

AGREEMENT BETWEEN
THE BOARD OF COUNTY COMMISSIONERS
OF MORRIS COUNTY

AND

MORRIS COUNCIL NO. 6
NEW JERSEY CIVIL SERVICE ASSOCIATION

JANUARY 1, 2025 – DECEMBER 31, 2027

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Preamble

This agreement made and entered in this 4th day of December, 2024 by and between the Board of County Commissioners, County of Morris, a County Government of the State of New Jersey, hereinafter referred to as the County and Morris Council 6, N.J.C.S.A, hereinafter referred to as the Association, is the final and complete understanding between the County and the Association on all bargain able issues and as such will serve to promote and maintain a harmonious relationship between the County and those of its employees who are subject to this agreement in order that more efficient and progressive public service be rendered.

Article 1: Recognition and Scope

Section 1:

Effective January 1, 2021, the Mosquito Unit will no longer be a separate bargaining unit in Council 6. The Unit will merge into Council 6 as a Division of Public Works Department effective January 1, 2021. The County hereby recognizes the Association as the sole and exclusive representative of all full time, part time, classified, permanent and provisional employees under this Agreement for the purpose of collective negotiations pursuant to the New Jersey Employer-Employee Relations Act (N.J.S.A. 34:13A-1 et seq.) concerning salary, hours and other terms and conditions of employment in all County departments with the exception of the departments and positions listed below:

Prosecutors Investigators, Sergeants, Lieutenants, Detectives, Sheriff's Officers, Corrections Officers, and Board of Social Services, Housing Authority, Park Commission and Weights and Measures employees who have "police power".

In addition, excluded are certain supervisory positions, which are excluded by Memoranda of Agreement dated January 26, 1990, and November 30, 1998. Also excluded are managerial executives and confidential employees as defined by the New Jersey Employer-Employee Relations Act, as amended, as well as those employees excluded from coverage under this contract by written agreement of the parties. Also excluded are unclassified employees as defined pursuant to N.J.S.A. 11A:3-5 and any determinations made thereunder by the New Jersey Civil Service Commission Department heads as set forth on the prevailing Table of Organization of the County of Morris are excluded from coverage under this Agreement as well.

Section 2:

Any position title established during the term of this agreement shall be discussed with the Association and its unit placement negotiated between these parties. In the event that the parties cannot agree on the unit placement of a position title, either party is free to file a Clarification of Unit Petition to determine the status of the position title under this Agreement.

Section 3:

Provisions of this Agreement specifically deal with certain working conditions affecting the Automotive Service Center, Bridge Division, Road Division, Shade Tree, Water Division of the MUA, Recycling Division of the MUA, Compost Division of the MUA, Juvenile Detention Center, Youth Shelter, Medical Examiners Investigators, Buildings and Grounds, Library, Mosquito Control and Information Technology. Schedules A through I, which deal with the working conditions affecting employees of their respective departments, are attached hereto and made part hereof. It is the intuition of the parties, by the inclusion of these specific schedules (Schedules A – I), to have said provisions control over general provisions of this Agreement in the instances where these employees are affected. In the absence of any specific provisions in Schedules A – I, the general provisions of the contract will control.

Section 4:

Unless otherwise indicated, the terms "employee" or "employees" when used in this Agreement refer to all persons represented by the Association in the above defined bargaining unit.

Article 2: Vacation

Section 1:

In accordance with N.J.S.A. 11A:6-3, employees shall be granted vacation leave, pursuant to the following schedule, based upon length of service:

Length of Service	Vacation
Less than 1 year	1 day for each month worked during the first year of employment
From 1 st anniversary to 6 th anniversary	12 days
From 6 th anniversary to 12 th anniversary	15 days
From 12 th anniversary to 18 th anniversary	18 days
From 18 th anniversary to 24 th anniversary	21 days
After 24 th anniversary	25 days

Section 2:

The vacation period for employees shall begin January 1 of each year and continue in effect until December 31 of each year. Annual leave shall be taken subject to the needs of the service, during the current vacation period.

Section 3:

No employee shall have an accumulation of December 31st of any given year which exceeds the hours entitled to during the previous **12 months** of employment. There will be no exceptions or extensions to this policy.

Section 4:

Annual vacation shall be granted only with prior approval of the Supervisor and Department Head who may require six (6) weeks prior notice in writing of extended vacation. In scheduling vacations, management will consider seniority of employees involved and the orderly flow of work within the work unit.

Section 5:

An employee who during the calendar year returns from a continuous period of absence of more than six (6) months due to a disability, leave of absence, or layoff, shall not be eligible to a

vacation in that year until the employee has completed six (6) months in performance of duty after returning from such absence. These six (6) months in performance of duty need not be continuous but period of absence of eight (8) days or more shall not be credited in computing the required six (6) months. This section shall not deprive an employee of any justly earned vacation time or compensation thereof.

Section 6:

Upon termination of employment, an employee will be credited with annual vacation for only those months of the calendar year worked on the prorated basis of the existing vacation schedule. An employee who has, pro rata, used more annual vacation time than entitled to at the time of termination, shall have an amount equal to his/her daily rate of pay deducted from his/her final pay, for each day of annual vacation taken in excess of the number to which he/she was entitled. Vacation shall be prorated in accordance with the schedule above.

Section 7:

In the event an employee is on vacation and becomes ill and is under a doctor's care or is hospitalized, his/her vacation shall be terminated, and he/she shall be put on sick leave, if same is available, at the employee's option, provided the employee promptly notifies the County.

Article 3: Holidays

Section 1:

Employees shall be granted the following paid holidays:

- | | |
|----------------------------------|----------------------|
| 1. New Year's Day | 9. Labor Day |
| 2. Martin Luther King's Birthday | 10. Columbus Day |
| 3. Lincoln's Birthday | 11. Election Day |
| 4. Washington's Birthday | 12. Veteran's Day |
| 5. Good Friday | 13. Thanksgiving Day |
| 6. Memorial Day | 14. Christmas Day |
| 7. Juneteenth Day | |
| 8. Independence Day | |

In addition, at the discretion of the County, employees may be granted any other days declared to be holidays by proclamation of the President or Governor.

Floating Holidays:

The County, at its sole discretion and upon appropriate notice to the union, may convert the observance of Lincoln's Birthday and Election Day (paid holidays enumerated in this section) into "floating holidays" for the current year. Upon six months' prior notice, the County may elect to exchange any single floating holiday for another day in the same calendar year, which shall be recognized as a holiday, as defined by the terms of this article.

Section 2:

To be eligible for a paid holiday, an employee must have worked the last scheduled day before and after the holiday, unless on authorized leave.

Section 3:

Whenever any of the holidays enumerated above fall on a Sunday, the following Monday shall be observed as the official holiday. Whenever any of the holidays described above fall on a Saturday, the Friday immediately preceding shall be observed as the official holiday.

Section 4:

If an employee is required to work on any one of the holidays designated under Section 1 of this Article, he/she shall be granted one (1) day's compensatory time off for each such holiday worked.

Section 5:

The Friday after Thanksgiving shall be granted as an approved leave day off.

Section 6:

The County may change the observance of any one of the holidays enumerated under Section 1 above at its option at the time the annual holiday schedule is determined for a given year.

Section 7:

Effective January 1, 2022, the County added Juneteenth Day as a paid holiday.

Article 4: Sick Leave

Section 1:

Sick leave is hereby defined to mean absence from post of duty of an employee because of illness, accident, and exposure to contagious disease or attendance upon a member of the employee's immediate family seriously ill requiring the care or attendance of such employee.

Immediate family means father, mother, spouse, domestic partner, child, foster child, father-in-law, mother-in-law, grandmother, grandfather, grandchild, sister or brother of the employee. It shall also include relatives of the employee residing in the employee's household.

Section 2:

Each employee shall be entitled to sick leave credits at the rate of one day per month from the date of employment to the end of the calendar year of hire. If separation from employment occurs before the end of said year, and the employee has used more sick leave than appropriate on a pro rata basis, he/she shall have an amount equal to his/her daily rate of pay deducted from his/her final pay, for each day of sick leave taken in excess of the number to which he/she was entitled.

Each employee shall be credited with 15 days' sick leave annually for each succeeding calendar year of full-time employment which is accumulative. Sick leave cannot be used as terminal leave when leaving the employ of the County. If upon termination after a year's service an employee has used more sick leave than that to which he/she is entitled, he/she shall have deducted from his/her final pay an amount equal to his/her daily rate of pay for each day of sick leave taken in excess of the number of sick leave days to which he/she is entitled. Sick leave benefits shall be available to both temporary and permanent employees in accordance with law and existing practices.

Section 3:

Notice of absence is required as follows:

Each employee is required to notify his/her supervisor by one-half (1/2) hour before starting time on each day of absence, giving the specific reason for the absence, provided, however that shift personnel are required to call in two (2) hours before start time. Should the employee be unable to reach the supervisor, then the Personnel Office should be notified. Failure to give notification as required will result in loss of sick leave for that day and may constitute cause for disciplinary action. Failure to report absences from duty for five (5) consecutive business days shall constitute a resignation pursuant to Civil Service Rules and Regulations.

Section 4:

A certificate from a reputable physician in attendance shall be required as sufficient proof of need for absence or the need of the employee's attendance upon a member of the employee's immediate family. Where an employee is absent from duty due to illness less than four (4) days

at one time, the County may not require production of the physician's certificate. However, in the event of absence from duty due to illness for four (4) workdays or more at one time, the employee shall be required to submit a physician's certificate to his/her supervisor to justify payment of sick leave.

An accumulation of ten (10) sick days, the days have been taken at various times, except as noted above, may be approved without a physician's certificate. All sick time in excess of ten (10) days must be accounted for with a physician's certificate if the time is to be approved with pay.

In the instance of leave of absence due to contagious disease, a certificate from the Department of Health shall be required.

Section 5:

Any employee who retires shall be reimbursed for accumulated sick time based on the schedule below:

Thirty (30) percent of the value of sick time at time of retirement to a maximum of ten-thousand five-hundred dollars (\$10,500).

Eligibility for retirement shall be determined based upon receipt of State Pension benefits or Social Security retirement benefits.

Article 5: Storm Days and Emergencies

Section 1:

All employees may be required to work for storm days and emergencies. In the event that the employee cannot report to work because of a storm condition, the time lost from work will be charged against accumulated vacation time. In the event that no vacation time is accumulated, the time lost from work will be charged as time off without pay. If an employee is unable to report for work, the employee must follow the same procedure as that outlined for reporting an absence due to illness.

Section 2:

In the event of extreme weather conditions or other general emergencies necessitating the closing of County departments and agencies, an announcement of this closing shall be made via email or phone message and shall be noted on the Morris County website. All affected employees will then receive a day off work with pay. This shall be entitled "Storm or General Emergency Leave". Employees not affected, who must report to work, are Emergency Personnel who are responsible for the health or safety of the public, or for the protection of County property or the property of the general public.

If because of extreme weather conditions or other weather emergencies, County departments or agencies are closed before the end of the work shifts, all affected employees will receive time off work with pay, also entitled "Storm or General Emergency Leave".

Article 6: Working Hours and Work Week

The current practice and policy regarding the work week, hours of work and overtime will remain in effect except as otherwise specifically set forth herein.

A. Compensatory Time

1. Employees shall have the choice annually to earn cash or compensatory time when working over their regular scheduled work week. The choice must be made prior to January 1st to be effective for the upcoming calendar year.
2. Employees may accumulate compensatory time up to the employees' regular bi-weekly work hours.
3. Effective January 1, 2025 and each year following, accumulated compensatory time in excess of the employee's regular bi-weekly work hours will be paid in the first January paycheck of the following year at the hourly rate the employee is earning on December 31st of the previous year.

Article 7: Health Benefits

Section 1:

Eligible employees shall choose one of the below listed medical insurance plans. The employee's eligible dependents shall also be covered under the plan selected by the employee.

Medallion Plan
PPO (Employer's Medical Insurance Plan)
The HMO Plan

(a) Medallion

Effective January 1, 2012, Employees enrolled in the Medallion Plan shall contribute 60% of the difference between the cost of the Medallion plan and the PPO plan, plus 1.5% of base salary, plus 3% of the premium.

Notwithstanding, effective January 1, 2014, payroll deductions were based upon the greater of the negotiated amount above or Chapter 78.

An employee who is currently covered by the Medallion Plan and enrolls in the Employee's Medical Plan or the HMO option shall not be permitted to be enrolled back into the Medallion Plan unless there has been a change in the employee's spousal medical coverage or a change in the employee's family status.

In the event that the enrollment of the employees covered by this agreement in the Medallion Plan falls below sixty employees, the Medallion plan shall no longer be offered as an option. The remaining employee enrollment in the Medallion Plan shall be enrolled in either the Employer's Medical plan or HMO, at the employee's option.

Effective January 1, 2012, if the enrollment in the Medallion plan falls below forty employees the plan shall no longer be an option.

Employees hired after November 25, 1992, shall not be eligible for coverage under the Medallion Plan and they may select either the Employer's Medical Plan or HMO only.

Effective January 1, 2024, The Medallion Plan will no longer be an option.

(b) HMO Option

Effective January 1, 2012, Employees enrolled in HMO Option plan shall contribute 1.5% of salary. Notwithstanding, contributions shall not be less than the current contribution amount.

Notwithstanding, effective January 1, 2014, payroll deductions were based upon the greater of the negotiated amount above or Chapter 78.

(c) Employers Medical Insurance Plan

Each employee covered by the employer's Medical Plan (wraparound medical Insurance plan) shall have an amount deducted from each paycheck which shall be equal to the annual equivalent of three percent (3%) of the annual medical insurance premium.

Effective April 7, 2009, each employee covered by the Employer's Medical Plan shall have an amount deducted from each paycheck, which shall be equal to the annual equivalent of four-and one-half percent (4.5%) of the annual medical insurance premium. Upon expiration of the agreement, the dollar value of the deduction shall remain unchanged until a successor Agreement is negotiated.

Effective January 1, 2011, payroll deductions were pursuant to the 2011 Contract Extension.

Effective January 1, 2012, the Wraparound plan was discontinued, and the PPO plan was implemented.

Effective January 1, 2012, Employees enrolled in the PPO plan shall contribute 1.5% of base salary plus 2% of the premium.

Notwithstanding, effective January 1, 2014, payroll deductions were based upon the greater of the negotiated amount above or Chapter 78.

Effective April 7, 2009, plan changes to deductibles and co-payments for active employees and eligible retirees shall be implemented pursuant to the Memorandum of Agreement signed between the parties on November 26, 2008.

Section 2:

Effective April 7, 2009, the co-pay for the prescription drug plan for employees and their eligible dependents shall be:

\$5.00 for generic drugs
\$10.00 for brand name drugs
\$20.00 for formulary

Effective January 1, 2012, the co-pay for the Prescription Drug Plan for employees and their eligible dependents shall be:

\$1.00 for generic drugs
\$20.00 for brand name drugs
\$35.00 for formulary

Section 3:

An employee, full-time or part-time, who is eligible for health benefits prior to January 1, 1993, remains eligible for health benefits during the term of this agreement as long as he/she regularly works twenty (20) or more hours each week.

An employee hired on or after January 1, 1993, must work thirty-two (32) hours or more each week to be eligible for health benefits.

Section 4:

Employer will offer a plan by which employees may set aside a portion of their salaries in the form of flexible spending accounts, pursuant to Section 125 of the Internal Revenue Code, for payments of unreimbursable eligible medical or dependent care expenses.

Section 5:

(a) Employees enrolled in medical and prescription plans may elect to waive their coverage provided proof of coverage through another source can be demonstrated. Employees who waive their medical and prescription coverage shall receive a monthly payment in lieu of insurance depending upon the type of coverage of which they are eligible, as follows:

Employee Only Coverage: \$75.00 per month
Parent/Child Coverage: \$140.00 per month
Family coverage: \$200.00 per month

(b) In the event that coverage through another source is eliminated, the employee may re-enroll in the County medical and prescription plans (the Employer's Medical Insurance Plan or HMO Option). In such an event, re-enrollment in the Medallion Plan will be permitted if the Medallion Plan is still available and only if there has been a change in spousal medical coverage or change in family status.

Section 6:

The County of Morris shall pay the premium cost for an employee coverage dental insurance plan only to a maximum of \$9.83 per month (\$118.00 maximum annual or prorated for less than a full year coverage) per employee. It is understood and agreed that any dental premium amount charged by the authorized carrier in excess of \$118.00 annually shall be equally shared by the employee and the County. It is further understood that any increase(s) in the dental premium charged by the authorized carrier during the term of the Agreement for employee coverage only shall also be shared equally by the employee and the County. Effective January 1, 2025, the provided benefit plans will include an option for the employee to elect dependent coverage for any dental plan providing the same level of benefit as provided for the employee. The total cost of the premium charged for the dependent coverage shall be paid by the employee. Any increases in the dental premium charged by the authorized carrier during the term of the Agreement for dependent

coverage shall be the sole responsibility of the employee. The employees' contribution shall be deducted in equal periodic amounts from their paychecks.

Section 7:

It is understood and agreed that subsequent to the initial selection of the insurance carrier, the County retains the unilateral right to select the insurance carrier or to be self-insured. Notwithstanding any such changes, the level of benefits and administrative procedures shall remain substantially the same.

Section 8:

The Hospital, Surgical, Major Medical Plan and Prescription Drug Plan and HMO Option shall be made available to new employees within three (3) months of the date of employment.

Pre-admission Review and Individual Case Management programs will be continued during the life of this agreement.

Section 9:

The Employer shall assume the entire cost of health and hospital benefit insurance coverage (base hospital major medical wraparound plan or its equivalent) for employees covered by this Collective Bargaining Agreement who:

1. Retired in good standing on a disability pension; or
2. Retired in good standing with 25 years or more service credits in a New Jersey State or locally administered retirement system and at least 15 years of service with the County at the time of retirement; or
3. Retired in good standing at the age of 62 or older with at least 15 years of service with the County.

Each retiree and his/her eligible dependents shall receive this benefit provided they annually advise the County of all other health and hospital coverage under which they are covered through any other source.

Employees hired on or after January 1, 2012, who retire and meet the criteria for County paid health insurance, will receive a plan for the employee only. Employees hired on or after January 1, 2012, and meet the requirements for County paid health insurance will have the option to add their eligible dependents to the plan at the expense of the retiree.

Employees hired after January 1, 2012, must have thirty (30) or more years of service credits in a New Jersey State or locally administered retirement system and at least 15 years of service with the County at the time of retirement; to be eligible for County paid health insurance. If future pension reform legislation does not increase the minimum number of years of service needed to be eligible for retirement, then the number of years needed for County paid health

insurance shall remain at 25 years.

Employees hired after February 4, 2016, shall be eligible for County paid health insurance upon retirement for the employee only and shall continue on the County's retiree health plan until eligible to enroll in Medicare. Upon becoming eligible for Medicare, the retiree shall no longer be eligible for County paid health insurance and shall no longer be enrolled in a health insurance plan with the County assuming the partial cost of the premiums pursuant to applicable law. Employees hired after February 4, 2016, shall not be eligible for Medicare Part B reimbursement upon retirement from the County.

Article 8: Group Life Insurance

Section 1:

Insurance is automatically provided upon enrollment in the Public Employee's Retirement System of New Jersey with total coverage equal to three (3) times the annual base wage of the employees, as provided below.

Section 2:

Under the Public Employee's Retirement System of New Jersey, one and one-half (1½) times the amount of base annual wage life insurance is provided free of charge.

Section 3:

After the first 12 months membership, (during which the remaining 1½ times contributory insurance is mandatory, at the employee's expense at the prevailing rate established by the System) the employee may thereafter, at the employee's option, withdraw from the contributory insurance only, provided required notification is given.

Section 4:

Upon retirement under the Public Employee's Retirement System, the coverage constituted becomes a paid-up policy equal to presently 3/16ths of the base pay at the time of retirement.

Section 5:

All mandatory legislation on group life insurance enacted during the term of this agreement shall be implemented. All enabling legislation on group life insurance relating to these employees enacted during the term of this agreement will be subject to negotiations.

Section 6:

Any employee terminated for disability shall be advised by the Personnel Division of his/her rights.

Article 9: Personal Leaves

Section 1: Jury Duty

All full-time employees and part-time employees on annual salary and working a fixed work week shall be eligible for jury duty leave.

Eligible employees shall be granted leave with full pay for the time lost from work while attending jury duty. Employees will not be required to reimburse the County for fees and mileage received from the Court.

Employees shall submit the jury duty summons to their supervisor within one workday of receipt so that adequate plans may be made within the department.

Section 2: Military Leave

Military Leave shall be provided pursuant to New Jersey Civil Service Personnel Manual (Local Jurisdiction) Part 17-3, "Military Leave" and said part is hereby incorporated herein by reference.

Section 3: Bereavement Leave

The County shall provide bereavement leave with pay not to exceed three (3) working days in the case of death of an employee's spouse, domestic partner, children, brothers, sisters, mother, father, mother-in-law, father-in-law, grandchildren, grandparents, stepmother, stepfather, or stepchild. Additional days may be approved by the supervisor and charged against sick leave.

The County shall provide one workday's bereavement leave with pay in the case of death of a relative of the second degree, that is uncle, aunt, niece, nephew, cousin, sister-in-law or brother-in-law. Such leave day is not chargeable against sick leave.

As soon as possible, an employee shall notify his/her supervisor of a death in his/her family, and of his/her need for leave. Notification must be given as in the case of illness under Article 4, Sick Leave, Section 3. Proof of death may be required by the County Director of Personnel.

Section 4: Maternity Leave

- (a) A Maternity Leave of Absence without pay will be granted to full-time employees having permanent status upon proper advance notification to their supervisor of their probable date of delivery and expected date of return to work.
- (b) The leave shall be taken at a time determined by the employees in connection with and confirmed by written verification from her physician. The County reserves the right to request medical confirmation of the employee's ability to perform her job duties by a physician other than the employee's personal physician. If this is necessary, the employee will be provided with the names of three (3) medical doctors from which she may select one (1) for the purpose of obtaining medical confirmation of her ability to perform normal

duties. The County will pay for any examination by a doctor other than the employee's personal physician.

- (c) In the event of a disagreement between examining physicians, the County reserves the right to decide which report to accept.
- (d) Return to work at the same or a comparable position will be approved only after a reasonable period of time as certified by the employee's physician and, if required, by the County doctor. Employees are expected to return to regular duties within six (6) months from commencement of the leave unless an extension of time has been requested and approved prior to the expiration of the six (6) months. Continued absence will be cause for termination of employment.
- (e) The employee's accumulated sick leave and vacation leave may be used during the period of absence to the extent it is available, if the employee desires.

Section 5: Other Leaves

Time off, other than sick leave, vacations, holidays, bereavement or military leave, may be honored when warranted by the County of Morris. For a leave without pay, the employee shall submit a written request to the Supervisor at least 30 days in advance stating the reason for the request, and the time required. This request will be forwarded to the Board of County Commissioners and promptly answered. If the employee's required absence exceeds the normal pay period, the employee shall be required to report to the Personnel Office to make suitable arrangements for pension payments, insurance, hospitalization and other matters required during the leave period.

Section 6: Administrative Day/Personal Day

1. Each employee shall be entitled to an allowance of one (1) workday's leave upon written request to and the approval of his/her department head only for the following reasons:
 - A. Court Subpoena
 - B. Marriage of Employee
 - C. Personal business which cannot be attended to outside of work hours
 - D. Established religious days
2. Each employee will be granted one (1) personal day without the requirement of any of the above stated reasons, provided the employee obtains prior approval.

Effective April 7, 2009, the above referenced Administrative Day shall be converted to a personal day. If an employee has already taken an Administrative Day for 2009, that day will count toward the allotted personal days for 2009.

Administrative leave and personal leave, as noted above, shall be non-cumulative.

Article 10: County Rights and Responsibilities

Section 1:

In order to effectively administer the affairs of the County Government and to properly serve the public, the County of Morris, hereby reserves and retains unto itself, as public employer, all the powers, rights, authority, duties and responsibilities conferred upon and vested in it by law prior to the signing of this agreement. Without limitation of the foregoing, management's prerogatives include the follow rights:

1. To manage and administer the affairs and operations of the County.
2. To direct its workforce and operations.
3. To hire, promote and assign employees in accordance with the law.
4. To demote, suspend, discharge, or otherwise take disciplinary action in accordance with law. The requirement of taking disciplinary action against employees for cause and in accordance with law is applicable only to permanent employees under Civil Service.
5. To promulgate reasonable rules and regulations, from time to time, which may affect the orderly and efficient administration of County government.

Section 2:

The County's use and enjoyment of its powers, rights, authority, duties and responsibilities, the adoption of its policies and practices or the promulgation of rules and regulations in furtherance thereof, and the exercise of discretion pursuant thereto, shall be limited only by the terms of this Agreement and to the extent same conform to laws of New Jersey and of the United States.

Section 3:

Nothing contained in this agreement shall operate to deny to or restrict the County in exercise of its rights, responsibilities and authority pursuant to the laws of this State or of the United States.

Article 11: Public Employees Committee

The public employer agrees that the public employees shall have the right through a three (3) member committee from Council #6 to make recommendations and suggestions in connection with preparations, revisions and amendments of the rules and regulations promulgated by the public employer from time to time.

On a quarterly basis, these representatives from Council #6 will meet with the County Commissioners or their representatives to discuss mutual work relationships, the object being to promote better communications. It shall be noted that these meetings shall not be used for any grievance proceedings.

Article 12: Agreement Not to Strike

The Association acknowledges that the common law of New Jersey prohibits strikes and the Association agrees not to strike during the term of this Agreement.

Article 13: General Provisions

This Agreement constitutes the complete and final understanding and resolution by the parties of all bargainable issues which were or could have been the subject matter of negotiations between the parties. During the life of this Agreement except where otherwise provided herein, neither party shall be required to negotiate with respect to any matter, whether or not covered by this Agreement or whether or not within the knowledge or contemplation of either or both parties at the time they negotiated and executed this Agreement.

Section 2:

If any provisions of this Agreement or application of this Agreement to any employee or employees covered hereunder is held invalid by operation of law, by Legislative Act, or by a Court or other Tribunal of competent jurisdiction, such provision shall be inoperative, but all other provisions contained herein shall not be affected thereby and shall continue in full force and effect.

Section 3:

All terms of masculine gender shall be construed to include the feminine gender and all terms stated in the singular shall be construed to include the plural unless a different intention is clearly understood from the context in which such term is used.

Section 4: General Information

- A. Physical Examinations may be required from time to time at the expense of the Public Employer.
- B. Change of address of an employee must be reported to the employee's supervisor immediately.
- C. Where the job requires, residence by County Employees may be required to be in Morris County.
- D. Change of family status: The employee is advised to inform the Personnel Office immediately of any additions, deletions or changes in family status, for the purpose of keeping employment records up-to-date, and for possible changes in life insurance and retirement beneficiaries, hospital, medical-surgical dependents and for tax purposes. To change dependents for tax purposes, it is necessary to fill out a W-4 form, Employee's Withholding Exemption Certificate.

Article 14: Posting of Non-Supervisory Position Vacancies

Non-supervisory vacancies will be posted in each department, and an interview will be made available to all employees within the department who are interested in filling the vacancy. An attempt will be made to fill the vacancy from within the department if in the opinion of the Department Head it is feasible to do so.

Article 15: Call Outs

All Call Outs between the hours of 12:00 a.m. and 6:00 a.m. shall be compensated at the rate of a 4 hour call out if the time worked is less than 4 hours. All call outs between the hours of 6:00 a.m. and 12:00 a.m. shall be compensated at the rate of 2 hour call out time if the time worked is less than 2 hours. The call out provisions to apply to employees except those on the stand-by crew and those on the normally scheduled crew for that time period.

In the event actual time worked on call out should exceed the 4 hours or 2 hours provided, compensation in such event would be commensurate with the time worked.

Article 16: Maintenance of Terms and Conditions

The terms and conditions of employment agreed to and set forth in Schedules A – I, attached hereto, shall be maintained by the County during the life of this Agreement.

Article 17: Grievance Procedure

Section 1: Definition

A. Contractual Grievance

A contractual grievance is any dispute relating to the violation, interpretation, or application of the terms of this Agreement, but shall not include:

1. Matters which involve the interpretation or application of a Civil Service Rule or Regulation of N.J.S.A. 11A:1-1 et seq. the Civil Service Law, and in which a method of review is prescribed by law, rule or regulation,
2. Matters where the County is without authority to act.

Employees who completed their first ninety (90) days of employment shall have the right to grieve and arbitrate all disciplinary actions not covered by the appeal procedure of the Civil Service Commission.

A contractual grievance may be processed up to and including Step 4 of the grievance procedure and such decision of the arbitrator shall be final and binding.

B. Non-contractual Grievance

A non-contractual grievance is an alleged misinterpretation, misapplication or violation of the policies or administrative decisions affecting the employee organization. Non-contractual grievances shall be processed up to and including Step 3 of the procedure and such decision of the Board of County Commissioners shall be final.

C. Immediate Supervisor

An employee's immediate superior is the person to whom the aggrieved employee is directly responsible under the prevailing Table of Organization.

Section 2: Purpose

The purpose of the grievance procedure is to secure equitable solution to the problems which may arise affecting the terms and conditions of employment. Whether a grievance has been presented under the correct grievance procedure shall be determined by the grievance definition set forth herein, which definition shall govern and limit the scope of contractual and non-contractual grievances.

The parties agree that disputes should be resolved at the lowest possible administrative level. Thus, the parties shall encourage the informal resolution of disputes by discussion of complaints between an individual and his immediate superior and only in the event that such discussion fails to produce a satisfactory adjustment of the complaint shall it be reduced to writing and submitted as a grievance.

Section 3: Procedure

An aggrieved employee must file his grievance in writing with his immediate superior within ten (10) calendar days of the occurrence of the matter complained of, or within ten (10) calendar days after he or she would have reasonably been expected to know of its occurrence. Failure to act within said time period shall constitute an abandonment of the grievance.

Step 1:

Once timely filed, the aggrieved employee shall discuss the grievance with his immediate superior. If the grievance is not resolved satisfactorily or if no resolution is made within three (3) work days by the immediate superior, the employee must present his grievance to his/her Department Head. The procedure and the time limits for resolution at that level shall be the same as that discussed above for the immediate superior.

Step 2:

In the event there is not a satisfactory resolution of the grievance at Step 1 or an answer given within the time period, the aggrieved employee may present his/her grievance to the County Director of Labor Relations within five (5) work days thereafter. Upon receipt of the grievance, the Director of Labor Relations shall investigate the grievance and shall render a decision thereon within ten (10) workdays.

Step 3:

In the event there is not a satisfactory resolution of the grievance at Step 2 or a decision rendered by the Director of Labor Relations within the time allowed, the aggrieved employee may appeal to the County Administrator within ten (10) work days thereafter. Where an appeal is filed with the County Administrator, the grievant shall file:

1. Copy of the written grievance discussed below.
2. A statement of the results of prior discussions thereon, and
3. A statement of the grievant's dissatisfaction with such results.

If the grievant in his appeal to the County Administrator, does not request a hearing, the County Administrator may consider the appeal on the written record submitted to it or the County Administrator or his/her designee may, on his/her own, conduct a hearing; or may request the submission of additional written material. Where additional materials are requested by the County Administrator or his/her designee, copies thereof shall be given to the aggrieved employee who shall have the right to reply thereto. Where the grievant requests in writing a hearing before the County Administrator or his/her designee, a hearing shall be held.

The County Administrator shall make a determination within thirty (30) days from the receipt of the grievance and shall give written notification to the aggrieved employee, his/her representative, if there is to be one, and other parties if any, of his/her determination. This time

period may be extended by mutual agreement of the parties.

Step 4:

In the event a contractual grievance is not resolved at Step 3, or a decision rendered by the County Administrator within the time provided above, the aggrieved party may submit the contractual grievance to final and binding arbitration as provided in Rule 19:12-14 of the Rules and Regulations and Statement of Procedure of the New Jersey Public Employment Relations Commission.

The Arbitrator selected in accordance with the procedure outlined above shall conduct a hearing within a reasonable time after designation by the Public Employment Relations Commission. There shall be no appeal from the arbitrator's decision as each such decision is final and binding on the Association and its members, the employee or employees involved, and the County of Morris. The arbitrator shall make his or her judgment based on the express terms of this Agreement and shall not be authorized to add to or subtract from any of the terms of this Agreement. Expenses for the arbitrator shall be shared equally by the County of Morris and the Association.

Copies of the award of the arbitrator, made in accordance with his or her jurisdictional authorization as set forth above, shall be furnished to both parties within thirty (30) days of the hearing.

In the presentation of a grievance, an employee shall have the right to present his or her own appeal or to designate a representative to appear with him or her at any step in his appeal.

Whenever the employee appears with a representative, the Board shall have the right to designate a representative to participate at any stage of the grievance procedure.

Article 18: Salary Progression Schedule and Employee Evaluations

Section 1: Wages

2025

Effective January 1, 2025, employees shall move onto the 2025 Salary Guide. All employees will receive a salary increase of 3.75% across the board. There will be no step movement.

2026

Effective January 1, 2026, employees shall move onto the 2026 Salary Guide. All employees will receive a salary increase of 3.0% across the board. There will be no step movement.

2027

Effective January 1, 2027, employees shall move on to the 2027 Salary Guide. All employees will receive a salary increase of 3.0% across the board. There will be no step movement.

Appendix A: Job Titles

Appendix B: Salary Guide and Progression Schedule

Section 2: General Guidelines Applicable to all Employees

The County shall evaluate each bargaining unit member in accordance with the Morris County Performance Appraisal Form. Every evaluation shall be conducted by the employee's immediate supervisor and reviewed by the applicable division head. Final approval shall be made by the department head. The employee will be given the opportunity to comment upon the evaluation.

It is the purpose of the County to evaluate all employees at least once per year. The purpose of the evaluation is to train and evaluate personnel so they can deliver work performance at the highest possible professional level.

- A. Notwithstanding the employee performance evaluation procedures set forth herein, all employees shall be formally evaluated at least once per year. It is recommended that the employee's immediate supervisor sits with the employee six (6) months prior to the date of the evaluation to assess the employee's performance.
- B. The County reserves the right to discipline personnel in accordance with State Law. Withholding of step movement shall not be done for disciplinary reasons and shall not be considered disciplinary action under the terms of this Agreement.

- C. All personnel assigned the responsibility of evaluating other employees shall be required to make monthly notations of performance. The purpose of this monthly notation is to provide periodic counseling of employees by their evaluators and to ensure that the year-end evaluation has a continuous factual record. These notations may be reviewed by the employee.
- D. It shall be the responsibility of the employee's immediate supervisor to submit a written job performance evaluation on an approved Morris County Performance Appraisal form to the appropriate division head in January. It shall be the responsibility of the supervisor to conduct the employee job performance evaluation. The job performance evaluation shall include a statement by the supervisor indicating whether or not the employee has performed in a satisfactory or unsatisfactory capacity. In the event of an unsatisfactory performance rating or lower, it shall be the responsibility of the supervisor to notify the division head of his/her determination.
- E. Upon completion of an unsatisfactory employee job performance evaluation the employee supervisor shall submit his/her findings to the division head. Upon review, the department head finds the submitted evaluation of the employee to be unsatisfactory, remedial action shall be implemented.
- F. Upon the completion of a satisfactory employee job performance evaluation in January, the employee shall be evaluated in April using the mid-year review check off Performance Appraisal form unless the employee has developed performance deficiencies since the January evaluation.

Section 3: Step Movement

It is established herein that in no event shall employees advance on the salary progression schedule following the expiration date of this labor agreement. There shall be no step increases or salary adjustments of any kind whatsoever pursuant to the salary progression schedule after December 31, 2027, unless the parties agree to extend the provisions of this article. These provisions shall terminate on December 31, 2027.

Employees promoted to a higher position title shall be eligible for advancement on the salary progression schedule to the next applicable step, provided the employee has at least one year of service with the County as of July 1 of each year of this Agreement. If the salary increment increase is less than 5%, the employee will be placed on the next applicable step in the new title.

All employees shall be subject to the following procedures in order to be paid a step increase:

- A. The County reserves the sole right to establish each new hire's salary at any level between the minimum and maximum salaries within the range for that employee's job category.
- B. Step increases shall be granted only to employees who qualify for step increases by virtue of their requisite one-year in service in step and whose performance is satisfactory as determined in accordance with the Morris County Performance Appraisal process. An employee who is scheduled for step increase on the next

succeeding July 1 step progression date will be notified in his/her January evaluation by his/her department head if there are any performance deficiencies that could lead the department head to recommend that the employee not be advanced to the next step on the range.

- C. In accordance with the performance evaluation process, if, in the determination of the department head, an employee's performance is unsatisfactory, the employee shall be advised in writing in the January evaluation of his/her performance deficiencies and will be provided with written recommendations as to how the employee may improve his or her performance. Upon receipt of such performance deficiencies, the employee shall be re-evaluated using the Morris County Performance Appraisal form in the next succeeding April following the January evaluation. If the employee's performance subsequently improves and the employee receives a satisfactory evaluation in April, he/she will receive the scheduled step increase at the next succeeding salary progression date.
- D. An employee who receives an unsatisfactory evaluation in his/her April evaluation (either because of failure to improve performance deficiencies noted in his/her January evaluation or because of performance deficiencies that have developed since his/her January evaluation) will not receive any scheduled step increase as provided on the salary progression schedule.
- E. An employee who is not eligible to advance on the step progression schedule because of performance deficiencies may file a grievance concerning his/her own evaluation provided that any such grievance shall terminate at Step 3 (County Administrator's decision) and shall not be subject to arbitration. If an employee remains "frozen", however, in a step range after one (1) year because of a second unsatisfactory evaluation in the subsequent evaluation in January, he/she may file a second grievance concerning this subsequent evaluation and that grievance will be subject to the grievance arbitration. The standard to be applied by the arbitrator in rendering a decision concerning the employee's grievance concerning his/her evaluation shall require that the burden be upon the employee to prove that the County's evaluation was arbitrary and capricious. If the arbitrator sustains the grievance the employee may be awarded a retroactive step increase back to the effective date of the preceding year in which the scheduled step increase was denied.
- F. The County and Union agree to establish a joint advisory Labor Management Committee to oversee the evaluation process. This Committee shall meet only on non-working time. It shall remain, however, the sole and exclusive authority of the County of Morris to evaluate its employees.

In order to be eligible for advancement on the salary progression schedules to the next applicable step, an employee must serve a minimum of one (1) year in his/her current step; provided however, that an employee promoted to a higher position title shall be eligible for advancement to the next applicable step if the employee has at least one year service with the County as of July 1 of each year of this Agreement.

- G. Employees promoted who are off the salary guide shall receive a five percent (5%) increase.

Article 19: Longevity

Section 1:

Each employee actively employed prior to July 1, 1990 and covered by this agreement shall be paid in addition to the rates of pay set forth in Article 18 set forth above, a longevity increment based upon years of service with the Public Employer in accordance with the following schedule:

<u>Years of Continuous Service</u>	<u>Percentage</u>
From 3 Ann to 8 Ann	1
From 8 Ann to 12 Ann	3
From 12 Ann to 16 Ann	5
After 16 th Ann	7

Section 2:

Any and all longevity shall accrue and be effective after ninety (90) days of employment provided such employee shall have requested in writing permanent status under Civil Service requirements. Any time period shall commence to run from the date of making such requests.

Section 3:

Employees carried in a temporary status for extended period of time through no fault of their own, shall be entitled to have the time of employed in temporary status after the initial ninety (90) day period counted in their total length of continued service for the purpose of entitlement to longevity benefits under this contract.

Section 4:

The provisions of this Article 19 shall apply only to employees actively employed prior to July 1, 1990.

Article 20: Application of Benefits

The fact that provisional and part time employees are included under the terms of this agreement does not (unless otherwise expressly stated in this agreement) confer upon them the benefits that permanent, full time employees of the County of Morris are receiving or will receive under this Agreement.

Part-time employees shall receive sick leave and vacation credits on a pro rata basis. The proration shall be computed based on the percentage of full-time work the employee performs.

Further, the provisions of this Agreement shall not apply to any employee who has left the employ of the County of Morris prior to the date of signing of this Agreement by both parties, provided however, the salary article shall retroactively apply from January 1, 2025, through the date of retirement of any employee retiring prior to date of signing of the Agreement. The estate of a deceased employee who dies prior to date of signing of the Agreement shall receive the employee's salary adjustment retroactively from January 1, 2025, to the employee's last date of employment.

Article 21: Pensions

The Public Employer shall provide pension and retirement benefits to employees covered by this agreement pursuant to provisions of the statutes and laws of the State of New Jersey. All new legislation which is mandatory will be implemented and all new enabling legislation will be subject to negotiations.

Article 22: Liability Insurance

During the term of this Agreement, the County shall continue the existing liability insurance coverage for employees covered by this Agreement during performance of their duties.

Article 23: Association Membership Dues Deductions

Section 1:

Upon request, the County agrees to deduct from the salaries of those of its employees who authorize it, membership dues in the Association. Authorization must be in writing and comply with the provisions of N.J.S.A. 52:14-15.9e of the statutes of New Jersey. Deductions shall be in compliance with law each pay period, and monies collected together with records of any corrections shall be transmitted to the Treasurer of the Association by the first of each month following collection.

Section 2:

If during the life of this Agreement there shall be any change in the rate of membership dues, the Association shall furnish to the County written notice to the effective date of such.

Section 3:

The Association will provide the necessary dues deduction form and will secure the signatures of its members on the forms and deliver the signed forms to the Director of Personnel. The Association shall indemnify, defend, and save the County harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken by the County in reliance upon salary deduction authorization cards submitted by the Association.

Section 4:

All new employees will be informed of the existence of Association Agreement at the time of hire by the Personnel Department and furnished with a copy thereof by the Association representative at the time the employee authorizes dues deduction.

Article 24: Association Rights

It is recognized by the parties to the Agreement, that the responsibility of handling grievances, administering this contract, and disposing of disputes which may arise, is a duty of the Association. It may be necessary for certain officers and representatives of the Association to attend these matters during the County's hours of operation. The right to conduct business by these representatives on County time is recognized as follows:

- A. The President of the Association shall be permitted approximately one (1) hour each working day, during which time he/she may conduct Association business via telephone at his/her duty station.
- B. In addition to the time provided to the Association President for telephone contact, he/she shall be permitted up to three hours per week unassigned time which shall be used when necessary to conduct Association business, provided, however he/she shall obtain prior approval for the use of such unassigned time from his/her immediate supervisor, which approval shall not be withheld.
- C. Two (2) members of the Association's Grievance Committee shall be permitted to conduct the business of the Committee which consists of conferring with employees and management on specific grievances in accordance with the grievance procedure set forth herein, during the duty hours of the members without loss of pay. One of these representatives may be the President of the Association.

The County of Morris agrees that there shall be no discrimination, interference, restraint, or coercion by the County or any of its agents against any employee because of his/her membership in the Association or because he/she is conducting within the limits prescribe above lawful activities on behalf of the Association.

The Association agrees it will not intimidate employees into membership or into conducting business of the Association on County time. The Association further agrees it will restrict the conduct of Association business by its members on County time to the times and circumstances set forth above.

Convention Leave shall be paid by the County in accordance with New Jersey law, N.J.A.C. 4A:6-1.13. A total of five (5) paid days' leave for the bargaining unit shall be granted to attend Shop Steward training and a total of five (5) unpaid days' leave shall be granted to attend seminars and conferences. The Shop Steward shall obtain prior written approval for the use of such time from the Shop Steward's Department Director, and file the approved request with the Office of Labor Relations. Such approval shall not be unreasonably withheld.

Article 25: Expansion of Benefits

In the event the Board of Commissioners of Morris County should voluntarily grant major benefit improvements which normally would have uniform application among various groups of County employees or should voluntarily grant improved insurance benefits to any other group of County employees during the term of the Agreement, such benefits shall be granted on the same terms and conditions to employees covered by this Agreement without need for further negotiations. Improved insurance benefits shall include, but not be limited to, dental plans, optical plans and prescription drug plans.

The foregoing clause shall not apply to any benefits directed to be given by an arbitrator in Police and Fire Interest Arbitration applying to County employee groups including employees of boards and commissions of Morris County.

Article 26: Non-Discrimination

Neither the County nor the Association will discriminate against any employee because of race, creed, color, national origin, ancestry, age, marital status, sex, physical handicap, or liability for service in the Armed Forces of the United States.

Article 27: Disability Leave

For the employees covered by this Collective Bargaining Agreement, the disability plan currently in effect shall be continued during the term of this Agreement. The maximum weekly disability benefit for eligible employees shall be \$255.00 per week and the employee's annual contribution shall be \$67.24 per year.

These disability benefits are paid to all eligible employees covered by this Collective Bargaining Agreement who have exhausted their sick leave and are unable to work because of sickness or off the job accidents.

Benefits would not be payable for a disability beginning before completion of the ninety (90) day "probation period" when first employed. The average weekly wage would be calculated on the earnings in the eight calendar weeks immediately before the week in which the disability begins. The total wages earned during these weeks worked are divided by the number of weeks worked in the eight-week period to obtain the average weekly wage. The benefit will be two-thirds ($2/3$) of the average weekly wage. Morris County would remain as guarantor.

Article 28: Duration

This agreement shall be in full force and effect as of the first day of January 2025 and shall remain in full force and effect through the thirty-first day of December 2027.

All provisions from January 1, 2022, through December 31, 2024, contract not modified herein, shall remain the same. If either party desires to modify or terminate this Agreement, it must notify the County by no later than September 30, 2027.

If no such notice is received by September 30, 2027, this Agreement shall continue thereafter -unless and until the parties execute a successor agreement.

The representatives of the parties below agree to recommend in good faith these terms and conditions of employment.

IN WITNESS WHEREOF, the parties have hereunto subscribed their hands and seals the day and year first above written.

ATTEST:

Debra L Lynch

MORRIS COUNTY
BOARD OF COUNTY COMMISSIONERS:

Christa Myers

ATTEST:

MORRIS COUNCIL NO. 6,
NEW JERSEY CIVIL SERVICE ASSOCIATION

Dana Russo

Ruth Bianco

Markel Mi

SCHEDULE A
Public Works

This schedule is for Automotive Service Center, Bridge Division, Road Division and Shade Tree Division only. All terms and conditions are as per "Main Agreement" except as modified below:

Work week:

- (a) The normal work week shall be forty (40) hours. The work year shall be 52 weeks.
- (b) ROAD DEPARTMENT ONLY:
(Day shift only) Inclement weather before noon will receive 12 hours worked, after noon will receive 11½ hours worked, if the general call out is in effect till 7:30 p.m.
- (c) Effective January 1, 2023, the normal business hours for Public Works (Roads, Bridges, Shade Tree, Mosquito, and Motor Services) will be 7:00 am until 3:30 pm.

Overtime:

Time and one-half (1½) shall be paid for all work performed in excess of eight (8) hours in a day. This applies only to the Automotive Service Center, Bridge Division, Road Division, and Shade Tree Commission.

Time and one-half (1½) shall be paid for all work performed in excess of forty (40) hours in any work week.

Effective April 1, 2024, employees in the job titles of Road Inspector, Senior Road Inspector, Senior Engineer and Supervising Road Inspector are to be paid accordingly in cash not compensatory time when they are assigned or respond to an emergency as a Road Opening Inspector.

The parties recognize that planned road openings often occur during off duty hours. The Road Opening Inspector must be present during the entire time the road is open for repair. The parties also acknowledge in the event of an emergency, the Road Opening Inspector must also be present.

All paid time, with the exception of sick time, will be included in the computation of overtime beyond forty (40) hours worked in any week.

Call Outs:

All call outs between the hours of 12:00 a.m. and 6:00 a.m. shall be compensated at the rate of a four (4) hour call out if the time worked is less than four (4) hours. All call outs between the hours of 6:00 p.m. and 12:00 a.m. shall be compensated at the rate of a two (2) hour call out if the time worked is less than two (2) hours. In the event the actual time worked on a call out should exceed the four (4) hours or two (2) hours provided, compensation shall be commensurate with time worked. Call outs are compensated at the employee's straight time hourly rate of pay.

Employees called out on weekends shall be compensated pursuant to the applicable call out and overtime provisions of this schedule.

Standby Allowance:

Only one employee from Public Works shall be assigned to standby duty and shall receive a standby allowance of \$150.00 per week. Standby will be on a voluntary basis. In the event there are no volunteers, one will be appointed.

Scheduled Overtime Assignments: (From on or about November 15 through on or about April 15)

Overtime shall be by position title required, using a rotating list based upon employee's length of service.

Emergency Call Outs:

Required personnel shall be called out using the volunteer list for the district requiring such personnel. The volunteer list shall be a rotating list based upon length of service and position title required.

Meal Reimbursement: **NO LONGER IN EFFECT.**

Effective July 18, 2023, the meal reimbursement plan including tickets and vouchers was eliminated, and all outstanding meal tickets and vouchers are null and void.

WITH RESPECT TO EMERGENCY SNOW REMOVAL AND RECUPERATION TIME, it is the intent of the parties that these provisions apply primarily to the Road Division. However, to the extent that the County deems it necessary to use employees from Automotive Service Center, Bridge Division and Shade Tree Division, and are employees working under the snow removal provision of the Agreement who are qualified to perform snow removal, sand and salt spreading of roads, etc., the follow two (2) provisions will apply:

Emergency Snow Removal

In the event an employee is assigned to operate snow removal equipment, he/she will be paid his/her own hourly rate if such hourly rate is higher than that of the lowest paid Public Works Repairer. If the regular hourly rate of such an employee is lower than that of the lowest paid Public Works Repairer, then the hourly rate of the lowest paid Public Works Repairer will be paid while snow removal equipment is being operated by an employee.

If a foreman is assigned to work as a foreman in a snow removal operation, he will be paid the hourly rate of a Road Division foreman for the period of time that he is functioning as a foreman in the snow removal operation.

Storm Water Operations:

Effective January 1, 2015, stipend of \$500.00 annually for each employee, not to exceed two (2) employees, who perform storm water related duties in addition to regular duties. The stipend shall be paid on or before January 31 for the preceding year.

Recuperation Time:

The parties recognize that at certain times during the year it is necessary to require employees to work extended hours due to weather conditions necessitating snow removal, sand and salt spreading of roads, etc. It is understood that in order to meet the needs of the County to ensure safe and proper conditions on the County roads the personnel of Public Works be assigned to the day and night shifts of 12 hours each. The day shift starts at 7:00 a.m. and continues through 7:00 p.m.

The night shift begins at 7:00 p.m. and continues to 7:00 a.m. the following day. Personnel are required to adhere to these shifts as circumstances dictate, based upon the needs of the department as determined by the County.

When employees who are assigned to the night shift are released from normal duty (7:00 a.m. – 3:30 p.m.) and instructed to return to work later that same calendar day, these employees shall be entitled to recuperation time (8 hours' time off with pay) provided the employee works past 12:00 a.m. Recuperation time shall not be granted unless an employee has worked past midnight. In the event that such employees are released from normal duty (7:00 am – 3:30 p.m.) and instructed to return to work that same calendar day, they shall not receive less than eight (8) hours pay for the calendar day on which they were sent home, regardless of the number of hours worked on that calendar day.

Recuperation time shall be taken during the next normal workday (7:00 am-3:30 p.m.) following the day when the employee worked extended hours past midnight.

Day shift employees (7:00 a.m. – 3:30 p.m.) shall not be entitled to recuperation time unless they, as in the case of night shift employees, work past midnight on a continuous tour of duty.

It is understood also that recuperation time shall only be earned while an employee is participating in a general (or modified general) call out of personnel who are responding on an extended basis and are involved in emergency snow removal, salting and spreading operations, or under such other circumstances wherein the County determines it is necessary to employ a general call out of personnel or modified general call out of personnel, to ensure safe and proper conditions on the County road systems and County property. It is also understood that the County Public Works Director, or his designee, shall have the right to use a modified general call out procedure, whereby only the number of employees actually needed as determined by the emergency, will be called out. A modified general call out will be used based on the weather conditions in the County and the areas which warrant immediate attention. All other provisions governing a general call out shall apply.

Effective October 21, 2020 for emergency Call Outs of Shade Tree, Road or Bridge crews outside of any snow removal, sand and salt spreading of roads duties, etc., recuperation time shall be taken for the next normal work day (7:00 a.m. – 3:30 p.m.) if an employee is required to work a four-hour time period or more, outside of normal working hours (7:00 a.m. – 3:30 p.m.) and that work time extends past 2:00 a.m.

Uniforms:

The County will provide to Road and Bridge employees, annually the following:

- A. Five (5) t-shirts (orange with pockets).
- B. Three (3) pairs of jeans or blue denim work pants.
- C. Two (2) sweatshirts (orange/hooded/zippered); and
- D. Seventy-five (\$75.00) dollar annual work boot allowance.
Effective 2009 the boot allowance shall increase to ninety (\$90.00)
Effective January 1, 2024, the boot allowance shall increase to \$100.00.

The County shall continue to provide and maintain eleven (11) sets of uniforms, biweekly, to employees of the Motor Service Center in the title of Mechanic, Welder, and Painter. The County reserves the right to determine the manner in which uniforms are provided and maintained, to select the uniform rental service or vendor and to select the style and color of the uniforms so long as the color is consistent with good safety practices. The County shall provide each Mechanic of the Motor Service Center with two (2) winter jackets.

Employees will be expected to wear these uniforms (or reflective safety vests) while on duty.

All claims for work boot allowance shall be submitted annually by September 1 and reimbursement shall be made within 30 days of submission.

Automotive Service Center, Shade Tree employees, Road Inspectors and Surveyors, Effective January 1, 2024, Senior Engineer, Senior Planner, Principal Planner and Senior Engineering Aide shall also be eligible for the annual work boot allowance in accordance with the above provisions.

Employees with the title of Exterminator and Senior Exterminator shall be supplied with the same uniforms as Road and Bridge employees.

Uniforms shall be provided annually by on or about July 1. The County shall not be liable for time of delivery beyond its control. However, every effort shall be made to deliver all of the uniforms in a timely manner. The County will inform the Union if there is going to be a delay in the delivery of uniforms.

Schedule B
Juvenile Detention Center

This schedule is for the Detention Center Only. All terms and conditions are per "Main Agreement" except as modified below:

Work Week:

The normal work week for full-time employees shall be forty (40) hours.

Work schedules shall be posted one (1) week in advance, except noted herein.

Overtime:

Overtime will be paid at time and one half pay and begins to be paid after an employee works 40 hours per week. Work hours will be defined as working hours, vacation hours, and/or compensatory time used hours within that week.

Unscheduled Overtime Process:

When overtime is necessary due to call-outs, unforeseen population increases, etc. the following process will be utilized:

1. Recruit volunteers from the shift that is on duty;
2. Recruit volunteers by telephoning officers, not on duty, in order of seniority, most to least;
3. Utilize the Jam List.

Jam List Development:

The Jam List will be compiled quarterly on the first day of May, August, November and February. The manner with which the list will be compiled is as follows:

1. Employees using the most unscheduled time off, i.e., sick hours, during the previous quarter January – March, April – June, July – September, October – December will be placed at the top of the list.
2. Where equal amounts of sick hours were used during the previous quarter, seniority, from least to most, will become the determining factor.
3. Where no sick time during the previous quarter was used, seniority from least to most will be the determining factor.

Unscheduled Overtime:

Effective July 1, 2024, when the Jam List is utilized, Officer(s) being jammed shall be paid

at the rate of time and one-half (1½) if they work less than four (4) hours, regardless of whether they have actually worked forty (40) hours for the week. If the Officer is jammed for four (4) hours or more, they will be paid double overtime in cash for the entire shift. However, the Officer must also work their next three (3) consecutive regular shifts to receive double overtime cash for the jammed shift previously worked. If the Officer calls out for any of the three (3) consecutive shifts following a jammed shift, they will only receive time and one-half (1½) for the jammed shift.

Scheduled Overtime

The Center will attempt to fill scheduled overtime on a voluntary basis. Scheduled overtime will be offered to employees according to seniority by use of the volunteers list and will not be offered in blocks of time. If an overtime opportunity is refused by an employee, the next most senior employee on the volunteer list will be offered the overtime. The list will be maintained by supervisors and made available to employees upon request.

In the event the senior staff is unable to fill any of the overtime slots through this voluntary process, management will resort to the unscheduled overtime procedure described above. Senior staff will attempt to fill all scheduled overtime before posting schedules.

Holidays:

All full-time employees who work on a holiday at the Juvenile Detention Center shall be compensated at the rate of time and one-half (1½) of their regular hourly rate for each hour worked and shall receive one (1) day paid in cash at their current rate of regular hourly pay in lieu of compensatory time for a day off.

Effective the first pay period of August 2024, all full-time employees who work at the Juvenile Detention Center whose current Floating Holiday accruals exceed the employee's regular bi-weekly work hours will be paid out for those hours that exceed the employee's regular bi-weekly hours in the following pay period in which the time was earned.

Effective April 1, 2024, all full-time staff who work at the Juvenile Detention Center in the titles of Juvenile Detention Officer, Senior Juvenile Detention Officer and Senior Social Worker will earn cash overtime in lieu of compensatory time.

Break Time:

Each employee shall be entitled to one (1) 15-minute break during each eight (8) hour shift and said break to be taken out of the presence of the residents. Break time to be allowed except in cases of emergencies.

Cooking:

It is understood and agreed that teachers and instructors will not be required to act in the capacity of cook. Officers and supervisors will be required to fill in as cooks on an emergency

basis. The above is not to be confused with physically being in the kitchen, but rather actual cooking.

Easter Sunday:

Effective January 1, 2005, all employees who work on Easter shall be compensated at the rate of time and one-half (1½) of their hourly rate plus compensatory time for each hour worked.

On-call Allowance:

Designated Staff Members of the Detention Center who are "on-call" due to the unavailability of the Director and the Assistant shall receive a \$100.00 allowance for covering the period from 5:00 p.m. on Friday to 9:00 a.m. on Monday, or a pro rata portion of such allowance if the coverage is part of a weekend or if the weekend hours are covered by or divided between two or more employees. On holidays requiring "on-call" status, the covering employee shall receive a \$50.00 allowance for the coverage period from 5:00 p.m. the day before the holiday to 9:00 a.m. the day after the holiday. The parties acknowledge that this "on-call" coverage is intended only for emergent or unusual situations.

Clothing Maintenance Allowance:

Effective January 1, 2005, the County shall provide a clothing maintenance allowance as follows:

Section 1: The Juvenile Detention Center shall continue to issue initial uniforms upon hiring. Thereafter, an annual clothing maintenance allowance of Four Hundred dollars (\$400.00) shall be provided payable during the first pay period in April, provided that employees were not hired within that calendar year.

Effective January 1, 2016, the clothing maintenance allowance shall increase from \$400.00 to \$450.00 annually.

Section 2: These funds will be designated for the purpose of proper maintenance and replacement of authorized Center uniforms. The County reserves the right to exercise its discretion to direct staff to replace any component of the approved uniform that is in poor condition or does not lend itself to a professional appearance. Staff shall replace uniform items with only Center approved items.

Out-of-Title Supervisory Work:

Any Juvenile Detention Officer working out- of-title in capacity of a shift supervisor for at least four (4) hours of any shift, shall be compensated at his/her normal rate of pay plus two (2) hours of pay, at time and one half (1½) for each occurrence.

Schedule C
Buildings and Grounds

This schedule is for Buildings & Grounds only. All terms and conditions are as per "Main Agreement" except as modified below:

Work Week:

The work week for clerical employees shall be thirty-five (35) hours.

The work week for Building Maintenance staff (day shift only) shall be thirty-five hours.

Overtime:

Overtime shall be paid at the rate of time and one-half (1½) for all work in excess of forty hours (40) in a week for security guards.

Overtime shall be paid at the rate of time and one-half (1½) for all work in excess for thirty-seven and one half (37½) hours in a work week for the following titles:

- Asst. Building Maintenance Worker (Day Shift)
- Building Maintenance Worker (day shift only)
- Building Maintenance Worker Foreman (day shift only)
- Carpenter
- Electrical
- Groundskeeper (day shift only)
- Groundskeeper Foreman
- Maintenance Repairer
- Maintenance Repairer Foreman
- Painter
- Parking Lot Attendant
- Plumber
- Refrigeration Mechanic
- Senior Maintenance Repairer

Overtime shall be paid at the rate of time and one-half (1½) for all work in excess of thirty-five (35) hours in a work week for the following titles:

- Asst. Supv Building Maintenance Worker
- Building Maintenance Worker (night shift only)
- Building Maintenance Worker Foreman (night shift only)

Clerical personnel who work more than their normal work week shall receive compensatory time off for each hour worked beyond their normal work week in accordance with the applicable requirements of FLSA.

Call Outs:

Callouts shall be compensated at the rate of a four (4) hour call out, if the time worked is less than four (4) hours. All time worked in excess of the first four (4) hours shall be paid at the rate of time and one-half (1½).

Uniforms:

The County shall make available two (2) shirts and two (2) pants and seventy-five (\$75.00) dollars boot allowance once each calendar year to employees in the Building and Grounds Division with the exception of clerical personnel. All claims for work boot allowance shall be submitted annually by September 1 and reimbursement shall be made within 30 days of submission.

Effective January 1, 2009, the boot allowance shall increase to ninety dollars (\$90.00).

Effective January 1, 2024, the boot allowance shall increase to \$100.00.

In addition, day shift workers, with the exception of clerical personnel, shall receive one (1) winter jacket, one (1) pair rubber boots, and one (1) pair rubber coveralls and one (1) rubber jacket. Each article is to be replaced only when it wears out.

Security Guards shall receive in addition two (2) pants and two (2) shirts, one (1) winter jacket, one (1) summer jacket, one (1) hat, two (2) badges. Jackets and hats are to be replaced only when they wear out.

Meal Reimbursements:

Effective July 18, 2023, the meal reimbursement plan including tickets and vouchers was eliminated and all outstanding meal tickets are null and void.

Snow Removal:

1. County Employees holding the following titles in the Division of Buildings and Grounds will not be involuntarily assigned to snow removal duties except under the circumstances described herein:
Senior Carpenter, HVAC Mechanic, Supervising HVAC Mechanic, Senior Mason, Painter, Senior Painter, Supervising Plumber, Supervisor Building Services, Senior Clerk, Principal Clerk Typist, Security Guard, Carpenter, Electrical Specialist, Electrician, Mason, Plumber, Senior Electrician, Senior Plumber, Supervising Carpenter, and Supervising Painter.
2. Although employees holding the titles cited in paragraph 1, above, may not be involuntarily assigned to snow duties, the parties hereby agree to allow such employees to accept snow removal duties on a voluntary basis, in accordance with the terms set forth below:

- a. The County reserves the right to obtain additional manpower to remove snow from any source, regardless of the number of employees who volunteer, in order to assure an adequate total staffing of its snow removal operation, provided, however, that all volunteers on the list have either been called in or have declined the offer of call-in.
 - b. Employees who volunteer shall have their names placed on a single list.
 - c. During a snow emergency, voluntary snow removal work shall be offered to the employees on the list, to the extent necessary for the County to meet its snow removal manpower needs.
 - d. Any employee volunteers absent from snow removal duties more than three (3) times in any winter season (November 15-April 15) may be subjected to progressive discipline.
 - e. Employees represented by Morris Council 6 who are lawfully assigned or who accept voluntary snow removal shall receive overtime compensation in accordance with the "Overtime" provisions of Schedule C.
 - f. The foregoing shall in no way prevent the County from assigning snow removal duties to any job title to which such duties may properly be assigned pursuant to the Final Administrative Action of the Commissioner of Personnel in the action, In the Matter of Morris County Snow Removal Policy, Docket No. 2003-1383, issued February 19, 2003. Nor shall the foregoing be interpreted to require the County to offer voluntary snow removal duty to any employee when, in the County's judgement, it already has sufficient manpower on hand. These terms are applicable only to the Division of Buildings and Grounds and shall in no way effect or impact upon the overtime or work assignment practices, including practices relating to snow removal, in any Department or Division of the County other than the Division of Buildings and Grounds.
 - g. Beginning with the winter season of 2004-2005 and continuing thereafter, the deadline for employees to volunteer for snow removal for the coming winter season will be September 30.
 - h. Anyone on the volunteer list who is on a scheduled vacation or legitimate sick leave shall not be penalized for not responding to snow removal duties.
3. When the County closes or has a delayed opening, all employees, volunteers and lawfully assigned, shall be paid time and one-half (1½) for the part of their regular work shifts during which they performed snow removal duties while the County was closed.

Schedule D
Municipal Utilities Authority (MUA)

The schedule applies to M.U.A. employees of the Water Division, Recycling Division and Compost Division only. All terms and conditions are as per "Main Agreement" except as modified below:

Work Week:

- (a) The normal work week shall be forty (40) hours. The work year shall be 52 weeks.
- (b) Schedule for employees of the Curbside Recycling Collection Program shall consist of 8½ hours per day (½ hour paid lunch). Starting and ending hours may vary from 6:00 a.m. through 2:30 p.m. to 7:30 a.m. through 4:00 p.m.

Overtime:

- (a) Time and one-half (1½) shall be paid for all work performed in excess of forty (40) hours in any work week.
- (b) All paid time, with the exception of sick time, will be included in the computation of overtime beyond forty (40) hours worked in any week.
- (c) Routine (curbside) work week overtime assignments will be assigned as needed by the Supervisor personnel.

Holidays and Weekends:

- (a) The MUA will attempt to recruit the needed employees for holiday and weekend work on a voluntary basis. If it does not recruit the necessary number of employees for any particular working holiday or weekend on a voluntary basis, it may attain the additional needed number of employees by requiring certain employees to work via the use of a rotating list.
- (b) An employee who works on a holiday shall receive his regular holiday pay plus compensation at the rate of 1½ his regular rate of pay for the hours worked or compensatory time off equivalent to the number of hours worked.

Call Outs (Water Division Only):

All call outs between the hours of 12:00 a.m. and 6 a.m. shall be compensated at the rate of a four (4) hour call out if the time worked is less than four (4) hours. All call outs between the hours of 6:00 a.m. and 12:00 a.m. shall be compensated at the rate of a two (2) hour call out if the time worked is less than two (2) hours. In the event the actual time worked on a call out should exceed the four (4) hours or two (2) hours provided, compensation shall be commensurate with time worked. Call outs are compensated at the employee's straight time hourly rate of pay.

Employees called out on weekends shall be compensated pursuant to the applicable call

out and overtime provisions of this schedule.

Employee Call Outs (Water Division Only):

Required personnel shall be called out using the volunteer list for the district requiring such personnel. The volunteer list shall be a rotating list based upon length of service.

Scheduled Overtime Assignments (Water Division Only):

(From on or about November 15 through on or about April 15)

Overtime shall be by position title required, using a rotating list based upon the employee's length of service.

The current practice of supplying work boots to the employees required to wear them shall continue.

Black Out Period:

There shall be five (5) days in a calendar year that employees will not be allowed to use benefit time inclusive of compensation time.

Employees will be notified of the designated days by November 15 of the prior year.

Schedule E
Youth Shelter

This schedule is for the Youth Shelter only. All terms and conditions are per “Main Agreement” except as modified below:

Work Week:

The normal work week for full-time employees shall be forty (40) hours.

Work schedules shall be posted one (1) week in advance, except as noted herein.

Overtime:

Overtime will be paid at time and one-half (1½) and begins to be paid after an employee works 40 hours per week. Work hours will be defined as working hours, vacation hours, and/or compensatory time used hours within that week.

Unscheduled Overtime Process:

When overtime is necessary due to call outs, unforeseen population increases, etc., the following process will be utilized:

1. Recruit volunteers from the shift that is on duty;
2. Recruit volunteers by telephoning employees, not on duty, in order of seniority, most to least;
3. Utilize the Jam List.

Jam List Development:

The Jam List will be compiled quarterly on the first day of May, August, November, and February. The manner with which the list will be compiled is as follows:

1. Employees using the most unscheduled time off, i.e. sick hours during the previous quarter January – March, April – June, July – September, October – December will be placed at the top of the list.
2. Where equal amounts of sick hours were used during the previous quarter, seniority, from least to most, will be the determining factor.
3. Where no sick time during the previous quarter was used, seniority from least to most will be the determining factor.

Unscheduled Overtime:

Effective July 1, 2024, when the Jam List is utilized, the employee being jammed shall be paid at the rate of time and one-half (1½) if they work less than four (4) hours regardless of whether

they have actually worked 40 hours for the week. If the employee is jammed for four (4) hours or more, they will be paid double overtime in cash for the entire shift. However, the employee must also work their next three (3) consecutive regular shifts to receive the double overtime in cash for the jammed shift previously worked. If the employee calls out for any of the three (3) consecutive shifts following a jammed shift, they will only receive time and one-half (1½) for the jammed shift.

Scheduled Overtime:

The Shelter will attempt to fill scheduled overtime on a voluntary basis. Scheduled overtime will be offered to employees according to seniority by use of the volunteers list and will not be offered in blocks of time. If an overtime opportunity is refused by an employee, the next most senior employee on the volunteers list will be offered overtime. The list will be maintained by supervisors and made available to employees upon request.

In the event the senior staff is unable to fill any of the overtime slots through this voluntary process, management will resort to the unscheduled overtime procedure described above. Senior staff will attempt to fill all scheduled overtime before posting schedules.

Holidays:

All full-time employees who work on a holiday at the Youth Shelter shall be compensated at the rate of time and one-half (1½) of their regular hourly rate for each hour worked and shall receive one (1) day paid in cash at their current rate of regular hourly pay in lieu of a compensatory time for a day off.

Effective the first pay period of August 2024, all full-time employees who work at the Youth Shelter whose current Floating Holiday accruals exceed the employee's regular bi-weekly work hours will be paid out for those hours that exceed the employee's regular bi-weekly hours in the following pay period in which the time was earned.

Effective April 1, 2024, all full-time staff who work at the Youth Shelter in the titles of Counselor Adolescent Unit and Senior Counselor Adolescent Unit job titles will earn cash overtime in lieu of compensatory time.

Break Time:

Each employee shall be entitled to one (1) 15-minute break during each eight (8) hour shift and said break to be taken out of the presence of the residents. Break time to be allowed except in cases of emergencies.

Cooking:

It is understood and agreed that teachers and instructors will not be required to act in the capacity of cook. Counselors and supervisors will be required to fill in as cooks on an emergency

basis. The above is not to be confused with physically being in the kitchen, but rather actual cooking.

Easter Sunday:

Effective January 1, 2005, all employees who work on Easter shall be compensated at the rate of time and one-half (1½) of their hourly rate plus compensation time for each hour worked.

On-Call Allowance:

Designated Staff members of the Youth Shelter who are "on-call" due to the unavailability of the Director and the Assistant shall receive a \$100.00 allowance for covering the period from 5:00 pm on Friday to 9:00 am on Monday or a pro rata portion of cash allowance if the coverage is part of a weekend or if the weekend is covered by or divided between two or more employees. On holidays requiring on call status, the covering employee shall receive a \$50.00 allowance for the coverage period from 5:00 pm the day before the holiday to 9:00 am the day after the holiday. The parties acknowledge that this "on-call" coverage is intended only for emergent or unusual situations.

Clothing Maintenance Allowance:

Effective January 1, 2005, the County shall provide a clothing allowance as follows:

Section 1: The Shelter shall continue to issue initial uniforms upon hiring. Thereafter, an annual clothing maintenance allowance of four hundred dollars (\$400.00) shall be provided during the first pay period in April provided that the employees were not hired within that calendar year.

Section 2: These funds will be designated for the purpose of proper maintenance and replacement of authorized Shelter uniforms. The County reserves the right to exercise its discretion to direct staff to replace any component of the approved uniform that is in poor condition or does not lend itself to a professional appearance. Staff shall replace uniform items with only Shelter approved items.

Out-of-Title Supervisory Work:

Any Adolescent Counselor working out of title in the capacity of a shift supervisor for at least four hours of any shift, shall be compensated at his/her normal rate of pay plus two hours of pay at time and one-half (1 ½) for each occurrence.

Schedule F
Department of Law and Public Safety

This schedule is for Law and Public Safety Only. All terms are as per "Main Agreement" except as modified below:

A. Medical Examiner's Investigators

Work Week:

Current Practice and Policy regarding work week and hours of work will remain in effect.

The nature of the work determines when the investigator on duty will be required at a specific location, i.e. scene, morgue, the office, etc. On-call responsibilities may be fulfilled from an alternate location.

Wages:

To be compensated as if Off Guide. Please see Article 18.

Investigators are compensated at their hourly rate for all hours on duty, regardless of their location while on duty and work performed.

B. Hazmat

Employees assigned to HAZMAT and are "on call" shall receive \$150.00 for the week for the performance of on-call duty.

C. Call Outs:

All Call outs between the hours of 12:00 a.m. and 6:00 a.m. shall be paid a rate of four (4) hour call out if the time worked is less than four (4) hours. All call outs between the hours of 6:00 p.m. and 12:00 a.m. shall be paid at the rate of a two (2) hour call out if the time worked is less than two (2) hours. In the event actual time worked on a call out should exceed the four (4) hours or two (2) hours provided, payment shall be commensurate with time worked. Call outs are compensated at the employee's straight time hourly rate of pay.

Schedule G
County Library

This schedule is for all staff that work at the County Library Only. All terms and conditions are as per "Main Agreement" except as modified below:

Work Week:

Section 1:

A staff member's work week is thirty-five (35) hours. A full-time employee's work week is distributed evenly over a five (5) day period. An employee scheduled to work Saturday by take one (1) seven-hour day off on any one of the preceding five days of the week, with the approval of his/her supervisor. No employee will be required to work more than one Saturday in a three-week period, except in case of emergency or staffing shortage, as determined by the Library Director or designee.

Full-time employees who have already fulfilled their requirement to work on Saturday during a 3-week period may volunteer to work additional Saturdays and take (1) seven-hour day off on any of the preceding five days of the week, with the approval of his/her supervisor. In the event that minimum staffing levels cannot be achieved voluntarily, there shall be a mandatory rotating "On Call" list to fill any positions necessary for Saturday coverage.

If the County consolidates any part-time position into a full-time position and that part-time position included regularly scheduled Saturday hours, the new full-time position may be assigned to work every Saturday.

Section 2:

The Saturday and nightly work schedule must be posted at least one (1) week prior to the effective date of the schedule. If a staff member wishes to arrange a change in an evening or a Saturday schedule, he/she is responsible for making these arrangements with another qualified staff member and for notifying the person in charge of scheduling of such arrangements.

Section 3:

Each employee is entitled per workday to two (2) relief periods of fifteen (15) minute duration. One of these "breaks" will be taken during each work session of three and one-half (3½) hours. Breaks will be taken so as not to interfere with work, especially in public areas.

Section 4:

Whenever an employee leaves or is absent from the building, he/she shall notify the immediate supervisor, stating the length of time he/she will be away. All staff members are required to be in the building and at work at the scheduled start time unless otherwise specified.

Section 5:

If the library is closed by an “Act of God”, such as fire, weather conditions, or national emergency, on a day an employee is not regularly scheduled to work; he/she is not entitled to compensatory time off.

Section 6: Holidays

Effective January 1, 2023, the library will be closed on Lincoln’s Birthday, Juneteenth Day, Election Day, and the Friday after Thanksgiving.

Effective January 1, 2023, Floating holidays as referenced in Schedule G will be eliminated.

Section 7: Friday and Saturday after Thanksgiving

Effective January 1, 2023, the library will be closed the Friday after Thanksgiving. The current practice of seeking volunteers to work first in lieu of scheduled staff will be eliminated. Employees who are scheduled to work on Saturday will be required to work.

Section 8: Sunday Hours

The existing side bar for hours worked on Sundays shall continue with the following exception:

Current Staff – Rate Cap Professional is \$50.00 and \$30.00 for support staff.
Employees hired after February 4, 2016 – Rate Cap Professional is \$45.00 and \$25.00 for support staff.

Schedule H
Information Technology

This schedule is for Information Technology only. All terms and conditions are as per “Main Agreement” except as modified below:

On-Call:

Weekday: 5:00 p.m. – 7:00 a.m. (14 hours): \$25.00/day Monday through Thursday, \$30.00/day Friday

Weekend: 7:00 a.m. – 7:00 a.m. (24 Hours), \$35.00/day Saturday and Sunday

If called into work:

All callouts between the hours of 12:00 a.m. and 6:00 a.m. shall be paid at the rate of a four (4) hour call out if the time worked is less than four (4) hours.

All callouts between the hours of 6:00 p.m. and 12:00 a.m. shall be paid at the rate of a two (2) hour call out if the time worked is less than two (2) hours.

In the event actual time worked on call out should exceed the four (4) hours or two (2) hours provided, payment shall be commensurate with time worked.

Call outs are compensated at the employee’s straight time hourly rate of pay.

Additional personnel may be called into work who are not on call and shall be compensated in the same manner as above.

Schedule I
Mosquito Control

This schedule applies to Mosquito control employees only. All terms and conditions are per "Main Agreement" except as modified below:

Work Week:

The current practice and policy regarding the work week, hours of work (7:00am – 3:30pm) and overtime will remain in effect except as otherwise specifically set forth herein.

Overtime:

Overtime shall be computed with reference to "hours worked". The term "hours worked":

1. Shall include actual hours worked.
2. Shall include holiday and vacation time.
3. Shall not include sick leave.

Employees shall receive overtime compensation at time and one half (1½) their straight time hourly rates of pay or compensatory time off after eight (8) continuous hours worked (a regular workday) and after forty (40) hours worked (a normal work week).

Call Outs:

All call outs between the hours of 12:00 a.m. and 6:00 a.m. shall be compensated at the rate of a four-hour call if the time worked is less than four hours. All call outs between the hours of 6:00 p.m. and 12:00 a.m. shall be compensated at the rate of two hours call out time if the time worked is less than two hours. In the event actual time worked on a call out should exceed the four hours or two hours provided, compensation in such an event would be commensurate with the time worked.

Fogging:

Employees may be required to fog or spray insecticides beyond their normal hours of work. The employer will seek volunteers first and then shall require if there are not sufficient volunteers in reverse order of seniority. Employees who perform this service shall receive the rate of time and one half (1½) their straight time hourly rate for every hour worked while performing this service. The present hourly rate received for fogging shall be the only compensation they shall receive for such work as the hourly rate is paid in lieu of overtime. Fogging shall not be considered a call out.

Uniform and Equipment Issue:

The County shall promulgate work rules and a personnel code governing the use of the following issue to be supplied at County's expense:

- A. Uniforms – Uniforms shall be issued to all employees. The issue will provide these employees with seven (7) changes per week. Rain Gear will be issued when needed on the vehicle at crew level.
- B. Hard Hats – Will be issued on the vehicle at crew level.
- C. Foot protectors – Will be provided in needed areas.
- D. Nonprescription Safety glasses (safety goggles) – Will be supplied. In the event an employee obtains prescription safety glasses, the County shall only reimburse them for the value of ordinary non-prescription safety glasses.
- E. Work Gloves – To be issued where required.
- F. Boots – The annual allowance shall be \$100.00. All claims shall be submitted annually by September 1 and reimbursement shall be made within 30 days of submission.
- G. Winter Jacket or Bib – Shall be provided every two (2) years.
- H. Hooded Sweatshirt – One (1) shall be provided annually.

The issuance of the forgoing equipment shall be at the discretion of the Employer.

APPENDIX A

Morris Council 6

TITLE	JOB CATEGORY
ACCOUNT CLERK	G
ACCOUNT CLERK /TYPING	G
ACCOUNTANT	O
ACCOUNTING ASSISTANT	M
ADMINISTRATIVE ANALYST	M
ADMINISTRATIVE CLERK	M
ADMINISTRATIVE SECRETARY	N
ADMINISTRATOR CULTURAL AND HERITAGE AFFAIRS	O
ADVOCATE TRAINEE – VICTIM WITNESS PROGRAM	M
ADVOCATE VICTIM WITNESS PROGRAM	N
AGRICULTURAL RESOURCE SPECIALIST 1	T
AGRICULTURAL RESOURCE SPECIALIST 2	S
AGRICULTURAL RESOURCE SPECIALIST 3	R
ANALYST GRANT APPLICATION/PROGRAM MONITOR	R
ARCHIVES TECHNICIAN	N
ASSISTANT BUYER	M
ASSISTANT CHIEF INSPECTOR MOSQUITO EXTERMINATION	Q
ASSISTANT CHIEF REGISTERED ENV.HEALTH SPECIALIST	W
ASSISTANT ENGINEER	R
ASSISTANT MAINTENANCE SUPERVISOR	K
ASSISTANT PAYROLL SUPERVISOR	N
ASSISTANT PERSONNEL TECHNICIAN	L
ASSISTANT PLANNER	P
ASSISTANT PROGRAM ANALYST	I
ASSISTANT PROGRAM COORDINATOR AGING/DISABILITY	N
ASSISTANT PROGRAM COORDINATOR NON-EMER TRANSPORTATION	M
ASSISTANT PUBLIC INFORMATION OFFICER	N
ASSISTANT SOCIAL CASE WORKER SUPERVISOR	R
ASSISTANT SUPERVISING HEAT & AIR CONDITIONING MECHANIC	O
ASSISTANT SUPERVISING MECHANIC	P
ASSISTANT SUPERVISOR MOSQUITO EXTERMINATION	P
ASSISTANT SUPERVISOR PUBLIC WORKS	O
ASSISTANT VETERANS SERVICES OFFICER	K
AUDITOR ACCOUNTANT TRAINEE	N
BODY AND FENDER MECHANIC	M
BOILER OPERATOR/MAINTENANCE REPAIRER	N
BRIDGE CONSTRUCTION INSPECTOR/ROAD INSPECTOR	M
BRIDGE CONSTRUCTION WORKER	M
BUILDING MAINTENANCE WORKER	G

BUYER	M
CARPENTER	N
CARPENTERS HELPER	K
CASHIER	G
CHIEF LOAN ADVISOR	N
CHILDRENS SUPERVISOR	K
CLAIMS EXAMINER WORKERS COMPENSATION TYPING	G
CLAIMS EXAMINER, WORKERS COMPENSATION/GRADUATE NURSE	T
CLAIMS INVESTIGATOR	O
CLERK 1	G
CLERK 2	H
CLERK 3	J
CLERK 4	K
CLERK DRIVER	H
COMMUNITY SERVICE AIDE	L
COMMUNITY SERVICE WORKER	M
COMPUTER OPERATOR	M
COMPUTER OPERATOR TRAINEE	K
COMPUTER SERVICE TECHNICIAN	I
CONTRACT COMPLIANCE REPRESENTATIVE	P
COOK	G
COORDINATOR OF SCHOOL TRANSPORTATION SERVICES	L
COORDINATOR OF LONG TERM AND ALTERNATE CARE FOR THE ELDERLY	O
COORDINATOR OF SAFETY PROGRAMS	N
COORDINATOR YOUTH ACTIVITIES	Q
COST ESTIMATOR PROPERTY IMPROVEMENT	N
COUNSELOR ADOLESCENT UNIT	N
CUSTODIAL WORKER	G
CUSTOMER SERVICE REPRESENTATIVE	I
DATA BASE ANALYST 2	S
DATA CONTROL CLERK	H
DATA ENTRY MACHINE OPERATOR	G
DATA PROCESSING COORDINATOR	M
DATA PROCESSING PROGRAMMER	Q
DATA PROCESSING PROGRAMMER TRAINEE	N
DATA PROCESSING PROGRAMMER/SYSTEMS ANALYST	Q
DATA PROCESSING SYSTEMS PROGRAMMER	Q
DATA PROCESSING TECHNICIAN	I
DRAFTING TECHNICIAN	K
ELECTRICIAN	N

ELECTRICIANS HELPER	K
EMPLOYMENT SPECIALIST	L
ENGINEERING AIDE	K
ENTOMOLOGIST	Q
ENVIRONMENTAL COMPLIANCE INVESTIGATOR	N
ENVIRONMENTAL HEALTH SPECIALIST	Q
ENVIRONMENTAL SPECIALIST	N
EQUIPMENT OPERATOR	N
EQUIPMENT OPERATOR INSPECTOR MOSQUITO EXTERMINATOR	O
EXAMINER 1 CREDENTIALS	K
EXHIBIT ARTIST	I
EXTERMINATOR	M
FIELD REPRESENTATIVE HEALTH EDUCATION	R
FIELD REPRESENTATIVE DISEASE CONTROL	R
FISCAL ANALYST	P
FOOD SERVICE WORKER	G
FORKLIFT OPERATOR	K
GARAGE ATTENDANT	G
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 1	U
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 2	T
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST 3	R
GEOGRAPHIC INFORMATION SYSTEMS SPECIALIST TRAINEE	O
GRADUATE NURSE	N/A
GRADUATE NURSE PUBLIC HEALTH	T
GRAPHIC ARTIST 1	I
GRAPHIC ARTIST 2	M
HAZARDOUS MATERIALS RESPONDER	M
HEALTH EDUCATOR	S
HEATING AND AIR CONDITIONING MECHANIC	N
HEAVY EQUIPMENT OPERATOR	P
HEAVY EQUIPMENT OPERATOR/INSPECTOR MOSQ EXT	P
HEAVY EQUIPMENT OPERATOR/INSPECTOR TRAINEE MOSQ EXT	N
HEAVY EQUIPMENT OPERATOR SUPERVISOR	Q
IDENTIFICATION SPECIALIST	P
INSPECTOR – MOSQUITO EXTERMINATION	N
INSPECTOR TRAINEE – MOSQUITO EXTERMINATION	M
INSTITUTIONAL TRADE INSTRUCTOR SHOP	O
INTERNAL COMMUNICATIONS SPECIALIST	Q
INVENTORY CONTROL CLERK	H
INVESTIGATOR TRAINEE	M
INVESTIGATOR TRAINEE/ M.E. OFFICE	N
INVESTIGATOR 1 / M.E. OFFICE	O
INVESTIGATOR 2 / M.E. OFFICE	P

INVESTIGATOR 3 / M.E. OFFICE	R
INVESTIGATOR 3 – PUBLIC HEALTH	Q
INVESTIGATOR 2 – PUBLIC HEALTH	O
INVESTIGATOR 1 – PUBLIC HEALTH	N
INVESTIGATOR COUNTY ADJUSTERS' OFFICE	K
INVESTIGATOR COUNTY MEDICAL EXAMINER'S OFFICE	N/A
INVESTMENT SPECIALIST	L
JUVENILE DETENTION OFFICER	M
KEYBOARDING CLERK 1	G
KEYBOARDING CLERK 2	H
KEYBOARDING CLERK 3	J
KEYBOARDING CLERK 4	K
LABORER 1	I
LABORER 2	J
LABORER 3	M
LAND SURVEYOR	O
LEGAL ASSISTANT	T
LEGAL STENOGRAPHER	G
LIBRARIAN 1	Q
LIBRARIAN 2	R
LIBRARIAN 3	S
LIBRARIAN 4	T
LIBRARY ASSISTANT	G
LOAN ADVISOR	I
MAIL CLERK	G
MAINTENANCE REPAIRER	I
MAINTENANCE REPAIRER ELECTRICAL HEATING AND AIR CONDITIONING	K
MAINTENANCE WORKER 1, GROUNDS	H
MAINTENANCE WORKER 2, GROUNDS	I
MAINTENANCE WORKER 3, GROUNDS	J
MASON	N
MASONS HELPER	K
MECHANIC	N
MECHANIC DIESEL	O
MECHANICS HELPER	K
MESSENGER	G
MORGUE ATTENDANT	L
MORGUE CUSTODIAN	M
MOTOR VEHICLE OPERATOR ELDERLY AND HANDICAPPED PERSONS	H
NETWORK ADMINISTRATOR 2	S
OFFICE SERVICES MANAGER	O

OFFICE SUPERVISOR	O
OMNIBUS OPERATOR	K
PAINTER	N
PAINTER AUTOMOTIVE	N
PARALEGAL SPECIALIST	L
PARKING ATTENDANT	G
PAYROLL CLERK	H
PENSION FUND SUPERVISOR	L
PERSONNEL AIDE	L
PERSONNEL ASSISTANT	M
PERSONNEL TECHNICIAN	O
PLANNER – ALL VARIANTS	O
PLANNER TRAINEE	O
PLANNING AIDE	J
PLUMBER	N
PLUMBERS HELPER	K
PRINCIPAL ACCOUNT CLERK	K
PRINCIPAL ACCOUNTING CLERK / TYPING	K
PRINCIPAL ACCOUNTANT	S
PRINCIPAL BUYER	P
PRINCIPAL CASHIER	J
PRINCIPAL CLERK TRANSCRIBER	J
PRINCIPAL COURT CLERK PROBATE	L
PRINCIPAL DATA CONTROL CLERK	J
PRINCIPAL DATA ENTRY MACHINE OPERATOR	I
PRINCIPAL DATA PROCESSING PROGRAMMER	S
PRINCIPAL DATA PROCESSING SYSTEMS PROGRAMMER	T
PRINCIPAL DRAFTING TECHNICIAN	N
PRINCIPAL ENGINEER	U
PRINCIPAL ENGINEERING AIDE	O
PRINCIPAL FISCAL ANALYST	R
PRINCIPAL LEGAL STENOGRAPHER	I
PRINCIPAL LIBRARY ASSISTANT	J
PRINCIPAL MAIL CLERK	J
PRINCIPAL PAYROLL CLERK	L
PRINCIPAL PERSONNEL TECHNICIAN	S
PRINCIPAL PLANNER – ALL VARIANTS	S
PRINCIPAL PLANNING AIDE	P
PRINCIPAL PURCHASING ASSISTANT	L
PRINCIPAL REGISTERED ENVIRONMENTAL HEALTH SPECIALIST	T
PUBLIC HEALTH	
PRINCIPAL FISCAL ANALYST	R

PRINCIPAL STOREKEEPER	L
PRINCIPAL SYSTEMS ANALYST	W
PRINTING OPERATIONS TECHNICIAN 2	O
PROBATE ASSISTANT	H
PROBATE CLERK	I
PROGRAM ANALYST	J
PROGRAM COORDINATOR NON-EMERGENCY TRANSPORTATION	N
PROGRAM COORDINATOR SPECIAL EVENTS	O
PROGRAM DEVELOPMENT AIDE COMMUNITY SERVICE	M
PROGRAM DEVELOPMENT SPECIALIST – ALL VARIANTS	N
PROGRAM MONITOR	K
PUBLIC HEALTH EPIDEMIOLOGIST	T
PUBLIC HEALTH NURSE	T
PUBLIC HEALTH NUTRITIONIST	N
PUBLIC INFORMATION OFFICER	Q
PUBLIC WORKS INSPECTOR	N
PUBLIC WORKS REPAIRER	M
PURCHASING ASSISTANT	I
PURCHASING EXPEDITER	M
RADIO DISPATCHER	I
RADIO REPAIRER	N
RECEPTIONIST	G
RECEPTIONIST /TELEPHONE OPERATOR	G
RECORDS SUPPORT TECHNICIAN 1	G
RECORDS SUPPORT TECHNICIAN 2	H
RECORDS SUPPORT TECHNICIAN 3	J
RECORDS SUPPORT TECHNICIAN 4	K
RECYCLING PROGRAM AIDE	H
RECYCLING OPERATOR	K
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST	R
REGISTERED ENVIRONMENTAL HEALTH SPECIALIST TRAINEE	P
RESEARCH AIDE	H
RESEARCH ASSISTANT	I
ROAD INSPECTOR	M
ROAD REPAIRER 1	K
SAFETY AND INSURANCE COORDINATOR	L
SAFETY OFFICER MENTAL HEALTH	R
SANITATION DRIVER	M
SANITATION WORKER	I
SECRETARIAL ASSISTANT	K
SECURITY GUARD	G

SENIOR ACCOUNT CLERK	I
SENIOR ACCOUNT CLERK / TYPING	J
SENIOR ACCOUNTANT	Q
SENIOR ADMINISTRATIVE ANALYST	N
SENIOR BODY AND FENDER MECHANIC	P
SENIOR BOILER OPERATOR/SR. MAINTENANCE REPAIRER	Q
SENIOR BRIDGE CONST. INSPECTOR/ ROAD INSPECTOR	N
SENIOR BRIDGE CONSTRUCTION WORKER	Q
SENIOR BUILDING MAINTENANCE WORKER	H
SENIOR BUYER	O
SENIOR CARPENTER	O
SENIOR CASHIER	H
SENIOR CITIZEN PROGRAM AIDE	G
SENIOR CLAIMS EXAMINER	L
SENIOR CLERK DRIVER	I
SENIOR COMMUNITY SERVICE WORKER	N
SENIOR COMMUNITY SERVICES AIDE	M
SENIOR COMPUTER OPERATOR	O
SENIOR COMPUTER SERVICE TECHNICIAN	Q
SENIOR COOK	H
SENIOR COST ESTIMATOR PROPERTY IMPROVEMENT	N
SENIOR COUNSELOR ADOLESCENT UNIT	O
SENIOR COURT CLERK, PROBATE	K
SENIOR CUSTOMER SERVICE REPRESENTATIVE	J
SENIOR DATA CONTROL CLERK	I
SENIOR DATA ENTRY MACHINE OPERATOR	H
SENIOR DATA PROCESSING PROGRAMMER	R
SENIOR DATA PROCESSING SYSTEMS PROGRAMMER	R
SENIOR DRAFTING TECHNICIAN	M
SENIOR ELECTRICIAN	O
SENIOR ENGINEER CIVIL	T
SENIOR ENGINEERING AIDE	M
SENIOR ENVIRONMENTAL HEALTH SPECIALIST	P
SENIOR EXTERMINATOR	N
SENIOR FIELD REPRESENTATIVE DISEASE CONTROL	S
SENIOR FIELD REPRESENTATIVE HEALTH EDUCATION	S
SENIOR FISCAL ANALYST	Q
SENIOR FOOD SERVICE WORKER	H
SENIOR GARAGE ATTENDANT	H
SENIOR INSPECTOR – MOSQUITO	P
SENIOR INVESTIGATOR COUNTY ADJUSTER	M
SENIOR INVESTIGATOR-COUNTY MEDICAL EXAMINERS OFFICE	N/A

SENIOR JUVENILE DETENTION OFFICER	N
SENIOR LEGAL STENOGRAPHER	H
SENIOR LIBRARY ASSISTANT	I
SENIOR LIBRARY EXHIBIT ARTIST	K
SENIOR LOAN ADVISOR	K
SENIOR MAIL CLERK	H
SENIOR MAINTENANCE REPAIR	J
SENIOR MAINTENANCE REPAIRER HVAC	L
SENIOR MASON	O
SENIOR MECHANIC	O
SENIOR MECHANIC DIESEL	Q
SENIOR MESSENGER	H
SENIOR MOTOR VEHICLE OPERATOR, ELDERLY AND HANDICAPPED PERSONS	I
SENIOR PAINTER	O
SENIOR PAYROLL CLERK	K
SENIOR PERSONNEL TECHNICIAN	Q
SENIOR PLANNER – ALL VARIANTS	R
SENIOR PLANNING AIDE	L
SENIOR PLUMBER	O
SENIOR PROBATE CLERK	K
SENIOR PROGRAM ANALYST	M
SENIOR PROGRAM DEVELOPMENT SPECIALIST COMMUNITY SERVICES	O
SENIOR PROGRAM MONITOR	N
SENIOR PUBLIC WORKS REPAIRER	N
SENIOR PURCHASING ASSISTANT	K
SENIOR RADIO DISPATCHER	K
SENIOR RECEPTIONIST	H
SENIOR RECEPTIONIST/TELEPHONE OPERATOR	H
SENIOR RECYCLING OPERATOR	N
SENIOR REGISTERED ENVIRONMENTAL HEALTH SPECIALIST	S
SENIOR RESEARCH ASSISTANT	J
SENIOR ROAD INSPECTOR	N
SENIOR SECURITY GUARD	H
SENIOR SOCIAL WORKER – ALL VARIANTS	P
SENIOR STOCK CLERK	H
SENIOR STOREKEEPER	J
SENIOR SYSTEMS ANALYST	V
SENIOR TELEPHONE OPERATOR	H
SENIOR TRAFFIC ANALYST	I
SENIOR TRAFFIC MAINTENANCEE WORKER/SIGN MAKER 2	N

SENIOR WATER INSPECTOR	N
SENIOR WATER TREATMENT PLANT OPERATOR	Q
SENIOR WATER TREATMENT PLANT REPAIRER	N
SENIOR WELDER	O
SIGN MAKER 1	I
SIGN MAKER 2	J
SOCIAL CASE WORKER	O
SOCIAL/FAMILY SERVICE WORKER TRAINEE	N
SOCIAL SERVICE AIDE	I
SOCIAL SERVICE ASSISTANT	L
SOCIAL WORKER – ALL VARIANTS	O
SOCIAL WORKER TRAINEE	N
STOCK CLERK	G
STOREKEEPER	I
STOREKEEPER AUTOMOTIVE	I
SUPERVISING ACCOUNT CLERK	L
SUPERVISING ACCOUNTANT	T
SUPERVISING CASHIER	K
SUPERVISING DATA CONTROL CLERK	K
SUPERVISING DRAFTING TECHNICIAN	O
SUPERVISING GARAGE ATTENDANT	I
SUPERVISING HEATING AND AIR CONDITIONING MECHANIC	Q
SUPERVISING LEGAL STENOGRAPHER	K
SUPERVISING LIBRARY ASSISTANT	L
SUPERVISING PAINTER	Q
SUPERVISING RECEPTIONIST	K
SUPERVISING ROAD INSPECTOR	P
SUPERVISING TELEPHONE OPERATOR	K
SUPERVISOR BUILDING SERVICE – LIBRARY	K
SUPERVISOR OF CUSTOMER SERVICE	K
SUPERVISOR OF FOOD SERVICE	J
SUPERVISOR OF HOUSING REHABILITATION	P
SYSTEM ANALYST	U
TAX RESEARCH EXAMINER AND INVESTIGATOR	M
TEACHER JUVENILE FACILITY	O
TECHNICAL ASSISTANT CONTRACT ADMINISTRATION	P
TELEPHONE OPERATOR	G
TRAFFIC ANALYST	H
TRAINING TECHNICIAN-COMPUTER TECHNOLOGY	P
TRANSPORTATION ANALYST	L
TREE MAINTENANCE WORKER 1	M

TREE MAINTENANCE WORKER 2
TREE MAINTENANCE WORKER 3
TRUCK DRIVER
VAULT CLERK
VETERANS SERVICE OFFICER
WATER INSPECTOR
WATER TREATMENT PLANT OPERATOR
WATER TREATMENT PLANT REPAIRER
WEIGHMASTER
WELDER
YARD SUPERVISOR
YARD WORKER
YOUTH AIDE
YOUTH GROUP WORKER

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Appendix B
Council 6
2025 Salary Guide Progression Schedule

	1	2	3	4	5	6	7	8	9	10	11	12	13	14/15	16	17	18
G	\$34,721	\$36,374	\$37,202	\$38,028	\$39,682	\$41,335	\$42,162	\$42,988	\$43,816	\$44,643	\$46,912	\$47,848	\$49,045	\$50,271	\$51,528	\$52,816	\$54,136
H	\$35,777	\$36,649	\$38,391	\$39,264	\$40,136	\$41,882	\$43,625	\$44,497	\$45,369	\$46,241	\$47,113	\$49,507	\$50,446	\$50,736	\$52,004	\$53,305	\$54,636
I	\$36,741	\$37,659	\$38,579	\$40,416	\$41,335	\$42,253	\$44,090	\$45,927	\$46,846	\$47,764	\$48,683	\$49,900	\$52,121	\$52,426	\$53,737	\$55,080	\$56,458
J	\$37,617	\$38,580	\$39,545	\$40,511	\$42,440	\$43,405	\$44,369	\$46,298	\$48,227	\$49,192	\$50,157	\$51,411	\$52,696	\$54,734	\$55,364	\$56,748	\$58,166
K	\$39,267	\$40,302	\$41,335	\$42,369	\$43,402	\$45,468	\$46,502	\$47,535	\$49,602	\$51,668	\$52,703	\$54,020	\$55,371	\$56,755	\$58,640	\$59,628	\$61,118
L	\$39,935	\$41,012	\$42,092	\$43,171	\$44,251	\$45,328	\$47,486	\$48,565	\$49,642	\$51,801	\$53,958	\$55,307	\$56,689	\$58,106	\$59,559	\$61,049	\$62,575
M	\$41,335	\$42,485	\$43,632	\$44,781	\$45,929	\$47,079	\$48,227	\$50,522	\$51,672	\$52,820	\$55,115	\$57,413	\$58,561	\$59,710	\$60,858	\$62,005	\$64,838
N	\$43,815	\$45,032	\$46,249	\$47,466	\$48,684	\$49,900	\$51,117	\$53,551	\$54,768	\$55,985	\$58,419	\$60,851	\$62,069	\$63,285	\$64,503	\$65,719	\$68,722
O	\$47,122	\$48,430	\$49,739	\$51,047	\$52,356	\$53,665	\$54,975	\$57,592	\$58,900	\$60,209	\$62,826	\$65,443	\$66,752	\$68,060	\$69,369	\$70,677	\$73,906
P	\$48,776	\$50,131	\$51,485	\$52,841	\$54,196	\$55,550	\$56,905	\$59,614	\$60,970	\$62,326	\$65,035	\$67,744	\$69,100	\$70,455	\$71,811	\$73,165	\$76,507
Q	\$51,255	\$52,679	\$54,102	\$55,526	\$56,950	\$58,374	\$59,796	\$62,644	\$64,067	\$65,491	\$68,338	\$71,186	\$72,610	\$74,033	\$75,457	\$76,881	\$80,393
R	\$55,389	\$56,927	\$58,466	\$60,005	\$61,543	\$63,082	\$64,620	\$67,697	\$69,236	\$70,774	\$73,851	\$76,928	\$78,468	\$80,005	\$81,544	\$83,082	\$86,878
S	\$59,522	\$61,177	\$62,829	\$64,483	\$66,136	\$67,790	\$69,442	\$72,750	\$74,402	\$76,056	\$79,364	\$82,669	\$84,324	\$85,977	\$87,631	\$89,283	\$93,362
T	\$66,136	\$67,974	\$69,810	\$71,648	\$73,484	\$75,321	\$77,157	\$80,832	\$82,668	\$84,506	\$88,180	\$91,852	\$93,691	\$95,526	\$97,364	\$99,201	\$103,731
U	\$72,750	\$74,769	\$76,791	\$78,810	\$80,832	\$82,851	\$84,873	\$88,913	\$90,933	\$92,954	\$96,995	\$101,036	\$103,056	\$105,077	\$107,098	\$109,119	\$114,102
V	\$80,191	\$82,418	\$84,644	\$86,872	\$89,099	\$91,327	\$93,554	\$98,007	\$100,235	\$102,462	\$106,916	\$111,370	\$113,598	\$115,824	\$118,051	\$120,279	\$125,773
W	\$89,283	\$91,764	\$94,243	\$96,725	\$99,205	\$101,685	\$104,165	\$109,124	\$111,605	\$114,084	\$119,045	\$124,005	\$126,485	\$128,965	\$131,446	\$133,926	\$140,044

Council 6
2026 Salary Guide Progression Schedule

	1	2	3	4	5	6	7	8	9	10	11	12	13	14/15	16	17	18
G	\$35,763	\$37,466	\$38,319	\$39,169	\$40,872	\$42,575	\$43,426	\$44,277	\$45,130	\$45,982	\$48,319	\$49,284	\$50,516	\$51,779	\$53,074	\$54,401	\$55,760
H	\$36,850	\$37,748	\$39,543	\$40,442	\$41,340	\$43,138	\$44,933	\$45,832	\$46,730	\$47,628	\$48,526	\$50,993	\$51,959	\$52,258	\$53,565	\$54,904	\$56,275
I	\$37,844	\$38,789	\$39,736	\$41,628	\$42,575	\$43,521	\$45,413	\$47,304	\$48,252	\$49,197	\$50,144	\$51,397	\$53,685	\$53,999	\$55,349	\$56,732	\$58,151
J	\$38,745	\$39,738	\$40,731	\$41,726	\$43,713	\$44,707	\$45,700	\$47,687	\$49,674	\$50,668	\$51,662	\$52,953	\$54,277	\$56,376	\$57,025	\$58,451	\$59,911
K	\$40,445	\$41,511	\$42,575	\$43,640	\$44,704	\$46,832	\$47,897	\$48,961	\$51,090	\$53,218	\$54,284	\$55,641	\$57,032	\$58,457	\$60,399	\$61,417	\$62,952
L	\$41,133	\$42,243	\$43,354	\$44,466	\$45,578	\$46,688	\$48,910	\$50,022	\$51,132	\$53,355	\$55,577	\$56,966	\$58,390	\$59,849	\$61,346	\$62,880	\$64,452
M	\$42,575	\$43,759	\$44,941	\$46,125	\$47,307	\$48,491	\$49,674	\$52,038	\$53,222	\$54,405	\$56,769	\$59,136	\$60,318	\$61,501	\$62,683	\$63,865	\$66,783
N	\$45,130	\$46,383	\$47,637	\$48,890	\$50,144	\$51,397	\$52,650	\$55,157	\$56,411	\$57,664	\$60,172	\$62,676	\$63,931	\$65,184	\$66,438	\$67,691	\$70,784
O	\$48,536	\$49,883	\$51,231	\$52,578	\$53,927	\$55,275	\$56,624	\$59,319	\$60,667	\$62,015	\$64,711	\$67,406	\$68,754	\$70,102	\$71,450	\$72,798	\$76,124
P	\$50,239	\$51,635	\$53,029	\$54,426	\$55,822	\$57,217	\$58,612	\$61,403	\$62,799	\$64,196	\$66,986	\$69,776	\$71,173	\$72,569	\$73,965	\$75,360	\$78,802
Q	\$52,793	\$54,259	\$55,725	\$57,192	\$58,658	\$60,125	\$61,590	\$64,523	\$65,989	\$67,455	\$70,389	\$73,322	\$74,788	\$76,254	\$77,720	\$79,187	\$82,804
R	\$57,051	\$58,635	\$60,220	\$61,805	\$63,389	\$64,975	\$66,559	\$69,728	\$71,313	\$72,897	\$76,067	\$79,236	\$80,822	\$82,405	\$83,990	\$85,574	\$89,484
S	\$61,308	\$63,012	\$64,714	\$66,417	\$68,120	\$69,823	\$71,525	\$74,932	\$76,634	\$78,337	\$81,744	\$85,149	\$86,854	\$88,557	\$90,260	\$91,962	\$96,163
T	\$68,120	\$70,013	\$71,904	\$73,797	\$75,688	\$77,581	\$79,471	\$83,257	\$85,148	\$87,041	\$90,825	\$94,608	\$96,502	\$98,392	\$100,285	\$102,177	\$106,843
U	\$74,932	\$77,012	\$79,095	\$81,174	\$83,257	\$85,337	\$87,419	\$91,580	\$93,661	\$95,742	\$99,904	\$104,067	\$106,148	\$108,229	\$110,311	\$112,392	\$117,525
V	\$82,597	\$84,890	\$87,184	\$89,478	\$91,772	\$94,067	\$96,360	\$100,947	\$103,242	\$105,536	\$110,124	\$114,711	\$117,006	\$119,299	\$121,593	\$123,887	\$129,546
W	\$91,962	\$94,517	\$97,071	\$99,627	\$102,181	\$104,736	\$107,290	\$112,398	\$114,953	\$117,507	\$122,616	\$127,725	\$130,279	\$132,834	\$135,389	\$137,943	\$144,245

Council 6
2027 Salary Guide Progression Schedule

	1	2	3	4	5	6	7	8	9	10	11	12	13	14/15	16	17	18
G	\$36,836	\$38,590	\$39,468	\$40,344	\$42,098	\$43,852	\$44,729	\$45,606	\$46,484	\$47,362	\$49,769	\$50,762	\$52,031	\$53,332	\$54,666	\$56,033	\$57,433
H	\$37,956	\$38,880	\$40,729	\$41,655	\$42,580	\$44,433	\$46,281	\$47,207	\$48,132	\$49,057	\$49,982	\$52,522	\$53,517	\$53,826	\$55,171	\$56,551	\$57,964
I	\$38,979	\$39,953	\$40,929	\$42,877	\$43,852	\$44,827	\$46,775	\$48,723	\$49,699	\$50,673	\$51,648	\$52,939	\$55,295	\$55,619	\$57,010	\$58,434	\$59,896
J	\$39,907	\$40,930	\$41,953	\$42,978	\$45,025	\$46,048	\$47,071	\$49,118	\$51,164	\$52,188	\$53,211	\$54,542	\$55,905	\$58,068	\$58,736	\$60,204	\$61,709
K	\$41,659	\$42,756	\$43,852	\$44,949	\$46,045	\$48,237	\$49,334	\$50,430	\$52,623	\$54,814	\$55,912	\$57,310	\$58,743	\$60,211	\$62,211	\$63,260	\$64,841
L	\$42,367	\$43,510	\$44,655	\$45,800	\$46,945	\$48,088	\$50,377	\$51,523	\$52,666	\$54,956	\$57,244	\$58,675	\$60,142	\$61,645	\$63,187	\$64,766	\$66,386
M	\$43,852	\$45,072	\$46,290	\$47,508	\$48,726	\$49,946	\$51,164	\$53,599	\$54,819	\$56,037	\$58,472	\$60,910	\$62,127	\$63,346	\$64,564	\$65,781	\$68,786
N	\$46,484	\$47,774	\$49,066	\$50,357	\$51,648	\$52,939	\$54,230	\$56,812	\$58,104	\$59,394	\$61,977	\$64,557	\$65,848	\$67,139	\$68,431	\$69,721	\$72,907
O	\$49,992	\$51,379	\$52,768	\$54,156	\$55,545	\$56,933	\$58,323	\$61,099	\$62,487	\$63,876	\$66,652	\$69,429	\$70,817	\$72,205	\$73,593	\$74,981	\$78,407
P	\$51,746	\$53,184	\$54,620	\$56,059	\$57,497	\$58,933	\$60,371	\$63,245	\$64,683	\$66,121	\$68,996	\$71,870	\$73,309	\$74,746	\$76,184	\$77,620	\$81,166
Q	\$54,377	\$55,887	\$57,397	\$58,907	\$60,418	\$61,928	\$63,438	\$66,459	\$67,968	\$69,479	\$72,500	\$75,521	\$77,032	\$78,541	\$80,052	\$81,563	\$85,289
R	\$58,763	\$60,394	\$62,026	\$63,659	\$65,291	\$66,924	\$68,556	\$71,820	\$73,452	\$75,084	\$78,349	\$81,613	\$83,246	\$84,877	\$86,510	\$88,142	\$92,169
S	\$63,147	\$64,903	\$66,656	\$68,410	\$70,164	\$71,918	\$73,671	\$77,180	\$78,933	\$80,687	\$84,197	\$87,704	\$89,459	\$91,213	\$92,967	\$94,720	\$99,047
T	\$70,164	\$72,113	\$74,061	\$76,011	\$77,959	\$79,909	\$81,856	\$85,754	\$87,703	\$89,652	\$93,550	\$97,446	\$99,397	\$101,344	\$103,293	\$105,243	\$110,049
U	\$77,180	\$79,323	\$81,467	\$83,610	\$85,754	\$87,897	\$90,042	\$94,327	\$96,471	\$98,614	\$102,902	\$107,189	\$109,332	\$111,476	\$113,620	\$115,764	\$121,051
V	\$85,074	\$87,437	\$89,799	\$92,163	\$94,525	\$96,889	\$99,251	\$103,976	\$106,339	\$108,702	\$113,427	\$118,152	\$120,516	\$122,878	\$125,240	\$127,604	\$133,432
W	\$94,720	\$97,352	\$99,983	\$102,616	\$105,246	\$107,878	\$110,509	\$115,770	\$118,402	\$121,032	\$126,295	\$131,557	\$134,188	\$136,819	\$139,451	\$142,082	\$148,572