

**EMPLOYMENT AGREEMENT
BETWEEN**

THE TOWNSHIP OF LAWRENCE

AND

**THE AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 73, AFL-CIO, LOCAL 2257**

Now known as:

**New Jersey American Federation of State, County
and Municipal Employees**

New Jersey Organizing Committee 963

AFL-CIO Local 2257

January 1, 2022 to December 31, 2025

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PREAMBLE

This four-year Agreement made and entered into this ____ day of February, 2023, by and between the Township of Lawrence, in the County of Mercer, a Municipal Corporation in the State of New Jersey (hereinafter referred to as the "Township"), and Local #2257, Council 73 American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the "Union"), represents the complete and final understanding on all bargainable issues between the Township and the Union and is designed to maintain and promote a harmonious relationship between the Township and such of its employees who are covered by Article 1, Recognition, in order that more efficient and progressive public service may be rendered. This Agreement is a four-year term January 1, 2022 through December 31, 2025.

ARTICLE 1
RECOGNITION

Section 1.1

The Township hereby recognizes the Union as the exclusive representative for collective negotiations concerning wages, hours of employment and other terms and conditions of employment as set forth herein for all employees in classifications appended hereto as Appendix A who are employed by the Township, and for such additional classifications as the parties may later agree to include, excluding supervisors, managerial executives and confidential employees.

Section 1.2

Unless otherwise indicated by the contents of this Agreement, the title "employee" shall be defined to include all full-time and part-time, permanent and provisional bargaining unit members, the plural as well as the singular, and to include males as well as females.

Section 1.3

Permanent full-time employees and permanent part-time employees are those employees covered by this Agreement who are regularly scheduled to work twenty (20) hours or more per week.

ARTICLE 2
MANAGEMENT RIGHTS

Section 2.1

The Employer retains and may exercise all rights, powers, duties, authority and responsibilities conferred upon and vested in it by the laws and Constitution of the State of New Jersey. Except as specifically abridged, limited or modified by the terms of this Agreement between the Employer and the Union, all such rights, powers, authority, prerogatives of management and responsibilities to promulgate and enforce reasonable and necessary rules and regulations governing the conduct and the activities of the employees are exclusively retained by the Employer.

ARTICLE 3
DUES DEDUCTION

Section 3.1

Upon receipt of the lawfully executed written authorization from an employee, the Township agrees to deduct the regular monthly Union dues of such employee from his pay and remit such deduction by the tenth (10th) day of succeeding month to the official designated by the Union, in writing, to receive such deductions. The Union will notify the Township, in writing, of the exact amount of such regular membership dues to be deducted. This authorization shall remain in effect during the life of this Agreement.

Section 3.2

The Union shall indemnify and hold the Employer harmless against any and all claims, demands, suits and other forms of liability that shall rise out of, or by reason of, any action taken or not taken by the Employer for the purpose of complying with any of the provisions of this article.

ARTICLE 4
HOURS AND OVERTIME

Section 4.1

The normal workweek shall consist of five (5) consecutive days of seven (7) hours per day, Monday through Friday, inclusive, for a total of thirty-five (35) hours per week. Lunch break shall be one (1) hour, with a morning break of fifteen (15) minutes, and an afternoon break of fifteen (15) minutes.

Section 4.2

Time and one-half (1-1/2) the employees' regular rate of pay shall be paid for work under any of the following conditions:

- a) DAILY – All work performed in excess of seven (7) hours in any workday; or
- b) WEEKLY – All work performed in excess of thirty-five (35) hours; or
- c) ALL work performed on the sixth (6th) workday as such of any workweek; or
- d) ALL work performed on a holiday plus the regular pay for the holiday.

Section 4.3

Double-time the employees' regular rate of pay shall be paid for work under the following conditions:

- a) ALL work performed on the seventh (7th) workday as such of any workweek; or
- b) ALL work performed in excess of fourteen (14) continuous hours until a full seven (7) hour break occurs.

Section 4.4

Overtime opportunities will be distributed as equally as possible among employees in the same job classification and department. It is understood that nothing in this clause shall require payment for overtime hours not worked.

Section 4.5

The employer shall provide meals for employees working overtime through a regularly scheduled mealtime on condition that the employee is called in on any emergency basis or works more than two hours before or after their regularly scheduled shift. Five dollars (\$5.00) per meal allocated.

Section 4.6

Any employee who is required to report to work during periods other than their regularly scheduled shifts shall be paid at the rate of time and one-half (1-1/2) their regular rate of pay for such hours worked, and be guaranteed not less than three and one-half (3-1/2) hours pay at the overtime rate unless it is contiguous to the normal work day, then pay at the overtime rate will be granted only for the actual hours worked in addition to the regular workday. In all other instances, subject to the approval of the Supervisor, an employee shall have the option whether they remain on the job in excess of that time actually needed to complete the work for which they were recalled provided, however, that they are not entitled to successive minimum three and one-half (3-1/2) hour guarantees should they be recalled within that same three and one-half (3-1/2) hour period.

Section 4.7

Compensatory time will be credited at time and one-half as prescribed in the Fair Labor Standards Act. No employee may accrue compensatory time in excess of thirty-five (35) hours. No employee shall carry over compensatory time in excess of thirty-five (35) hours from a prior year.

ARTICLE 5
SENIORITY

Section 5.1

Seniority is defined as an employee's total length of service with the Township beginning with his date of hire.

Section 5.2

In all applications of seniority, where ability to perform work and physical fitness are equal, seniority shall be given preference in promotions, demotions, layoffs, recall and vacation schedules, in accordance with the rules and regulations governing such matters as promulgated by Civil Service and applicable to municipalities.

Section 5.3

The Township shall maintain an accurate, up-to-date seniority roster showing each employee's date of hire, classification and pay rate and shall furnish copies of same to the Union upon reasonable request.

Section 5.4

The Township shall promptly advise the appropriate Union representative of any changes which necessitate amendments to the seniority list.

ARTICLE 6

DISCIPLINE

Section 6.1

No employee may be suspended for a period of more than five (5) days without first having a disciplinary hearing. Notice of such hearing, along with specifications, shall be furnished to the employee with a copy to the Union President and to the Council office. The employee shall be entitled to representation at any such hearing by the Local Union President, Union Steward and Council Representative.

Section 6.2

The person initiating any such charges shall not be the presiding officer at any disciplinary hearing.

Section 6.3

Any suspension of five (5) days or less may become the subject of a grievance.

Section 6.4

Anything of a detrimental or disciplinary nature placed in an employee's permanent personnel file must also be copied to the affected employee.

Section 6.5

Any suspension in excess of five (5) days, or any removal of an employee may be appealed to Civil Service or may be appealed to arbitration provided the Union supports the request for arbitration. The employee shall have ten (10) days from the date of receipt of final notice of disciplinary action to indicate his choice. His choice of either arbitration or Civil Service hearing shall be final and irrevocable.

Section 6.6

An employee covered by this Agreement that is absent without notice for five (5) consecutive work days shall constitute a resignation by that employee from their employment with Lawrence Township.

ARTICLE 7
GRIEVANCE PROCEDURE

Section 7.1

DEFINITION: The term "grievance" as used herein, means any controversy arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement and may be raised by an employee, employee's attorney, the Union or the Township.

Section 7.2

Any grievance of an employee, or of the Union, shall be handled in the following manner:

STEP 1. The aggrieved employee and/or Steward, or both, shall take up the grievance or dispute with the employee's immediate supervisor within five (5) working days after the occurrence of the event or knowledge thereof out of which the grievance arises. The immediate supervisor shall then attempt to address the matter and shall respond to the employee and Steward within three (3) working days.

STEP 2. If the grievance has not been settled to the employee's satisfaction, it shall be presented in writing by the Union Steward to the Department head within five (5) working days after the immediate supervisor's response is due. The Department head shall respond in writing to the Union President or his designated representative within three (3) working days.

STEP 3. If the grievance still remains unadjusted, it shall be presented by the President or Union representative to the Municipal Manager or designee in writing within seven (7) working days after response of the Department Head is due. The Municipal Manager or designee shall meet with all parties involved within seven (7) working days and shall render a decision in writing within seven (7) working days following such meeting.

STEP 4. If the grievance is still unsettled, the Union may, within fifteen (15) working days after the reply of the Municipal Manager is due, by written notice to the Municipal Manager, proceed to arbitration. The decision of the arbitrator shall be in writing and shall be rendered within thirty (30) working days and such decision shall be final and binding on both parties.

Section 7.3

The following procedure will be used to secure the services of an arbitrator;

- a) A representative of the Township and a representative of the Union will attempt to select a mutually satisfactory arbitrator.
- b) If they are unable to do so within ten (10) working days after the Municipal Manager was notified of the Union's decision to go to arbitration, a request will be made to the New Jersey Public Employment Relations Commission.

Section 7.4

Where an employee has exercised his right of appeal as expressly granted in the Revised Civil Service Statutes of New Jersey, there shall be no right of arbitration under the provisions of this article.

Section 7.5

Expenses for the arbitrator's services and the proceedings shall be borne equally by the Township and the Union.

Section 7.6

The Union will notify the Township in writing of the names of its employees who are designated by the Union to represent employees under the grievance procedure. Such employees so designated by the Union will be permitted to confer with other Union representatives, employees and with Township representatives regarding matters of employee representation, during working hours, without loss of pay provided, however, all employees shall secure the permission of their immediate supervisor, which permission shall not be unreasonably denied.

ARTICLE 8
HOLIDAYS

Section 8.1

All permanent employees on the payroll shall be entitled to paid holiday leave for all official holidays observed by the Township of Lawrence.

Section 8.2

The following holidays shall be observed by the Township of Lawrence:

1	New Year's Day	9	Labor Day
2	Martin Luther King's Birthday	10	Columbus Day
3	Lincoln's Birthday	11	General Election Day
4	President's Day	12	Veteran's Day
5	Good Friday	13	Thanksgiving Day
6	Memorial Day	14	Day After Thanksgiving
7	Juneteenth	15	Christmas Day
8	Independence Day		

Section 8.3

In the event that a holiday falls on a weekend, the preceding Friday shall be observed as the holiday, if the holiday falls on a Saturday and the following Monday shall be observed as the holiday if the holiday falls on a Sunday. Holidays which fall within an employee's vacation period shall not be counted as part of his/her vacation.

Section 8.4

In order to be eligible for holiday pay, an employee shall be on the active payroll of the Township and must have worked his full regularly scheduled workday before and after the holiday, unless such absence is authorized. Use of paid sick leave on the day before or after a holiday shall require documentation from a doctor.

ARTICLE 9
VACATIONS

Section 9.1

Employees covered by this Agreement shall be entitled to an annual vacation based on their years of service as follows:

Employment Period	Vacation
From date of appointment to December 31 st of the year of appointment	1 working day per month
For each succeeding year through the fifth (5 th) year of employment	12 working days per calendar year
From the sixth (6 th) year through the tenth (10 th) year of employment	15 working days per calendar year
From the eleventh (11 th) year through the fifteenth (15 th) year of employment	20 working days per calendar year
From the sixteenth (16 th) year of employment and each year thereafter	25 working days per calendar year
For employees hired on or after 1/1/07 From the eleventh (11 th) year through the nineteenth (19 th) year of employment	20 working days per calendar year
For employees hired on or after 1/1/07 From the twentieth (20 th) year and each year thereafter	23 working days per calendar year
For employees hired on or after 1/1/2014 from the eleventh (11 th) year and each year thereafter.	20 working days per calendar year

Section 9.2

Unused paid vacation leave may be accumulated one year beyond the calendar year in which it is earned with the approval of the Municipal Manager.

Section 9.3

Any employee who dies, retires or is otherwise separated from employment shall be entitled to payment for all unused paid vacation leave on a pro-rated basis dependent upon the employee's regular salary upon death, retirement or separation and the number of months of the employee's employment during the calendar year in question.

Section 9.4

Any vacation days taken over the earned number of days for the year shall be repaid on a pro-rated basis by the employee if the employee is terminated or leaves Township employment prior to the end of the year except in the case of an employee's death.

Section 9.5

One (1) or two (2) day vacation requests shall require forty-eight (48) hours notice. Such requests shall not be unreasonably denied.

Section 9.6

Any employee that is charged for vacation hours in excess of the hours that the employee is entitled to will have the excess hours automatically charged to available "Personal Leave" hours available per Article X of this Agreement.

ARTICLE 10
PERSONAL LEAVE

Section 10.1

In regard to personal leave, the following regulations apply:

- a) All full-time employees covered by this Agreement shall be eligible for three (3) days personal leave, with pay, for personal matters concerning the employees as delineated below.
- b) Personal days are for the purposes of conducting personal affairs of a non-recreational nature or professional affairs which cannot be carried out after scheduled work hours.
- c) Requests for personal days shall not be unreasonably denied.

Section 10.2

Personal leave shall not be accumulative from year to year. All employees shall be compensated for unused personal days at straight-time pay, calculated on the calendar year ending December 31st. Any employee who has either utilized or had excess sick or excess vacation hours charged beyond their available Personal Leave hours shall have their pay docked for the amount of excess hours used or charged.

Section 10.3

Any employee who dies, retires or is laid off shall be entitled to payment for all unused paid personal days on a pro-rated basis dependent upon the employee's regular salary upon death, retirement or lay-off and the number of months of the employee's employment during the calendar year in question.

ARTICLE 11

SICK LEAVE

Section 11.1

All full-time employees shall be entitled to paid sick leave to be utilized by the employee when he or she is unable to perform his/her work by reason of personal illness, accident or exposure to contagious disease. Paid sick leave shall accrue on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days in every calendar year thereafter. Any amount of paid sick leave not used in any calendar year shall accumulate to the employee's credit from year-to-year to be utilized if and when needed.

Section 11.2

Full-time employees which shall be entitled to a terminal leave payment, in accordance with their date of hire depicted in Section 11.2 of this Collective Bargaining Agreement, upon retirement shall furnish proof of retirement to the Township. The form of this proof shall be in the form of a copy of the employee's first retirement check or electronic funds transfer/direct deposit from the Public Employees Retirement System (PERS).

Upon retirement of any employee hired prior to December 31, 2009, in accordance with applicable statutes and regulations, said employee shall be entitled to a lump sum cash payment in an amount equal to fifty percent (50%) of his accumulated sick leave provided, however, that said payment shall in no event exceed the sum of fifteen thousand dollars (\$15,000). Upon retirement employees hired on or after January 1, 2010, in accordance with applicable statutes and regulations, shall be entitled to a lump sum cash payment in an amount equal to twenty-five (25%) of accumulated sick leave provided, however, that said payment shall in no event exceed the sum of ten thousand dollars (\$10,000). Upon retirement employees hired on or after January 1, 2014, in accordance with applicable statutes and regulations shall not be entitled to any payment toward or for accumulated sick leave. The amounts specified above based on the hiring date of the employee shall not exceed the established maximum amounts but shall be reduced if required by Statute. Employees may defer payment until the succeeding year by requesting such in writing to the payroll department.

Section 11.3

Any employee that is charged for sick hours in excess of the hours that the employee is entitled to will have the excess hours automatically charged to available "Personal Leave" hours available per Article 10 of this Agreement.

ARTICLE 12
BEREAVEMENT LEAVE

Section 12.1

In the event of death in the employee's immediately family, the employee shall be granted time off without loss of pay from the date of death or the day of the funeral, but in no event shall said leave exceed four (4) consecutive working days per incident, except in a case where the funeral is more than four (4) consecutive working days after the day of death, in which case the day of the funeral shall be granted with pay, or in the case of spouse or child, in which case said leave shall not exceed fifteen (15) consecutive working days per incident.

Section 12.2

The term "immediate family" includes wife, husband, daughter, step-daughter, son, step-son, father, step-father, mother, step-mother, brother, sister, grandchildren, mother-in-law, father-in-law or a relative who is regularly living in the employee's household. "Immediate family excludes former spouses, step-brothers and step-sisters.

Section 12.3

In the event of the death of an employee's grandmother, grandfather, aunt, uncle, cousin or a member of the immediate family as described in Section 12.2 of the employee's spouse, the day of the funeral will be granted as time off without loss of compensation provided the funeral is on a regularly scheduled work day, unless the relative permanently resided in the employee's household.

Section 12.4

Notwithstanding the content of the foregoing subparagraph, the Municipal Manager in his sole discretion may grant special consideration in those situations which are not covered by the above circumstances.

Section 12.5

The Township may require verification of death.

ARTICLE 13
LEAVES OF ABSENCE

Section 13.1

MILITARY LEAVE: Any full-time employee covered by this Agreement who is a member of the National Guard or reserve components in the military or naval service of the United States and is required to perform active duty for training period shall be granted a leave of absence with pay for the period of such training. When an employee, not on probation, has been called to active duty or drafted into the military or naval service of the United States, he shall automatically be granted an indefinite leave of absence without pay for the duration of such active military service. However, in order for that employee to be reinstated without loss of privileges or seniority, he must report for duty with the Township within sixty (60) days following his honorable discharge from the military.

Section 13.2

MATERNITY LEAVE: Maternity Leave shall be granted in accordance with the New Jersey Family Leave Act and Federal Leave Act. An employee may be granted additional unpaid Maternity Leave by the Municipal Manager or his designee provided the request is made in writing one (1) month prior to the effective date of the leave, but in no circumstances shall Maternity Leave exceed an aggregate of six (6) months. The additional leave, if granted, shall be without pay and no accrual of paid time off. Request for Maternity Leave under this section shall not be unreasonably denied.

Section 13.3

a) A leave of absence without pay may be requested by an employee covered by this Agreement by submitting the reason(s) for the requested leave, in writing, to the Department head. Said leave can be granted for periods not to exceed three (3) months at any one time. Such leave may be renewed for an additional three (3) months by the Municipal Manager. Employees returning from an authorized leave will be restored to their original classification or

another appropriate one of the same or similar salary to the one being earned at the time of the beginning of said leave. Employees returning from a leave of absence longer than five (5) consecutive work days due to a health issue may be required to provide documentation from a doctor confirming that they are fit to return to work. Said medical exam will be at the expense of Lawrence Township.

b) If an employee sustains an injury while in the Township's employ and on duty, the employee will be continued without loss of pay for the maximum of six (6) months from the date of the accident. Such eligibility for this leave is determined by the definition of job injury as set out in the New Jersey Workers' Compensation Law. Payments which an employee received from the provisions of the Workers Compensation Law or Temporary Disability Law shall be remitted to the Township. Thus, any employee covered by this leave will receive no more than his normal weekly salary payment.

ARTICLE 14
COURT ATTENDANCE

Section 14.1

An employee who is called to serve on a jury and does so shall be entitled to paid leave for the period of time in which he is officially involved with the Court in such capacity. The Township will make reasonable accommodation for employees called to jury duty who are scheduled to work other than a day shift.

ARTICLE 15
HEALTH BENEFITS

Section 15.1

- a) The Township agrees to provide health insurance for all employees and their dependents.
- b) The TOWNSHIP is presently a participant in the New Jersey State Health Benefits Plan ("SHBP"). The TOWNSHIP may not force employees into particular plans within the SHBP or into plans in the event of a new health benefit plan administrator. The TOWNSHIP reserves the right to change from the SHBP to another health insurance carrier or plan administrator. Benefit changes made to the individual SHBP are not subject to negotiation nor the responsibility of the Township to be maintained at the same level as were provided previous to any change in benefits. All changes to individual health benefit plans within the SHBP are the responsibility of the employee.
- c) Effective in the first pay period of January 2014, all employees that received Township provided health benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78, P.L. 2011. Said contribution rates shall be the minimum amounts upon reaching the final level of contribution toward health and prescription premiums by the employee. All employees hired on or after January 1, 2014 shall contribute based upon the year four rates specified by law and to be made an Appendix to a successor Agreement. Said rates of contribution shall become the base amount.
- d) Should an employee choose to opt-out of the health and prescription coverage pursuant to the policies and procedures established by the Township the employee shall not be responsible or required to contribute toward health and prescription coverage premium as required by Section 15.1 b of this Agreement.

e) All employees and all retirees that retire on or after December 31, 2014, that choose an employer sponsored health plan which premium triggers an excise tax on a plan in accordance with the Affordable Care Act, then the cost of the excise tax will be the responsibility of the employee requiring a contribution in the amount of the excise tax in addition to the contribution required by Chapter 78 for all employees and retirees or for contributions required by retirees in accordance with the terms of the Collective Bargaining Agreement.

All contributions are in addition to the required excise tax contributions required by the Affordable Health Care Act language in 15.1 d.

f) Any employee that retires on or after February 2, 2014, and is eligible for post-retirement health care benefits shall contribute no less than one percent (1%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that is eligible for post-retirement health and prescription benefits that retires on or after February 2, 2015, shall contribute no less than two percent (2%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that is eligible for post-retirement health and prescription benefits that retires on or after February 2, 2016, shall contribute no less than two and one-half percent (2.5%) of their pensionable benefit toward the cost of said post-retirement benefits or an amount set by New Jersey Statute that requires a higher contribution. Any employee that has not obtained twenty (20) years of credited pension service as of June 28, 2011, shall contribute through the withholding of the contribution from the monthly retirement allowance, or make a direct payment to Lawrence Township if the New Jersey Division of Pension and Benefits is not able to withhold a contribution, toward the cost of health care benefits coverage for the employee in retirement and dependent coverage. The retirement allowance, and any future cost of living adjustments thereto, shall be used to identify the percentage of the cost of coverage. Contribution rates/percentages shall be in accordance with Appendix

"A-1", "A-2" & "A-3". The applicable amount will be paid on a monthly basis to the Township by the retiree. Each retiree shall supply proof of pension benefits. All contributions are in addition to the required excise tax contribution required by the Affordable Health Care Act and language in 15.1 a.

Section 15.2

The Township agrees to provide a drug prescription program for employees and their dependents. Employees will be required to contribute toward the cost of prescription coverage as provided in Section 15.1 (c) of this Agreement.

Section 15.3

The Township will pay fifty percent (50%) on an approved dental plan for employees and their families and reserves the right to choose the insurance carrier. Employees shall have the option to participate in this program. Management will agree to a change in the current carrier to provide equal or better coverage.

Section 15.4

a) The Township will pay two hundred fifty dollars (\$250) per employee for the purpose of a physical/eye exam, eyeglasses or contact lenses per year, as long as dual coverage is not in effect. Should the employee elect not to use this coverage, one member of the employee's family (spouse or child) may be reimbursed (proof to be submitted to the Township) up to two hundred fifty dollars (\$250) for physical eye exam/eyeglasses or contact lenses per year if there is no other source of health insurance available to cover the services as detailed above. All other terms and conditions remain.

b) Employees will have the option of having the physical exam performed by a physician designated by the Township. Should the employee choose this option, the Township will pay for the cost of said exam. However, in either case, the employee must agree to allow the physician to release to the Township a statement, the contents of which shall be limited to the following:

1. The employee is in good health, or
2. The employee should seek further advice from his/her personal physician.

Should the employee not agree to release this statement, the Township will not bear the cost of said exam or will not reimburse the employee for the cost depending on the option chosen. These statements shall be confidential and will only be authorized for release to the Municipal Manager.

Section 15.5

The Township will pay for a life insurance policy in the amount of seven thousand five hundred (\$7,500) for a natural death and will increase to twelve thousand five hundred (\$12,500) in the event of an accidental death. The Township reserves the right to choose the insurance carrier for this program.

Section 15.6

The Township agrees to provide retirement benefits in accordance with applicable New Jersey statutes that would apply to eligible retired employee that had an original hire date of December 31, 2009 or prior. Employees hired on or after January 1, 2010 shall not be entitled to post-retirement health benefits.

Section 15.7

Post-retirement benefits will be provided through the NJ State Health Benefits Plan. Retirees qualify under the following conditions:

- a) Disability retirement.
- b) Qualifying retirement with at least twenty-five (25) years of service in a state-approved pension system and at least ten (10) years with Lawrence Township.
- c) Service retirement at age 62 or older with at least fifteen (15) years of service with Lawrence Township.

The limit of post-retirement coverage is as follows:

- a) Retirement under age 55, Township pays for coverage for ten (10) years from date of retirement for retiree and dependents.
- b) Retirement between ages 55 and 60, Township pays for coverage until age 65 for retiree and dependents.
- c) Retirement between ages 60 and 65, Township pays for coverage until age 65 for retiree and dependents and pays for coverage for only retiree for a period of five (5) years from the date of retirement. (Example: Employee retires on 63rd birthday, Township pays coverage cost for retiree and dependent to age 65 and pays coverage cost for retiree only until 68th birthday.)
- d) Retirement at age 65 or older, Township pays for coverage for five (5) years from date of retirement – retiree only.
- e) Above periods of eligibility of post-retirement health care coverage will not be applicable to employees hired on or after January 1, 2010. Employees hired on or after January 1, 2010 shall not be eligible for post-retirement benefits.

Section 15.8

The Township shall provide employees the option of their enrollment in the IRS Code Section 125.

Section 15.9

Employees will be eligible to re-enroll during the year under special circumstances.

Section 15.10

Married employees where both parties are employees or retirees of the Township of Lawrence shall be covered for health benefits under one policy. No duplicate coverage.

ARTICLE 16
UNION REPRESENTATIVES

Section 16.1

The Township recognizes the right of the Union to designate a Union President or designee and two (2) Union Stewards to represent the Union and the employees covered by this Agreement. The Union shall furnish the Township with the names of the President or designee and Stewards and will notify the Township of any changes.

Section 16.2

The authority of the President or designee or Union Stewards designated by the Union shall be limited to and shall not exceed the following duties and activities:

- a) The investigation and presentation of grievances in accordance with the provisions of the Agreement. Both parties agree that if it is necessary for the President or designee or Stewards to perform any such duties during his work time, the President or designee or Stewards shall be released from work by his Supervisor only to the extent necessary to make the investigation and for conferring with the Township representative.
- b) The transmission of such messages and information which will originate with and are authorized by the Union, or its officers, provided that such messages and information;
 - 1. Are of a routine nature and do not involve work stoppages, slowdowns or any other interference with Township business; and
 - 2. The Union President or designee or Union Stewards are authorized to investigate, present and process grievances on or off the premises, provided such activity is not disruptive of any work in which he/she is engaged and subject to the necessity of maintaining his schedule and not disrupting the schedule or manpower of any other member of the bargaining unit who may be involved in the grievance.

Section 16.3

Representatives of the Union who are not employees of the Employer shall be permitted to visit with employees during the working hours at their workstations for the purpose of discussing Union representation matters. Such representatives shall also be recognized by the Employer as an authorized spokesperson for the Union in meetings between the parties regarding employee representation.

Section 16.4

An employee who is duly authorized in writing to be a representative of the Union shall be granted a leave of absence with pay for the time necessary to conduct Union business or attend conventions, seminars or workshops with a maximum of no more than four (4) employees to serve as Union representatives.

ARTICLE 17
EXTENDED SICK LEAVE

Section 17.1

Lawrence Township will be required to provide extended sick leave in accordance with the Federal Family Leave Act and New Jersey Family Leave Act.

- a) All permanent employees or full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service.
- b) Sick leave may be utilized by employees in accordance with NJSA 4A:6-13g.
- c) The Family and Medical Leave Act of 1993 and/or the New Jersey Family Leave Act provisions will govern as applicable.

ARTICLE 18
JOB POSTING

Section 18.1

Notice of all vacancies shall be posted on all Union bulletin boards for this local and the employer will notify the Union President of any title changes. In addition, the posting shall list the salary level, hours of work, classification, job description, qualifications and instructions for making the appropriate application.

Section 18.2

All job openings must be posted according to the provisions of this section before an offer of employment can be extended to a candidate. Those employees who make the appropriate application shall be considered as candidates provided they meet the necessary criteria to perform the duties of the vacant position.

Section 18.3

Notices shall be posted for a period of at least five (5) working days.

Section 18.4

Immediately upon removal of said job postings, notice of hiring shall be forwarded to the President of the Local Union.

ARTICLE 19
EDUCATIONAL BENEFITS

Section 19.1

The Township agrees in the event that an employee is required to attend educational courses as a job requirement, the Township will reimburse said employee for the amount required.

ARTICLE 20
SAFETY AND HEALTH

Section 20.1

The Employer shall at all times maintain safe and healthful working conditions and will provide employees with any wearing apparel, tools or devices needed in order to insure their safety and health.

Section 20.2

The Employer and the Union will maintain a Safety Committee comprised of the following. A safety official and one other member designated by the Employer and two members selected by the Union. The President of the Union may attend but shall have no voting power. It will be the responsibility of the Committee to investigate and correct unsafe and unhealthful conditions. The Committee shall meet monthly or as necessary to review general health and safety conditions and to make recommendations to the Municipal Manager about such conditions.

Recommendations should be submitted to the Municipal Manager or designee and the implementation should be made within thirty (30) days of presentation or a valid explanation be made to the President of the Union in writing. The President or designee shall remind the Manager's designee fifteen (15) days after presentation. If a recommendation is not addressed within this time frame, there shall be an emergency meeting held five days after the thirty-day period with the Safety Committee and the Municipal Manager.

Section 20.3

The Safety Committee members shall be permitted reasonable opportunity to visit work locations throughout the Employer's facilities for the purpose of investigating safety and health conditions during working hours with no loss of pay.

ARTICLE 21
LABOR/MANAGEMENT MEETINGS

Section 21.1

The Union and the Employer agree to meeting on a quarterly basis or at a mutually convenient time for the purpose of discussing issues that concern either party. The party requesting such a meeting will supply the second party with an agenda within ten (10) working days of the meeting. These meetings shall not be used to settle grievances nor are they designed to circumvent the collective bargaining process.

ARTICLE 22
CLASSIFICATIONS AND JOB DESCRIPTIONS

Section 22.1

The classification for employees covered by this Agreement is attached hereto as Appendix A and by reference is made part of this Agreement.

Section 22.2

Determinations regarding job descriptions and classifications shall remain matters of managerial prerogative. Changes in compensation shall be a negotiable item when required by law.

Section 22.3

Change in title in order to implement a higher salary without a change of work duties must be done in accordance with a Civil Service desk audit.

Section 22.4

The Municipal Manager agrees to meet and discuss with the Union President or designee and a representative from any title which shall be the subject of a range upgrade. Such request must be accompanied by documentation supporting any such upgrade.

ARTICLE 23
EQUAL PAY FOR EQUAL WORK

Section 23.1

Any employee who performs work in a higher-grade pay classification than his own for at least four (4) consecutive hours in any workday shall receive the greater of five percent (5%) above the current salary or the minimum of the new range for such work for the time that it is performed. An exception to the Article would be for training for a new job title provided that one (1) week notice is given prior and such training does not last for more than two (2) weeks.

ARTICLE 24
ACCESS TO PERSONNEL FILES

Section 24.1

An employee covered by this Agreement shall have the right to inspect and obtain copies of documents from his personal history file maintained at Township Hall at any reasonable time upon five (5) working days written notice to the custodian thereof. Whenever, in the option of the employee's supervisor, derogatory material is placed in the employee's personal history file, the Township agrees to notify the employee in writing of that action. The contents of the employee's personal history file shall not be made public unless required in disciplinary proceedings or by court order or subpoena process in a judicial proceeding. An employee covered by this Agreement shall be allowed to place in such a file a response to anything contained therein.

Section 24.2

Disciplinary actions and letters of official reprimand may be removed upon petition from employee's personnel file after eighteen (18) months. Such requests should demonstrate appropriateness.

ARTICLE 25
BULLETIN BOARDS

Section 25.1

The Township shall provide three (3) bulletin boards for the Unit covered by this Agreement.

Section 25.2

Notices of Union meetings, official Union business, Union social, recreational and educational events shall be the material posted by the Union. Such notices shall be signed by the Union President prior to posting and must be on Union letterhead.

ARTICLE 26
NON-DISCRIMINATION

Section 26.1

The Township and the Union agree not to discriminate against any individual with respect to hiring, compensation, terms or conditions of employment covered by this Agreement because of such individual's race, color, creed, religion, sex, national origin, handicap, age or sexual preference.

ARTICLE 27

LONGEVITY

Section 27.1

Each employee hired before January 1, 2013, and covered by this Agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013, with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31 2013. Longevity shall be pensionable and included as part of the employee's regular pay.

Length of Service	
8 years	\$800
12 years	\$1,100
16 years	\$1,400
20 years	\$1,700
24 years	\$2,000
28 years	\$2,300

Any employee hired on or after January 1, 2014, and subject to this Agreement shall not be entitled to longevity pay.

Section 27.2

Longevity pay, as heretofore set forth, shall become effective January 1st or July 1st, the date nearest to the anniversary date of employment.

Section 27.3

The Township shall establish a deferred compensation plan for members of this bargaining unit.

Section 27.4

Past and present, permanent, part-time service to the Township shall be recognized for purposes of computing a seniority date regarding an employee's longevity anniversary. Such time shall be pro-rated so that each year's service will be credited for one-half year longevity.

Section 27.5

Part-time employees shall receive pro-rated paid time off for sick, vacation, personal and holiday based on the number of hours worked, as well as statutorily required benefits.

ARTICLE 28
CLOTHING ALLOWANCE

Section 28.1

There will be an annual clothing allowance given as follows:

- \$275 for Public Health Nurses
- \$675 for Animal Control Officer
- \$375 for Housing Inspector
- \$375 for Recreation Leader
- \$575 for Fire Protection Sub-Code Official
- \$375 for Public Works Inspector, Registered Environmental Health Specialist, Registered Environmental Health Specialist Training, Building Inspector

Footwear is eligible as apparel provided said footwear meets industry safety standard that may include steel toes, non-penetrating soles and non-skid soles.

This payment shall be paid as additional income to the employee by no later than the last day in January of each year of this agreement. This payment is not pensionable.

ARTICLE 29
SEPARABILITY AND SAVINGS

Section 29.1

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid, except to the extent permitted by law, and that all other provisions or applications of this Agreement shall continue in full force and effect for the duration of this Agreement. The provisions of this Agreement shall be subject to and subordinate to and shall not annul or modify existing provisions of State and local law.

ARTICLE 30
FULLY BARGAINED AGREEMENT

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

AFSCME, Council #73
AFL-CIO, Local #2257

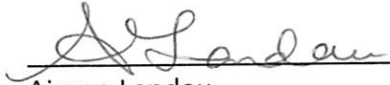
TOWNSHIP OF LAWRENCE
COUNTY OF MERCER



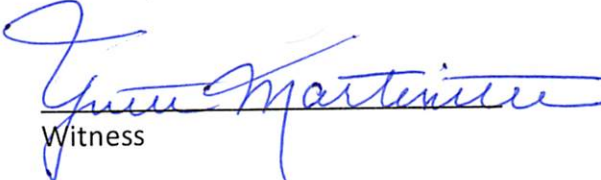
John White
President Local 2257



Kevin P. Nerwinski, Esq.
Township Manager



Aimee Landau
Local 2257



Witness



Witness

3/6/2023
Date

2/9/2023
Date

APPENDIX A
SALARY SCHEDULE

1. An employee's anniversary date is the first of the month in which the employee was hired or after a promotion, the first of the month in which the employee was promoted to his/her current title.
2. The salary of an employee who is promoted shall be changed to the nearest step in the range of the new title that is equivalent to at least one full increment.
3. Permanent part-time employees will receive an hourly rate based on their title, grade and step as determined in this collective bargaining Agreement.
4. With the inception of the grade and step system please note that all new employees must be hired at the minimum of the pay scale unless consent of the Union is received. Discussion and negotiation of starting salaries above the minimum should be completed within two weeks.
5. Effective January 1, 2022, employees hired on before December 31, 2013, and covered by this Agreement shall receive a wage increase of 2.15% over base salary.
6. Effective January 1, 2023, employees hired on or before December 31, 2013, and covered by this Agreement shall receive a wage increase of 2.25% over base salary.
7. Effective January 1, 2024, employees hired on or before December 31, 2013, and covered by this Agreement shall receive a wage increase of 2.25% over base salary.
8. Effective January 1, 2025, employees hired on or before December 31, 2013, and covered by this Agreement shall receive a wage increase of 2.25% over base salary.
9. Employees hired on or before December 31, 2013, shall be compensated per the "Salary Schedule A" and attached to this Agreement.
10. Employees hired on or after January 1, 2014, shall be compensated per the "Salary Schedule B" and attached to this Agreement.
11. Effective during this contract only all employees covered by this Agreement shall move, if applicable, on the appropriate "Step Guide" in accordance with their hire date and position of employment and applicable "Salary Schedule".

12. No service credit will be earned for purposes of upward movement on the Step Guide for calendar year 2010.
13. Any employee hired on or after January 1, 2014, shall be subject to compensation in accordance with Salary Schedule "B" and attached. "Step Guide" adjustments in Salary Schedule "B" shall not be increased by the annual cost of living adjustments, with the exception of Step 11.

SCHEDULE A

WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 1	1	30,909	31,605	32,316	33,043
Clerk 1	2	31,638	32,350	33,078	33,822
Keyboarding Clerk 1	3	32,368	33,096	33,841	34,602
Sr. Citizen Program Aide	4	33,096	33,841	34,602	35,381
	5	33,825	34,586	35,364	36,160
	6	34,553	35,331	36,126	36,939
	7	35,282	36,076	36,887	37,717
	8	36,010	36,821	37,649	38,496
	9	36,741	37,568	38,413	39,278
	10	37,471	38,314	39,176	40,058
	11	38,202	39,062	39,941	40,839
GRADE 2	1	32,194	32,919	33,660	34,417
Account Clerk	2	33,091	33,836	34,597	35,376
Assistant Animal Control Officer	3	33,985	34,750	35,532	36,331
Keyboarding Clerk 2	4	34,877	35,662	36,464	37,285
Violations Clerk	5	35,771	36,576	37,399	38,241
	6	36,668	37,493	38,337	39,199
	7	37,562	38,407	39,272	40,155
	8	38,458	39,323	40,208	41,113
	9	39,352	40,237	41,143	42,069
	10	40,759	41,676	42,613	43,572
	11	42,168	43,116	44,086	45,078
GRADE 3	1	33,482	34,235	35,006	35,793
Public Safety Telecommunicator/Clerk 3	2	34,354	35,126	35,917	36,725
	3	35,227	36,020	36,831	37,659
	4	36,100	36,912	37,743	38,592
	5	36,978	37,810	38,661	39,531
	6	37,852	38,704	39,574	40,465
	7	38,723	39,595	40,486	41,397
	8	39,596	40,487	41,398	42,329
	9	40,474	41,385	42,316	43,268
	10	41,860	42,802	43,765	44,750
	11	43,246	44,219	45,214	46,232
GRADE 4	1	32,198	32,923	33,664	34,421
	2	33,428	34,180	34,949	35,735
Clerk 2	3	34,658	35,438	36,236	37,051
Clerk Transcriber	4	35,888	36,695	37,521	38,365
Data Control Clerk	5	37,117	37,952	38,808	39,679
	6	38,345	39,208	40,090	40,992
	7	39,576	40,466	41,377	42,308
	8	40,807	41,725	42,664	43,623
	9	42,036	42,982	43,949	44,938
	10	43,265	44,239	45,234	46,252
	11	44,492	45,493	46,517	47,564

SCHEDULE A

WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 5					
	1	37,852	38,704	39,574	40,465
Cashier	2	39,429	40,316	41,223	42,151
Senior Clerk Transcriber	3	41,006	41,929	42,872	43,837
Keyboarding Clerk 3	4	41,998	42,943	43,909	44,897
Purchasing Assistant	5	42,992	43,959	44,949	45,960
Switchboard Operator/Typing	6	44,022	45,012	46,025	47,061
Records Support Technician 1	7	45,049	46,062	47,099	48,158
	8	46,077	47,114	48,174	49,258
	9	47,107	48,166	49,250	50,358
	10	48,647	49,742	50,861	52,005
	11	50,188	51,317	52,472	53,652
GRADE 6					
	1	39,228	40,111	41,013	41,936
Clerk Stenographer 3	2	40,371	41,280	42,209	43,158
Senior Accounting Clerk	3	41,519	42,453	43,408	44,385
	4	42,665	43,625	44,606	45,610
	5	43,809	44,795	45,803	46,833
	6	44,955	45,967	47,001	48,058
	7	46,097	47,134	48,195	49,279
	8	47,246	48,309	49,396	50,507
	9	48,389	49,478	50,591	51,729
	10	50,694	51,834	53,000	54,193
	11	53,002	54,194	55,414	56,661
GRADE 7					
	1	42,479	43,434	44,412	45,411
Accounting Assistant	2	43,680	44,663	45,668	46,695
Court Aide	3	44,879	45,889	46,922	47,977
Deputy Municipal Court Administrator	4	46,081	47,118	48,178	49,262
Legal Aide	5	47,284	48,348	49,435	50,548
Principal Account Clerk	6	48,485	49,576	50,692	51,832
Public Safety Telecommunicator Trainee	7	49,687	50,805	51,948	53,117
Public Works Inspector	8	50,886	52,031	53,201	54,399
Senior Engineering Aide	9	52,089	53,261	54,459	55,684
Assistant Municipal Clerk	10	53,806	55,017	56,255	57,521
	11	55,521	56,771	58,048	59,354

SCHEDULE A

WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 8					
	1	45,049	46,062	47,099	48,158
Administrative Clerk	2	46,574	47,622	48,694	49,789
Administrative Clerk Typing	3	48,096	49,178	50,284	51,416
Secretarial Assistant	4	50,083	51,210	52,362	53,540
Registered Environmental Health Specialist Trainee	5	52,072	53,244	54,442	55,667
Technical Assistant to the Construction Official	6	53,321	54,520	55,747	57,001
Recreation Leader	7	54,573	55,801	57,056	58,340
	8	55,888	57,146	58,431	59,746
	9	57,205	58,492	59,808	61,154
	10	59,992	61,342	62,723	64,134
	11	62,783	64,195	65,640	67,117
GRADE 9					
	1	49,407	50,519	51,656	52,818
Senior Public Works Inspector	2	50,705	51,846	53,012	54,205
Keyboarding Clerk 3/Registrar of Vital Statistics	3	51,999	53,169	54,365	55,588
	4	53,297	54,496	55,722	56,976
	5	54,592	55,820	57,076	58,360
	6	55,891	57,148	58,434	59,749
	7	57,187	58,474	59,790	61,135
	8	58,486	59,802	61,148	62,523
	9	59,781	61,126	62,502	63,908
	10	61,596	62,982	64,399	65,848
	11	63,409	64,835	66,294	67,786
GRADE 10					
	1	52,147	53,320	54,520	55,747
Assistant Zoning Officer	2	53,266	54,465	55,690	56,943
Building Inspector	3	54,388	55,612	56,863	58,143
Animal Control Officer	4	55,505	56,754	58,031	59,336
	5	56,627	57,901	59,204	60,536
	6	57,746	59,045	60,374	61,732
	7	58,867	60,191	61,546	62,930
	8	59,982	61,332	62,712	64,123
	9	61,099	62,474	63,880	65,317
	10	62,733	64,145	65,588	67,084
	11	64,370	65,818	67,299	68,813

SCHEDULE A

WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 11					
	1	57,278	58,567	59,885	61,232
Administrative Secretary	2	59,059	60,388	61,747	63,136
Housing Inspector	3	60,832	62,201	63,601	65,032
Principal Engineering Aide	4	62,609	64,018	65,458	66,931
Registered Environmental Health Specialist	5	64,388	65,836	67,318	68,832
Senior Housing Inspector	6	66,167	67,656	69,178	70,735
Assistant Municipal Tax Collector	7	67,943	69,472	71,035	72,633
Environmental Center Manager	8	69,719	71,288	72,892	74,532
	9	71,496	73,105	74,749	76,431
	10	73,790	75,451	77,148	78,884
	11	76,078	77,790	79,540	81,330
GRADE 12					
	1	60,889	62,259	63,660	65,092
Assistant Assessor	2	62,636	64,045	65,486	66,960
Electrical Inspector	3	64,383	65,831	67,312	68,827
Plumbing Inspector	4	66,127	67,615	69,136	70,692
Supervising Public Works Inspector	5	67,870	69,397	70,958	72,555
Fire Protection Inspector	6	69,619	71,185	72,787	74,425
	7	71,364	72,970	74,612	76,291
	8	73,110	74,755	76,437	78,157
	9	74,855	76,540	78,262	80,023
	10	77,119	78,854	80,629	82,443
	11	79,381	81,167	82,993	84,860
GRADE 13					
	1	64,496	65,948	67,431	68,949
Senior Building Inspector	2	66,353	67,846	69,373	70,934
Senior Registered Environmental Health Specialist	3	68,211	69,746	71,315	72,920
	4	70,067	71,643	73,255	74,903
	5	71,926	73,544	75,199	76,891
	6	73,780	75,440	77,138	78,873
	7	75,634	77,336	79,076	80,855
	8	77,496	79,240	81,023	82,846
	9	79,353	81,138	82,964	84,831
	10	81,724	83,563	85,443	87,366
	11	84,095	85,987	87,922	89,900

SCHEDULE A

WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 14					
Bachelor of Science Nurse BSN - Part Time	1	33,407	34,159	34,928	35,714
	2	34,703	35,483	36,282	37,098
	3	35,997	36,806	37,635	38,481
	4	37,287	38,126	38,983	39,861
	5	38,577	39,445	40,332	41,240
	6	39,691	40,584	41,497	42,431
	7	40,808	41,726	42,665	43,625
	8	41,917	42,860	43,825	44,811
	9	43,035	44,003	44,994	46,006
	10	44,149	45,143	46,159	47,197
	11	45,264	46,282	47,324	48,388
GRADE 15					
Graduate Public Health Nurse RN - Part Time	1	36,285	37,101	37,936	38,790
	2	37,460	38,303	39,165	40,046
	3	38,639	39,508	40,397	41,306
	4	39,753	40,647	41,562	42,497
	5	40,866	41,786	42,726	43,687
	6	41,982	42,926	43,892	44,880
	7	43,096	44,066	45,057	46,071
	8	44,209	45,204	46,221	47,261
	9	45,323	46,343	47,386	48,452
	10	46,439	47,484	48,552	49,644
	11	47,551	48,620	49,714	50,833
GRADE 16					
Electrical Sub-Code Official	1	85,045	86,958	88,915	90,915
	2	87,673	89,645	91,663	93,725
	3	90,301	92,333	94,410	96,535
	4	92,928	95,019	97,157	99,343
	5	95,555	97,705	99,904	102,151
	6	98,182	100,391	102,650	104,960
	7	100,808	103,076	105,395	107,767
	8	103,432	105,760	108,139	110,572
	9	106,058	108,444	110,884	113,379
	10	108,686	111,132	113,632	116,189
	11	111,313	113,818	116,379	118,997

SCHEDULE A

WHITE COLLAR GRADE, TITLE AND WAGE LISTING EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 17 Supervising Building Inspector	1	64,643	66,098	67,585	69,106
	2	67,304	68,819	70,367	71,950
	3	69,966	71,540	73,149	74,795
	4	72,630	74,265	75,936	77,644
	5	75,292	76,986	78,718	80,489
	6	77,953	79,707	81,500	83,334
	7	80,615	82,429	84,284	86,180
	8	83,280	85,154	87,070	89,029
	9	85,940	87,874	89,851	91,873
	10	88,604	90,597	92,636	94,720
	11	91,266	93,320	95,419	97,566
GRADE 18 Public Safety Telecommunicator	1	48,675	49,770	50,890	52,035
	2	49,851	50,973	52,120	53,292
	3	51,026	52,174	53,348	54,549
	4	52,204	53,378	54,579	55,807
	5	53,378	54,579	55,807	57,062
	6	54,551	55,779	57,034	58,317
	7	55,728	56,981	58,263	59,574
	8	56,903	58,183	59,492	60,831
	9	58,078	59,384	60,720	62,087
	10	59,253	60,586	61,949	63,343
	11	60,426	61,786	63,176	64,598
GRADE 19 Senior Public Safety Telecommunicator	1	55,389	56,635	57,909	59,212
	2	56,682	57,958	59,262	60,595
	3	57,976	59,281	60,615	61,978
	4	59,268	60,601	61,965	63,359
	5	60,562	61,924	63,318	64,742
	6	61,853	63,245	64,668	66,123
	7	63,147	64,568	66,021	67,506
	8	64,437	65,887	67,369	68,885
	9	65,731	67,210	68,722	70,268
	10	67,022	68,530	70,072	71,649
	11	68,316	69,853	71,425	73,032

SCHEDULE B

WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 1	1	28,065	28,696	29,342	30,002
Clerk 1	2	28,726	29,372	30,033	30,709
Keyboarding Clerk 1	3	29,389	30,050	30,726	31,417
Sr. Citizen Program Aide	4	30,050	30,726	31,418	32,124
	5	30,712	31,403	32,109	32,832
	6	31,373	32,079	32,801	33,539
	7	32,035	32,755	33,492	34,246
	8	32,696	33,432	34,184	34,953
	9	33,360	34,110	34,878	35,663
	10	34,022	34,788	35,571	36,371
	11	38,202	39,062	39,941	40,839
GRADE 2	1	29,231	29,889	30,561	31,249
Account Clerk	2	30,045	30,722	31,413	32,120
Assistant Animal Control Officer	3	30,857	31,552	32,262	32,987
Keyboarding Clerk 2	4	31,667	32,380	33,108	33,853
Violations Clerk	5	32,479	33,210	33,957	34,721
	6	33,293	34,042	34,808	35,591
	7	34,105	34,872	35,657	36,459
	8	34,918	35,704	36,507	37,329
	9	35,730	36,534	37,356	38,197
	10	37,007	37,840	38,691	39,562
	11	42,168	43,116	44,086	45,078
GRADE 3	1	30,400	31,084	31,784	32,499
Public Safety Telecommunicator/Clerk 3	2	31,192	31,893	32,611	33,345
	3	31,985	32,705	33,441	34,193
	4	32,778	33,515	34,269	35,040
	5	33,575	34,330	35,102	35,892
	6	34,368	35,141	35,932	36,740
	7	35,159	35,950	36,759	37,586
	8	35,952	36,761	37,588	38,433
	9	36,749	37,576	38,421	39,285
	10	38,007	38,862	39,737	40,631
	11	43,246	44,219	45,214	46,232
GRADE 4	1	29,235	29,893	30,565	31,253
	2	30,351	31,034	31,732	32,446
Clerk 2	3	31,468	32,176	32,900	33,641
Clerk Transcriber	4	32,585	33,318	34,067	34,834
Data Control Clerk	5	33,701	34,459	35,234	36,027
	6	34,816	35,599	36,400	37,219
	7	35,933	36,742	37,569	38,414
	8	37,051	37,884	38,737	39,608
	9	38,167	39,026	39,904	40,802
	10	39,283	40,167	41,071	41,995
	11	44,492	45,493	46,517	47,564

SCHEDULE B

WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 5					
	1	34,368	35,141	35,932	36,740
Cashier	2	35,800	36,606	37,429	38,271
Senior Clerk Transcriber	3	37,232	38,070	38,926	39,802
Keyboarding Clerk 3	4	38,132	38,990	39,868	40,765
Purchasing Assistant	5	39,035	39,913	40,811	41,730
Switchboard Operator/Typing	6	39,970	40,869	41,789	42,729
Records Support Technician 1	7	40,902	41,823	42,764	43,726
	8	41,836	42,777	43,740	44,724
	9	42,771	43,733	44,717	45,723
	10	44,170	45,163	46,180	47,219
	11	50,188	51,317	52,472	53,652
GRADE 6					
	1	35,618	36,419	37,238	38,076
Clerk Stenographer 3	2	36,656	37,480	38,324	39,186
Senior Accounting Clerk	3	37,697	38,545	39,413	40,300
	4	38,738	39,609	40,501	41,412
	5	39,777	40,672	41,587	42,523
	6	40,817	41,736	42,675	43,635
	7	41,854	42,796	43,759	44,744
	8	42,897	43,862	44,849	45,858
	9	43,935	44,924	45,935	46,968
	10	46,028	47,063	48,122	49,205
	11	53,002	54,194	55,414	56,661
GRADE 7					
	1	38,569	39,437	40,324	41,231
Accounting Assistant	2	39,660	40,552	41,465	42,398
Court Aide	3	40,749	41,665	42,603	43,561
Deputy Municipal Court Administrator	4	41,840	42,781	43,743	44,728
Legal Aide	5	42,932	43,898	44,885	45,895
Principal Account Clerk	6	44,023	45,013	46,026	47,062
Public Safety Telecommunicator Trainee	7	45,114	46,129	47,167	48,228
Public Works Inspector	8	46,202	47,242	48,305	49,392
Senior Engineering Aide	9	47,294	48,359	49,447	50,559
Assistant Municipal Clerk	10	48,854	49,953	51,077	52,226
	11	55,521	56,771	58,048	59,354

SCHEDULE B

WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 8					
	1	40,902	41,823	42,764	43,726
Administrative Clerk	2	42,287	43,239	44,212	45,207
Administrative Clerk Typing	3	43,669	44,651	45,656	46,683
Secretarial Assistant	4	45,473	46,496	47,542	48,612
Registered Environmental Health Specialist Trainee	5	47,279	48,343	49,431	50,543
Technical Assistant to the Construction Official	6	48,413	49,502	50,616	51,755
Recreation Leader	7	49,550	50,665	51,805	52,970
	8	50,744	51,886	53,053	54,247
	9	51,940	53,108	54,303	55,525
	10	54,471	55,696	56,949	58,231
	11	62,783	64,195	65,640	67,117
GRADE 9					
	1	44,860	45,869	46,901	47,956
Senior Public Works Inspector	2	46,038	47,074	48,133	49,216
Keyboarding Clerk 3/Registrar of Vital Statistics	3	47,213	48,275	49,361	50,472
	4	48,391	49,480	50,593	51,732
	5	49,567	50,682	51,823	52,989
	6	50,746	51,888	53,056	54,250
	7	51,924	53,092	54,286	55,508
	8	53,103	54,298	55,520	56,769
	9	54,279	55,500	56,749	58,026
	10	55,927	57,185	58,472	59,788
	11	63,409	64,835	66,294	67,786
GRADE 10					
	1	47,347	48,413	49,502	50,616
Assistant Zoning Officer	2	48,364	49,452	50,564	51,702
Building Inspector	3	49,382	50,493	51,629	52,791
Animal Control Officer	4	50,396	51,530	52,690	53,875
	5	51,415	52,572	53,755	54,964
	6	52,431	53,611	54,817	56,051
	7	53,449	54,651	55,881	57,138
	8	54,462	55,687	56,940	58,221
	9	55,476	56,724	58,000	59,305
	10	56,959	58,241	59,551	60,891
	11	64,370	65,818	67,299	68,813

SCHEDULE B

WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		<u>1.0215</u> <u>2022</u>	<u>1.0225</u> <u>2023</u>	<u>1.0225</u> <u>2024</u>	<u>1.0225</u> <u>2025</u>
GRADE 11					
	1	52,006	53,176	54,373	55,596
Administrative Secretary	2	53,623	54,830	56,063	57,325
Housing Inspector	3	55,233	56,476	57,747	59,046
Principal Engineering Aide	4	56,847	58,126	59,434	60,771
Registered Environmental Health Specialist	5	58,461	59,777	61,122	62,497
Senior Housing Inspector	6	60,077	61,429	62,811	64,224
Assistant Municipal Tax Collector	7	61,690	63,078	64,497	65,948
Environmental Center Manager	8	63,302	64,726	66,183	67,672
	9	64,915	66,376	67,869	69,397
	10	66,999	68,506	70,047	71,624
	11	76,078	77,790	79,540	81,330
GRADE 12					
	1	55,285	56,529	57,801	59,101
Assistant Assessor	2	56,871	58,150	59,459	60,797
Electrical Inspector	3	58,457	59,772	61,117	62,492
Plumbing Inspector	4	60,040	61,391	62,773	64,185
Supervising Public Works Inspector	5	61,623	63,009	64,427	65,877
Fire Protection Inspector	6	63,211	64,633	66,088	67,575
	7	64,796	66,254	67,745	69,269
	8	66,381	67,874	69,401	70,963
	9	67,966	69,495	71,058	72,657
	10	70,021	71,597	73,208	74,855
	11	79,381	81,167	82,993	84,860
GRADE 13					
	1	58,560	59,878	61,225	62,603
Senior Building Inspector	2	60,246	61,602	62,988	64,405
Senior Registered Environmental Health Specialist	3	61,933	63,327	64,751	66,208
	4	63,618	65,049	66,513	68,009
	5	65,306	66,775	68,278	69,814
	6	66,989	68,497	70,038	71,614
	7	68,673	70,218	71,798	73,413
	8	70,363	71,947	73,565	75,221
	9	72,049	73,670	75,328	77,023
	10	74,202	75,872	77,579	79,325
	11	84,095	85,987	87,922	89,900

SCHEDULE B

WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 14					
Bachelor of Science Nurse BSN	1	53,082	54,276	55,498	56,746
	2	55,140	56,381	57,649	58,946
	3	57,196	58,483	59,799	61,144
	4	59,246	60,579	61,942	63,336
	5	61,296	62,675	64,085	65,527
	6	63,066	64,485	65,936	67,420
	7	64,841	66,300	67,791	69,317
	8	66,603	68,102	69,634	71,201
	9	68,380	69,918	71,492	73,100
	10	70,150	71,729	73,343	74,993
	11	79,212	80,994	82,816	84,680
GRADE 15					
Graduate Public Health Nurse RN	1	57,654	58,951	60,278	61,634
	2	59,521	60,860	62,230	63,630
	3	61,394	62,775	64,188	65,632
	4	63,165	64,586	66,039	67,525
	5	64,933	66,394	67,888	69,416
	6	66,706	68,207	69,741	71,310
	7	68,476	70,017	71,592	73,203
	8	70,245	71,825	73,441	75,094
	9	72,015	73,636	75,293	76,987
	10	73,788	75,448	77,146	78,881
	11	83,213	85,086	87,000	88,958
GRADE 16					
Electrical Sub-Code Official	1	77,217	78,954	80,731	82,547
Plumbing Sub-Code Official	2	79,603	81,394	83,226	85,098
Fire Sub-Code Official	3	81,990	83,835	85,721	87,650
Building Sub-Code Official	4	84,375	86,273	88,215	90,199
	5	86,760	88,712	90,708	92,749
	6	89,145	91,151	93,202	95,299
	7	91,529	93,589	95,695	97,848
	8	93,912	96,025	98,186	100,395
	9	96,296	98,463	100,679	102,944
	10	98,683	100,903	103,174	105,495
	11	111,313	113,818	116,379	118,997

SCHEDULE B

WHITE COLLAR GRADE, TITLE AND WAGE LISTING HIRED ON OR AFTER JANUARY 1, 2014

GRADE AND JOB TITLE		1.0215 <u>2022</u>	1.0225 <u>2023</u>	1.0225 <u>2024</u>	1.0225 <u>2025</u>
GRADE 17 Supervising Building Inspector	1	58,693	60,014	61,364	62,745
	2	61,110	62,485	63,890	65,328
	3	63,526	64,955	66,417	67,911
	4	65,946	67,429	68,946	70,498
	5	68,362	69,900	71,473	73,081
	6	70,778	72,370	73,999	75,664
	7	73,195	74,842	76,526	78,248
	8	75,615	77,316	79,056	80,835
	9	78,030	79,786	81,581	83,417
	10	80,449	82,259	84,110	86,002
	11	91,266	93,320	95,419	97,566
GRADE 18 Public Safety Telecommunicator	1	44,195	45,189	46,206	47,246
	2	45,263	46,281	47,323	48,387
	3	46,330	47,372	48,438	49,528
	4	47,399	48,465	49,556	50,671
	5	48,465	49,555	50,670	51,810
	6	49,530	50,645	51,784	52,949
	7	50,598	51,737	52,901	54,091
	8	51,665	52,828	54,016	55,232
	9	52,732	53,919	55,132	56,372
	10	53,799	55,009	56,247	57,513
	11	60,426	61,786	63,176	64,598
GRADE 19 Senior Public Safety Telecommunicator	1	50,291	51,422	52,579	53,762
	2	51,465	52,623	53,807	55,018
	3	52,640	53,825	55,036	56,274
	4	53,813	55,023	56,262	57,527
	5	54,988	56,225	57,490	58,783
	6	56,160	57,424	58,716	60,037
	7	57,335	58,625	59,944	61,293
	8	58,506	59,823	61,169	62,545
	9	59,681	61,024	62,397	63,801
	10	60,854	62,223	63,623	65,054
	11	68,316	69,853	71,425	73,032