order and safety, is solely a responsibility of the City. Accordingly, the City hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. The executive management and administrative control of the City Government and its properties and facilities, and the activities of its employees;
2. The selection and direction of the work forces, including the right to hire, suspend or discharge for just cause, assign, promote or transfer.

The City shall have the right to take unilateral action pursuant to federal and/or state statutory mandates, e.g., Commercial Motor Vehicle Safety Act, Drug Free Workplace Act, etc. The execution of the foregoing powers, rights authority, duties or responsibilities of the City, the adoption of policies, rules, regulations and practices, in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and expressed terms of this Agreement and then only to the extent such specific and expressed terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States and the Ordinances of the City of Plainfield.

Nothing contained herein shall be construed to deny or restrict the City of its rights, responsibilities and authority under R.S.40A and 11 or any other national, state, county or local laws or ordinances.

5-2. Maintenance of Operations

The Union covenants and agrees that during the term of the Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or concerted willful absence of an employee from his or her duties or employment), work stoppage, slowdown, walkout or other mass absenteeism against the City. The Union agrees that such action would constitute a material breach of this Section of the Agreement.

In the event of a strike, slowdown, walkout or organized mass absenteeism, it is covenanted and agreed that participation in any such activity by any Union member shall be deemed grounds for disciplinary action including possible termination of employment of such employee or

employees.

Nothing contained in this Agreement shall be construed to limit or restrict the City in its right to seek and obtain such judicial relief as it may be entitled to have in Law or in equity for injunction or damages, or both, in the event of such breach by the Union or its members. It is understood that the Union has the same legal rights outlined in this paragraph.

ARTICLE VI

SALARIES

6-1. The salary guides for employees for 2018, 2019, 2020 and 2021 are set forth in

Schedule A of this Agreement which reflects the following:

January 1, 2018 through December 31, 2018 – 2.0%

January 1, 2019 through December 31, 2019 – 2.0%

January 1, 2020 through December 31, 2020 – 1.50%

January 1, 2021 through December 31, 2021 – 1.50%

6-2. The City shall reimburse employees covered by this Agreement, who are

required by the City to use their personal vehicle for conducting City business at the annual

mileage reimbursement rate established by the Internal Revenue Service.

6-3. Communications Center employees hired prior to January 1, 2015 will continue to

receive 56 hours in lieu of a shift differential. Employees hired after January 1, 2015 will not

receive the 56 hours in lieu of a shift differential.

ARTICLE VII

LONGEVITY

7-1. For employees hired prior to January 1, 1994, the City shall pay longevity, subject

to the conditions of Section 14-1 of the Municipal Code, to all employees having completed the

following years of service:

10 years of service	-	\$	500.00
15 years of service	-	\$	1,000.00
20 years of service	-	\$	1,300.00
25 years of service	-	\$	1,600.00

8.2 The City further agrees to provide a long term disability plan at no cost to employees who have less than ten (10) years in the Public Employees Retirement System. Such plan shall provide, when combined with other existing benefits, at least fifty (50%) percent of the employee's salary, up to a maximum of \$1,500 per week. However, such plan will not be effective until such time as the employee has exhausted all of his or her

8.1. Effective January 1, 2018, the City shall implement the Open Access 20 Plan with corresponding prescription changes as the base plan for medical and prescription benefits. The employee will have the option to pay the difference to buy up to any other cost plan. Effective January 1, 2018, all employees will utilize the Difference Card for the health program. Employees who cannot use the actual card will be promptly reimbursed after submitting a claim to the Difference Card.

INSURANCE PROTECTION

ARTICLE VIII

7-2. Longevity pay shall be paid for the full calendar year only and shall be paid to such employees who will qualify for longevity pay through years of service on or before June 30th of the calendar year. Employees hired after June 30th, will use the following calendar year as the base year for purposes of calculating longevity.

7-3. Employees covered by this Agreement who leave the employ of the City and then return will upon return, be given full credit for prior service beginning January, 1982. They must, however, complete five (5) years of work on their return before service will be bridged.

7-4. Bargaining unit employees hired on or after January 1, 1994 shall have no right or entitlement to any longevity pay.

provide coverage under the plan shall be placed before the committee for approval in the event use Union and two (2) representatives of the City. Any changes in the carrier selected by the City to employees. The plan shall be selected by a committee composed of two (2) representatives of the difference between the cost of the dental plan and the City's obligation shall be paid by the financial obligation for the dental plan shall not exceed \$18.05 per person per month. The

8-4. The City shall provide a dental plan to substitute for the drug payment. The City's City Administrator.

during future service. This obligation shall be accepted in writing if approval is granted by the employee must have at least one (1) year of service and accept the obligation to pay back the time vacation time upon exhaustion of accumulated sick and vacation time. To be eligible, the experience a lengthy off-duty illness or injury to borrow up to two (2) years future sick and

8.3. The City may allow, with the approval of the City Administrator, employees who medical opinion.

the City Physician may appeal his determination to the City Administrator on the basis of another could qualify the employee for long-term coverage. An employee dissatisfied with the opinion of City Physician that the employee's illness or injury is of sufficient quality and duration that it

of salary up to a maximum of \$1,500 per week, will be provided following a determination by the of the one hundred and eighty (180) day waiting period. Such payment of the fifty (50%) percent (50%) percent of the employee's salary, up to a maximum of \$1,500 per week, up to the expiration the expiration of the one hundred and eighty (180) day waiting period, the City agrees to pay fifty in the event an employee exhausts his or her accumulated sick and vacation leave prior to

(180) day waiting period, whichever coverage lasts the longest.

sick leave, vacation, workmen's compensation benefits and the one hundred and eighty

1 - 5 years of service	13 days
6 - 10 years of service	16 days
11 - 15 years of service	19 days
16 - 20 years of service	22 days

follows:

9-1 (a). All employees covered by this Agreement shall earn vacation in the manner detailed below. In the first calendar year of employment, employees shall be entitled to one (1) day of vacation each month of employment. In each year thereafter, the vacation schedule is as follows:

VACATION AND HOLIDAYS

ARTICLE IX

negotiating similar changes to the insurance coverage set forth in this Article.

parties to this Agreement agree to immediately reopen this Agreement for the purpose of

8-6. If negotiations with other bargaining units results in changes in health coverage, the sex domestic partner for the premium cost for Medicare Part B, only.

reimburse current and future eligible retirees and their eligible spouse, civil union partner or same and the level of benefits will be equal to that received by other City employees. The City shall provisions of Chapter 78 (retirement as defined in PERA). Only health care benefits will apply

8-5. The City will provide health insurance for retirees in accordance with the

obligation.

changes in terms of coverage but in no event shall such change increase the City's financial plan. The foregoing language notwithstanding, the committee shall have the right to suggest of an alternative carrier would change the level of coverage or the manner of administration of the

time (it is understood that any vacation days accumulated prior to January 1, 1995 will not be lost;

9-2. Employees may accumulate and bank no more than 15 vacation days at any one

members.

utilization shall be based on a seven (7) hour work day/ thirty five (35) hour work week for all

(c). In all instances, the calculation of vacation time accrual, allotment and/or

portion thereof, subject to the banking provisions of section 9-2.

An employee who fails to use his or her yearly vacation entitlement will lose the unused

within five (5) working days.

municipality and the desires of the employees. All leave time requests must be approved or denied

Vacation schedules shall be established by the City taking into account the needs of the

would normally entitle them.

days of vacation during each year of service over and above that which their length of service

Those employees in or above Grade 14 shall be entitled to an additional three (3) working

0 - 5 years of service	12 days
6 - 10 years of service	15 days
11 - 15 years of service	18 days
16 - 20 years of service	21 days
21 years of service and over	25 days

vacation schedule for employees hired after January 1, 2015 shall be as follows:

entitled to one (1) day vacation for each month of employment. In each year thereafter, the

(b). In the first calendar year, employees hired after January 1, 2015 shall be

21 years of service and over	26 days
------------------------------	---------

9-5. Effective January 1, 2015, Communications Center employees will receive a lump sum check in December for 14 holidays. Communications Center Employees will receive no additional pay or compensatory time for working on a holiday if they do not work on a holiday.

is not available, the City Administrator may grant such a day. approved by the Mayor or Acting Mayor of the City of Plainfield. If the Mayor or Acting Mayor shall accrue to the employees covered by this Agreement provided that the granting of such day is

9-4. It is agreed that all holidays ordered by the Governor of the State of New Jersey

1/2 Day New Year's Eve	Labor Day
Christmas Day	1/2 Day the Day before Labor Day
1/2 Day Christmas Eve	Independence Day
Friday after Thanksgiving Day	Memorial Day
Thanksgiving Day	Good Friday
Veteran's Day	Washington's Birthday
1/2 Day Election Day	Martin Luther King's Birthday
Columbus Day	New Year's Day

9-3. The City agrees to grant the following official holidays with pay to bargaining unit employees in accordance with Section 11:8-2 of the Municipal Code of the City of Plainfield:

more than 15 days, provided written approval is first obtained from the City Administrator. department director, the unused portion may be banked even if it would cause an accumulation of yearly vacation entitlement is due to the demands of work, as documented by the employee's accumulated vacation days during the calendar year of 1995). If the inability to take the entire however, it is expected that an employee will make a reasonable effort to use such prior

SICK LEAVE

ARTICLE X

10-1 (a) In the first calendar year of employment, employees shall be entitled to one (1) day of sick leave for each month of employment. In each year thereafter, employees earn fifteen (15) days per year.

(b) In all instances, the calculation of sick time and personal days accrual, allotment, and/or utilization shall be based on a seven (7) hour work day/ thirty-five (35) hour work week for all members.

10-2. (a) Personal days will be treated as sick days thus requiring no advance notice. The PMA membership shall be entitled to seven (7) personal days. The first three (3) days utilized by the member shall not be charged to the member's accumulated sick/vacation time. The first three (3) days are non-cumulative and cannot be carried over. The remaining four days can be used in lieu of sick days. Each employee is entitled to use up to four (4) personal days in lieu of sick days. If an employee's effective hire date is after June 30th, he/she is entitled to use three (3) personal days for that year. If personal days are not used, they revert back to sick days.

(b.) Employees of the Communications Center may not use personal days on holidays as listed in Article IX, Section 9-3 of this Agreement. Employees of the Communication Center shall be entitled to receive fifty six (56) hours of Holiday pay (in lieu of paid time off). Payment for the Holiday Pay shall be in the first regular pay of December.

10-3. All unused accumulated sick leave will be paid out at retirement on the basis of one third (1/3) per full day accumulated or upon separation in good standing one-fourth (1/4) day per full day at current salary rate in accordance with the cap provision noted in section 10-5. When

11-1. This agreement constitutes City policy for the terms of said Agreement, and the City shall carry out the commitments contained herein and give full force and effect as City policy.

11-2. The City and the Union agree that there shall be no discrimination in the hiring, training, assignment, promotion, transfer or discipline of employees on the basis of race, creed, color, religion, national origin, marital status or sex. Nothing in this Section will prohibit the City from complying with its Affirmative Action obligations with regard to Federal, State or local laws.

MISCELLANEOUS

ARTICLE XI

10-4. Employees may take up to two (2) months leave of absence with pay just prior to retirement and have such time charged off to their accumulated sick days with the remaining number of accumulated sick days paid out at the time of retirement on a one (1) for three (3) basis as is present practice. Employees must provide one month written notification prior to the effective date of a retirement. Employees hired after January 1, 2015 shall not be entitled to terminal leave.

10-5. Payment of accumulated sick leave under the provisions of this Article shall be capped in the amount of \$15,000, regardless of the number of such days accumulated. Payment of accumulated sick leave for employees hired after January 1, 2015 shall be capped in the amount of \$10,000, on the basis of one (1) for every three (3) days upon retirement and one (1) for every four (4) days upon separation, i.e. resignation or termination in good standing, from City employment. The two (2) months leave of absence as set forth in section 10-4 above shall be excluded from the cap.

Any Affirmative Action obligations affecting the membership of the Union will be discussed with the Union before fulfilling such obligations.

11.3. Copies of this Agreement together with copies of the City's Personnel Ordinance shall be available for review by members of the Union.

11.4. If there is any conflict between the terms of this Agreement and any Ordinance hereinafter enacted, the terms of this Agreement shall prevail. Reference to any Ordinance shall mean those Ordinances in effect at the time of the adoption of this Agreement. Amendments to such Ordinances subsequent to the adoption of this Agreement referring to matters contained herein shall have no effect upon this Agreement without consent of all parties hereto.

11.5. Any member working seven (7) hours or more in the course of any workweek in a higher classification shall receive the rate of pay of the higher classification as provided in Section 11:7-5(d) of the Municipal Code of the City of Plainfield for all hours actually worked in that classification during the particular week provided that the individual is authorized to perform the duties of the higher classification by his/her Department Director. Assignments to higher classifications should be made only when there is a direct career ladder relationship. Employees whose class title is that of "Deputy or Assistant" who are assigned and perform the work of a higher classification for thirty (30) days or more will be entitled to receive the rate of pay of the higher classification beginning on the 3rd day of work in the higher classification. All acting assignments to a higher classification must be approved in accordance with established City policies and procedures.

11-6. Bereavement Time

In the event of death in the immediate family of an employee, an employee shall be eligible for three days leave with pay. For the purpose of this section, immediate family includes an

employee's spouse, child, grandchild, foster child, mother, father, legal guardian, grandfather, grandmother, brother, brother-in-law, father-in-law, sister, mother-in-law, stepmother, stepfather, and other relatives residing in the employee's household. In addition, an employee covered by this contract shall be eligible for one (1) day of death leave with pay after the death of a relative not a member of the immediate family as defined above. Bereavement leave shall begin within five days of the day of death or day of the funeral. Bereavement leave for relatives not a member of the immediate family shall be subject to verification.

11-7. The City agrees that the development of individual employees is to the advantage of both the employee and the City and, therefore, will provide employees the opportunity to request the Personnel Division to evaluate their present positions and to discuss and counsel the employee's educational and training opportunities which would personally develop the employee and thereby increase the employee's efficiency and effectiveness on the job with the possibility of advancement, due to the use of gained skill. Financial assistance for educational courses will also be discussed at these meetings.

11-8. It is expressly understood that the provisions of this Agreement, as far as they are applicable to employees whose positions are primarily funded from non-City sources, will be applicable to such employees only to the extent of continued non-City funding and the level of such funding.

11-9. The City shall provide all employees covered by this Agreement with an Employee Handbook, which will contain all pertinent information including information on the Union.

11-10. The City wishes to recognize its concern for the safety of its employees. In doing so, the City shall provide identification badges for all employees, hold quarterly fire evacuation drills for all employees and conduct personal and office security training once per year.

11-11. All employees covered by this Agreement are eligible to take up to six (6) months of unpaid parental bonding leave in a 12-month period to bond as a parent with his or her newborn child, newly adopted child, new foster child or a child newly placed in his or her custody. The employee shall provide written notice as soon as practicable. Upon written request of the employee, and with the written approval of the employer, parental bonding leave without pay may be extended or renewed for an additional six (6) months. It is specifically understood that under this leave, the employee shall reserve the right through COBRA to obtain medical insurance through the employer. In the event that an eligible employee has given birth to a newborn child, the six (6) months of parental bonding leave will commence no earlier than after the conclusion of any short-term disability/benefit provided to the employee for the employer's own medical recovery following child birth.

11-12. (a) The normal workweek of the employees covered by this Agreement consists of a thirty-five (35) hour, five (5) day week. In all instances of authorized overtime, overtime compensation shall commence only after the employee has time worked in excess of 40 hours pay. Holidays, vacation days and authorized sick days shall be counted toward the 40 hours pay. The City agrees to give compensatory time to all employees Grade 14 and above if they are statutorily eligible for overtime.

(b) Employees of the Signal Systems and the Inspections Division shall be entitled to receive minimum of two hours overtime for call back pay. However, they must work the entire two hours in order to receive call back pay.

11-13. The City will provide a tax sheltered annuity deduction system whereby each employee may deduct up to ten percent (10%) of their gross salary and apply it to a tax-sheltered annuity program to be designated by the City.

11-14. The clothing maintenance allowance for all members required to wear uniforms in the performance of their job duties shall be \$500.00 annually. In addition uniforms and safety shoes shall be provided to each member each year as needed.

11-15. Police Aides and the Public Safety Telecommunicators will be provided coaching pay at the rate of \$50.00 per week for 12 to 16 weeks training per trainee. Payments not to exceed 16 weeks per year.

11-16. Employees will be provided with a photo identification card. Employees will be required to wear identification during work hours.

11-17. (a) If any provision of this Agreement or any application of this Agreement to the City or to any employee, members or group of employees is held to be invalid by operation of law by any court, administrative body or tribunal of competent jurisdiction, then the parties agree to reopen negotiations with respect to the impact of such invalid provision consistent with the law relating to negotiations; however, all other provisions and applications contained herein shall continue in full force and effect, and shall not be affected thereby.

(b) Any and all changes affecting the terms and conditions of the memberships employment not in effect at the time the agreement is ratified must be negotiated with the PMEA prior to implementation.

11-18. Drug Policy. The City has given the union a drug testing proposal. Prior to implementation, the City agrees to meet with the Association to review and discuss the updated policy and to negotiate over any mandatorily negotiable issues.

12-1. Any employee, covered by this Agreement, who does not join the Union within thirty (30) days of the effective date of this Agreement, and any new employee, covered by this Agreement, who does not join within thirty (30) days of initial employment and any employee, previously employed in a unit covered by this Agreement, who does not join within ten (10) days of reentry into employment shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five (85%) percent of the regular Union membership dues, fees and assessments as certified to the City by the Union. The Union will establish a lawful demand and return system. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, fees and assessments. The Union's entitlement to the representation fees shall continue beyond the termination of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor Agreement between the Union and the City.

AGENCY FEE AND DUES CHECK-OFF

ARTICLE XII

11-19. Workers Compensation. All workers compensation, whether temporary or permanent disability shall be pursuant to and in such amounts as provided by the New Jersey Workers Compensation Law.

11-20. Civil Service Title Consolidation/Reduction Initiative. Members whose titles are changed as a result of the New Jersey Civil Service Title Consolidation/Reduction Initiative will continue to be paid at the same grade designation assigned to the old title prior to the implementation of the title consolidation.

14-2. Whenever a formal written complaint concerning an employee or his/her actions is to be placed in his/her personnel file, he/she shall be given the opportunity to rebut it if he/she so desires, and he/she shall be permitted to place said rebuttal in his/her file. If any disciplinary action is taken based on any formal complaint, then the employee shall be furnished with all details of the complaint, including the identity of the complainant.

14-1. A personnel file shall be established and maintained for each employee covered by this Agreement.

PERSONNEL FILE

ARTICLE XIV

13-1. As provided in the Civil Service Code, N.J.A.C.4A:1-1.1, et seq., it is understood that the City and the Union will adhere to and observe all applicable rules and regulations promulgated by the New Jersey Civil Service Commission

CIVIL SERVICE RULES

ARTICLE XIII

12-2. The City agrees to deduct membership dues in such amount as shall be fixed pursuant to the Bylaws and Constitution of the Union during the full term of this Agreement and any extension or renewal thereof. The dues or representation fee shall be deducted biweekly.

12-3. The Union agrees that it will indemnify and save harmless the City harmless against any and all claims, demands, losses or expenses (including reasonable attorney's fees) in any matter resulting from action taken by the City at the request of the Union under this Article.

14-3. All personnel files will be carefully maintained and safeguarded permanently and nothing placed in any file shall be removed there from. Removal of any material from a personnel file by any member shall subject that member to appropriate disciplinary action.

14-4. Employees shall have access to the number of accumulated sick and vacation balance as provided by payroll transmittal through their immediate supervisor.

ARTICLE XV

FULLY BARGAINED AGREEMENT

15-1. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues, which were or could have been the subject of negotiation. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both at the time they negotiated or signed this Agreement.

15-2. If, during the term of this Agreement, the State of New Jersey, the Federal Government or any agency thereof mandates minimum benefits in any area, the parties agree to reopen negotiations to bargain over the effect and impact of such mandated benefits on the parties' Agreement.

CITY OF PLAINFIELD
By: *Adrian O. Mapp*
Adrian O. Mapp
Mayor
Date: 6/12/2018

ATTEST:
[Signature]

PLAINFIELD MUNICIPAL EMPLOYEES ASSOCIATION
By: *[Signature]*
Date: 3/22/18

ATTEST:
[Signature]

16-1. This Agreement shall have a term from January 1, 2018 through December 31, 2021. If the parties have not executed a successor agreement by December 31, 2021, then this Agreement shall continue in full force and effect until a successor agreement is executed. Negotiations for a successor agreement shall be in accordance with the rules of the Public Employment Relations Commission.
16-2. Except as otherwise provided in this Agreement, the failure to enforce any provision of this Agreement shall not be deemed a waiver thereof.
This Agreement is not intended and shall not be construed as a waiver of any right or benefits to which either the City or the employees herein are entitled by law.
IN WITNESS WHEREOF, the Union has caused this Agreement to be signed by its President and Secretary and the City has caused this Agreement to be signed by its Clerk and its Corporate Seal to be placed hereon.

DURATION OF AGREEMENT

ARTICLE XVII