#### **AGREEMENT**

#### Between

### TOWNSHIP OF TEANECK BERGEN COUNTY, NEW JERSEY

#### And

LOCAL 820 COUNCIL 52, A.F.S.C.M.E. AFL - CIO

**JANUARY 1, 2008 THROUGH DECEMBER 31, 2011** 

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#### **PREAMBLE**

### ARTICLE I RECOGNITION

- A. In accordance with the "Certification of Representative" of the Public Employment Relations Commission dated March 1, 1979 (Docket No. AC-79-2), the Township recognizes the Union as the exclusive collective negotiations agent for all full time and permanent time white collar employees employed by the Township of Teaneck including Assistant Assessor, Assistant Building Inspector, Plumbing Inspector, Recreation Center Director, Assistant Court Clerk and Senior Engineer, but excluding all library employees, school traffic guards, teachers, department heads, managerial executives, supervisors, professionals, police and fire department employees and Assistant Superintendent of Recreation, Assistant Fiscal Officer, Assistant Tax Collector, Assistant Municipal Manager and all other employees employed by the Township of Teaneck.
- B. Whenever the term "Employee or Employees" is used herein it shall be construed to mean employees covered by this Agreement.
- C. Any new job classification that falls within the range of work presently performed by employees in the bargaining unit shall automatically be added to the unit, and be reflected in the salary schedules attached hereto.

## ARTICLE II COLLECTIVE NEGOTIATING PROCEDURE

- A. Collective negotiations with respect to rates of pay, hours of work or conditions of employment shall be conducted by the duly authorized negotiating agent of each of the parties. Ordinarily not more than three (3) additional representatives of each party shall participate in collective negotiating meetings.
- B. Collective negotiating meetings shall be held at time and places mutually convenient at the request of either the Township or the Union.
- C. In the event any negotiating meetings are scheduled during any part of the working day, employees of the Township may be designated by the Union to participate in such negotiating meetings. Up to a maximum of three (3), not more than two (2) from each department, will be excused from their Township work assignment by the Township provided their absence will not seriously interfere with the Township's operations. Such employees would suffer no loss of regular straight time pay until a grand total of 54 hours duty time has been missed by the employees participating in such negotiating meetings inclusive of preparation and travel time in connection with such meetings. The Municipal Manager may, in his/her discretion, waive the time limitation.
- D. The duly authorized negotiating agent of either Township or the Union is not required to be an employee of the Township.

### ARTICLE III MANAGEMENT RIGHTS

- A. The Township hereby retains and reserves unto itself, without limitations, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to the signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States including but without limiting the generality of the foregoing, the following rights:
  - 1. To the executive management and administrative control of the Township Government and its properties and facilities and the activities of its employees while on duty.
  - 2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment or assignment and to promote and transfer employees.
  - 3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.
- B. The exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and Laws of New Jersey and of the United States.
- C. Nothing contained herein shall be construed to deny or restrict the Township's powers, rights, authority, duties and responsibilities under N.J.S. 40, 40A and R.S. 11A or any other national, state, county or local laws or ordinances.

### ARTICLE IV CONDUCTING UNION BUSINESS

- A. No Union member or officer or authorized representative shall conduct any Union business on Township time except as specified in this Agreement.
- B. No Union meetings shall be held on Township time or using Township facilities unless specifically authorized by the Township.
- C. The Union will notify the Township of its official employee representatives selected from the bargaining unit. One such official employee representative shall work in the Municipal Building, and at least one shall work in Police Headquarters. One of the designated Union representatives shall be designated as the Authorized Representative. The remaining representatives will be designated as Assistant Representatives. Only the Authorized Representative or a predesignated Assistant Representative in his/her absence may confer with management on grievances or other matters of mutual interest. It is understood and agreed that the Assistant Representatives shall not act as the Authorized Representative unless designated to do so in the absence of the Authorized Representative. The Township acknowledges the right of the Union to select a representative who is not an employee to participate in such conferences as may occur between the Township and the Authorized Representative on matters related to grievances.
- D. The Township agrees that it will permit the Authorized Representative, or a predesignated assistant, but not both, to take a reasonable amount of time from the job to confer with management on, or to investigate grievances without loss of pay, provided prior arrangements to be excused are made with his/her supervisor.
- E. Effective with signing of this agreement, the President will be allowed time off with pay, and one other officer, not from the same department, will be allowed time off without pay, not to exceed two (2) days per year each, to attend any Union seminar or conventions, provided at least ten (10) days prior thereto, written notification of the intention to attend said seminar or convention has been given to the appropriate Department Head.

#### ARTICLE V NON-DISCRIMINATION

- A. There shall be no discrimination, interference, or coercion by the Township or any of its agents against the employees represented by the Union because of membership or activity in the Union. The Union or any of its agents shall not intimidate or coerce employees into membership. Neither the Township nor the Union shall discriminate against any employee because of race, creed, color, age, sex or national origin.
- B. It is hereby recognized and agreed that an employee shall have the right to withdraw from membership to the Union. In the exercise of that right, neither party, nor any of its agents shall discriminate, coerce or otherwise interfere with the employee.

## ARTICLE VI MAINTENANCE OF WORK OPERATIONS

- A. The parties agree that there shall be no lock-outs, strikes, work stoppages, job action or slowdowns during the life of this Agreement. No Officer or representative of the Union shall authorize, instigate, or condone such activity, nor shall any employee participate in such activity.
- B. It is understood that violation of the provisions of this Article may subject any employee participating in or condoning such activity to disciplinary action by the Township. Such disciplinary action may include termination of employment, or any other appropriate lesser form of discipline.

#### ARTICLE VII GRIEVANCE PROCEDURE

- A. To provide for the expeditious and mutually satisfactory settlement of grievances arising with respect to complaints occurring under this Agreement, the following procedure shall be used. For the purpose of this Agreement, the term "grievance" means any complaint, difference or dispute between the Township and any employee with respect to the interpretation, application or violation of any of the provisions of this agreement.
- B. Any complaint by an employee regarding Township policies or administrative decisions may be grieved through step three (3) only. The decision of the Township Manager in these matters shall be final and binding upon both parties.
- C. The procedure for settlement of "grievances" as defined in A above shall be as follows:

#### 1. STEP ONE

In the event that any employee covered by this Agreement has a grievance, within five (5) working days of the occurrence of the event being grieved, the Employee shall discuss it informally with the immediate supervisor. The supervisor shall decide the grievance within five (5) working days after the grievance is first presented to him/her.

#### 2. <u>STEP TWO</u>

If no agreement can be reached orally within two (2) working days of the initial discussion with the supervisor, it may be presented in writing within five working days to the Department Head or his/her designated representative. The written grievance at this step shall contain the relevant facts and a summary of the preceding oral discussion, the particular section of the contract violated if applicable and the remedy requested by the grievant. The Department Head or his/her designated representative will give the Union the opportunity to be heard and will answer the "grievance" or complaint in writing within eight (8) working days of the written "grievance" or complaint.

#### 3. STEP THREE

If the Union or individual wishes to appeal the decision of the Department Head, it shall be presented in writing to the Township Manager or his/her delegated representative within ten (10) working days. This presentation shall include copies of all previous correspondence relating to the matter in dispute. The Township Manager or his/her authorized representative may give the Union the opportunity to be heard and will give his/her decision in writing within ten (10) working days of receipt of the written "grievance" or complaint.

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#### 4. <u>STEP FOUR - ARBITRATION</u>

- (a) If no satisfactory resolution of the "grievance" is reached at Step three, then within ten (10) working days the "grievance" shall be referred to the State Board of Mediation for the selection of an Arbitrator. The decision of the Arbitrator shall be final and binding upon the parties. The expense of such arbitration shall be borne equally by the parties.
- (b) The arbitrator shall have no authority to add to or subtract from the agreement.
- (c) In no event shall a complaint as indicated in B above or any other matter not pertaining to the specific contents of this Agreement be submitted to or considered by an arbitrator.
- (d) It is agreed between the parties that no arbitration hearing shall be held until after the expiration of at least thirty (30) days after the decision rendered by the Township Manager on the "grievance." Further, it is the intent of the parties that no matter in dispute that is subject to review and/or the decision of the Civil Service Commission of the State of New Jersey may be submitted to arbitration. The parties herein direct the Arbitrator not to accept or to decide any matter in dispute that is subject to Civil Service Commission review and decision.
- D. Any employee covered by this Agreement shall have the right to process his/her own "grievance" or complaint through Step Four Arbitration in accordance with the provisions of this Article. However, in the event the Union declines to pursue the matter to arbitration and the individual employee wishes to so proceed, such employee shall bear the expense of such arbitration equally with the Township.
- E. The time limits expressed herein shall be strictly adhered to. If any "grievance" or complaint has not been initiated within the time limits specified, then it shall be deemed to have been abandoned. If any "grievance" or complaint is not processed to the next succeeding step in the Grievance Procedure within the time limits prescribed therefor, then the disposition at the last preceding step shall be deemed to be conclusive. If a decision is not rendered within the time limits prescribed for decision at any step in the Grievance Procedure, then it shall be deemed to have been denied. Nothing herein shall prevent the parties from mutually agreeing to extend or contract the time limits provided for processing the "grievance" or complaint at any step in the Grievance Procedure.

### ARTICLE VIII WAGES

- A. Effective and retroactive, as applicable, January 1, 2008 the salary schedule for all employees represented by the Union shall be as shown in Schedule I.
- B. Effective January 1, 2009 the salary schedule for all employees represented by the Union shall be as shown in Schedule II.
- C. Effective January 1, 2010, the salary schedule for all employees represented by the Union shall be as shown in Schedule III.
- D. Effective January 1, 2011, the salary schedule for all employees represented by the Union shall be as shown in Schedule IV.
- E. Wage rates for permanent part time employees on an hourly basis will be calculated on the minimum of the appropriate salary range.
- F. Annual salary increments shall be provided only to those employees who have satisfactorily performed the duties of their position. The Township may withhold payment of an increment when in its discretion, the employment performance of the employee has not been satisfactory.
- G. Subcode Officials and/or Inspectors in the Building Department holding State licenses in addition to the one(s) for which they were hired shall be eligible to receive one annual stipend of \$1,200, in addition to base salary and other compensation being paid pursuant to this Agreement, should the Township determine to use those additional State license(s) as part of routine job performance of said employee. The employee shall be obligated to annually provide proof of State licenses and shall immediately notify to the Township if there is any change to/in their status of said State licenses.

The Municipal Manager may extend this clause to other titles in other departments as he/she deems necessary in his/her sole discretion.

- H. Salary ranges for the positions of Clerk Typist, Sr. Clerk Typist, Technical Assistant Construction Official, Clerk Stenographer and Public Safety Telecommunicator shall have two salary ranges as follows:
  - i. Hire date pre December 1, 2008 and employee was earning under \$40,000 in base salary as of December 1, 2008 there shall be a \$500 adjustment to the minimum of the salary range including each step in addition to the adjustments outlined in A-D. above. However, there shall be no \$500 adjustment to the maximum of the range.

For example, employee is at base salary of \$29,247. \$29,247 + \$500 - \$29,747. \$29,747 + 4% = \$30,937.

ii. Hire date December 1, 2008 and thereafter salary ranges shall be as outlined in A-D.

## ARTICLE IX LONGEVITY

A. All full time employees shall receive in addition to the salaries provided in the Salary Schedule, a longevity payment in accordance with the following schedule:

| Years of Service | <u>Amount</u> |  |
|------------------|---------------|--|
| 4                | \$ 300.00     |  |
| 8                | 600.00        |  |
| 12               | 900.00        |  |
| 16               | 1,200.00      |  |
| 20               | 1,500.00      |  |

B. Eligible employees shall receive their longevity increment as of the anniversary date of their employment. It is understood and agreed that the term "anniversary date of employment" refers to the beginning date of the employee's present full time employment with the Township.

### ARTICLE X HOURS OF WORK

- A. The standard weekly work schedule for all full time employees except the Public Safety Telecommunicators shall consist of five (5) daily tours of seven (7) hours each and shall be arranged by the Township.
- B. Public Safety Telecommunicators will work six (6) daily tours of seven hours each over a period of six consecutive days followed by three consecutive days off and shall be arranged by the Township.
- C. The normal work week for all full time employees, except Public Safety
  Telecommunicators, will be from Monday through Friday. However, the Township may
  schedule other work weeks provided that a reasonable amount of notice is given to the employee
  or employees involved, and the proposal is discussed with the Union in advance.
- D. Part time employees will work on such days and between such hours as may be arranged by the Township.
- E. During certain periods of the year the Township may assign a limited number of qualified employees, subject to twenty four hour advance notice, to a different starting and stopping schedule to provide required services to the Township.

## ARTICLE XI OVERTIME

- A. It is recognized that the needs of the Township may require overtime work beyond the employees standard daily or weekly schedule. The amount of and the schedule for working such overtime shall be established by the Township and employees shall work such overtime as scheduled unless excused by the Township.
- B. Extra time in excess of the standard thirty-five (35) hour week in the discharge of such duties which are a regular function of the employee's position such as, but not limited to, time spent at the tax window in the evening and attendance at Council or Official Board meetings shall be compensated as follows:
  - 1. Straight time pay for the first five (5) hours of authorized overtime worked in excess of thirty-five (35) hours in one week.
  - 2. Time and one half for authorized overtime worked in excess of forty (40) hours in one week.
- C. Occasional authorized extra work for any employee working the standard thirty-five (35) hour week will be compensated by compensatory leave or extra pay at straight time rate for the first (5) hours of such extra work in any week and compensatory leave or extra pay at a time and one half rate for hours in excess of forty (40) hours in one week. Compensatory leave will be granted within two months of the time the extra work was performed.
- D. Occasional authorized extra work for any employee working the standard forty (40) hour week will be compensated by compensatory leave or extra pay at a time and one half rate. Compensatory leave will be granted within two months of the time the extra work was performed
- E. Occasional authorized extra work for employees who work the six and three schedule will be compensated by compensatory leave or extra pay at a straight time rate for the first five (5) hours of such extra work in any six day cycle and compensatory leave or extra pay at a time and one half rate for extra hours over five (5) in any six day cycle. Compensatory leave will be granted within two months of the time the extra work was performed.
- F. Time within the employee standard weekly work schedule for which he/she receives pay from the Township for approved absence shall be credited as time worked when calculating the overtime rate.
- G. When an off duty employee is called back to duty outside of his/her standard daily work schedule, he/she shall be credited with a minimum of (2) hours overtime i.e. scheduled meetings, except when an off duty employee is called back for an emergency, i.e. inspection of property damaged as the result of a fire, he/she shall be credited with a minimum of (3) hours of overtime.

H. Employees shall accumulate no more than (21) hours of compensatory time to be taken as time due, at any time. Any time in excess shall be paid to the employee pursuant to the paragraphs above in this Article.

### ARTICLE XII HOLIDAYS

A. The following days are designated as paid holidays for all full time employees except Public Safety Telecommunicators:

New Years Day
Martin Luther King's Birthday
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Fourth of July

Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day

B. When the holiday falls on a Saturday, the preceding Friday shall be observed as the holiday. When the holiday falls on a Sunday, the following Monday shall be observed as the holiday.

- C. Twelve of the thirteen holidays are automatically included in the Public Safety Telecommunicators work plan and all employees working this assignment will have one of their scheduled days off each month charged as a holiday.
- D. Employees are required to work the last scheduled workday prior to the holiday and the first scheduled workday following the holiday in order to be paid for the holiday, unless the employee is on an approved leave on such days.

## ARTICLE XIII VACATIONS

A. All full time employees shall earn annual leave for vacation purposes on a calendar year basis, with pay, in accordance with the following schedule:

One (1) working day per full working month To the end of the first calendar year of service 1 to 5 years service 13 working days 6 to 10 years service 15 working days 11 to 15 years service 17 working days 16 to 19 years service 19 working days 20 years of service 21 working days 21 years of service 22 working days 22 years of service and over 23 working days

- B. Vacations shall be granted in accordance with the following conditions:
  - 1. Assume an employee starts full time employment with the Township August 1, 1998. At the end of 1998 he/she is entitled to five (5) working days vacation which can be taken between January 1st and December 31, 1999. On January 1, 2000 he/she would be credited with thirteen (13) working days vacation based on a full year of full time employment in 1999, which vacation can be taken in 2000.
  - 2. Earned vacation may accumulate for no more than two (2) years of credit.
- C. Vacation leave shall not be taken in less than one (1) day periods unless permission is granted prior thereto by the appropriate Department head.
- D. Employees separated in good standing and who have no more than two (2) years of accrued vacation leave to their credit at the time of separation shall be paid the salary equivalent of the accrued vacation leave.
- E. Vacation time accumulated is forfeited if at least (7) days notice of intention to terminate employment is not given in writing by the employee to the appropriate Department head. All or part of this requirement may be waived by the Township in its sole discretion upon approval of the appropriate Department Head and the Township Manager.
- F. An employee who has returned from a leave of absence without pay or has been re-employed or reinstated shall be considered a new employee for the purpose of determining vacation eligibility for the balance of that calendar year.
- G. Permanent part time employees on an hourly rate shall receive vacation leave on a pro-rata basis in accordance with the above conditions.

#### ARTICLE XIV SICK LEAVE

- A. Sick leave is defined as an absence from duty because of illness or accident not arising out of an employee's course of employment, exposure to contagious diseases, attendance upon a member of the employee's household seriously ill requiring the care or attendance of such employee, or absence caused by death in the immediate family of such employee.
  - 1. The immediate family shall include spouse, children, mother, father, brother, sister or grandchildren of the employee.
  - 2. The immediate family shall include children, mother, father, brother, sister or grandchildren, of the employee's spouse who live as permanent members of the employee's household.
- B. All full time employees shall be granted sick leave as hereinbefore defined with pay to which eligible as follows:
  - 1. New employees shall only receive one working day for the initial month of employment if they begin work on the 1st through 8th day of the calendar month, and one-half (1/2) day if they begin on the 9th through the 23rd day of the month.
  - 2. After the initial month of employment and up to the end of the first calendar year, employees shall be credited with one day for each month of service. Thereafter, at the beginning of each calendar year, in the anticipation of continued employment, employees shall be credited with fifteen (15) tours of duty.
  - 3. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purposes.
- C. When an employee does not report for duty for a period of greater than three (3) consecutive days or totaling more than ten (10) days in one calendar year because of sick leave, the employee shall show proof of inability to work by submitting to the Township Manager, or his/her designee, upon resumption of duty, a certificate signed by a licensed physician in attendance, to the effect that the said employee was not, on the date or dates leave is requested ,physically able to perform any duty connected with his/her job. An extended illness may be counted as a one day illness for purposes of the ten (10) day requirement for doctor's note. In case the absence is due to a contagious disease, a certificate from the Department of Health shall be required. If requested, the employee shall submit to examination by a physician appointed by the Township to substantiate such illness. The Township may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable. Abuse of sick leave shall be cause for disciplinary action.

- D. A sick day shall be charged for an absence of more than half the work day or one-half (1/2) day for an absence of half the work day or less. No refund of vacation time shall be allowed due to illness incurred while on vacation time.
- E. In order to receive compensation while absent on sick leave, the employee shall notify his/her supervisor, within fifteen minutes after the time set for him/her to begin his/her daily schedule.

An employee who is absent for five (5) consecutive days or more and does not notify his/her Department Head or some responsible representative of the Township on any of the first five (5) days will be subject to dismissal in accordance with Civil Service rules.

- F. An employee may charge to his/her sick leave a maximum of three (3) days each year for personal obligations not elsewhere provided for in this article, provided prior approval is secured from the appropriate Department Head.
- G. Any employee who shall absent himself/herself without leave in any month shall forfeit the accrual of sick leave for that month.
- H. Permanent part time employees on an hourly rate shall receive sick leave on a prorata basis in accordance with the above conditions.
- I. The Township retains the right to require, regardless of the total number of sick days, previously used, the receipt of a physician's certificate substantiating the reason for which any sick leave is requested, when sick leave misuse is suspected.
  - 1. The employee may select to submit to an examination, at Township expense, by a physician appointed by the Township to substantiate the illness. The Township shall set the date of the examination to assure that it does not cause undue delay in the employee's return to duty; or
  - 2. The employee may select to provide a physician's certificate from a licensed physician in attendance of his/her choice at his/her own expense.
- J. Whenever a certificate is requested by the Township, such certificate shall be presented to the Township within twenty-four (24) hours of the request or, upon the employee's return to work (whichever is less). Such certificate shall substantiate said illness and verify the employee's ability to return to work and perform any and all duties connected with his/her job. A facsimile transmission of the certificate shall be acceptable provided the employee submits the originally signed certificate, within twenty-four (24) hours of the employee's return to work.
- K. Failure to comply with any or all of the provisions contained within this Article may result in the request for sick leave being denied for that specific absence. The employee may be carried as Leave Without Pay and may be subject to disciplinary action.

#### ARTICLE XV BEREAVEMENT LEAVE

- A. All employees covered by this Agreement shall receive up to three (3) consecutive working days for death in the immediate family as defined below, to be taken in conjunction with the funeral.
- B. Immediate family is defined for purposes of Paragraph A to be spouse, children, mother father, brother, sister, mother-in-law or father-in-law, grandparents, grandchildren, stepparents and stepchildren of the employee or those of his spouse.

#### ARTICLE XVI INJURED ON DUTY

- A. When an employee is disabled and unable to work because of an injury or illness, arising out of the course of his/her employment, he/she shall be granted an injury leave with full pay for a period up to thirty (30) calendar days, provided such employee:
- 1. Presents evidence that he/she is unable to work in the form of a certificate from a licensed physician forwarded to the Township Treasurer within seventy-two hours of the injury or illness.
- 2. Submits upon request to examination by a physician appointed by the Township or the insurance carrier of the Township.
- B. All injured on duty leaves shall terminate when the physician appointed by the Township reports in writing that the employee is fit for duty.
- C. Temporary disability payments made in lieu of salary as Workers Compensation insurance from any source which the Township provides or is statutorily provided to an employee while on injury leave, shall be recorded as non taxable during each period he/she is carried on the Township's payroll.
- D. The Township Manager may extend injury leave, with full pay, up to a maximum of an additional 30 days upon the written recommendation of a physician appointed by the Township.

#### ARTICLE XVII HEALTH INSURANCE

- A. Employees and their eligible dependents shall receive paid hospitalization, Major Medical and Rider J coverage with the State Health Benefits Plan of New Jersey, or its equivalent at Township option.
- B. Employees and their eligible dependents shall receive a dental plan at Township cost.
- C. Effective December 1, 2008, the following employee contributions shall be made, by direct deduction from paycheck for medical benefits, on a monthly basis by all employees covered by this Agreement:

Single coverage

\$20.00 per month

Husband/wife or parent/child coverage

\$30.00 per month

Family coverage

\$40.00 per month

Employees may opt to have the deduction made in two (2) equal payments over the month i.e. if contribution is \$40.00 per month, \$20.00 per paycheck, or in one (1) full amount per month.

Contributions shall be made on a pretax basis as provided by law.

#### ARTICLE XVIII LIFE INSURANCE

- A. The Township agrees to provide a \$10,000. Death benefit to all employees working at least a thirty five hour week at no cost to such employees either through a life insurance policy or self insurance program.
- B. The Township reserves the right to change insurance carriers during the lifetime of this Agreement so long as substantially similar benefits and the same policy face value are provided by the new carrier.
- C. Employees shall not be entitled to continue under the Township's life insurance plan upon retirement.
- D. The Township agrees to provide an additional \$5,000 death benefit for death in the line of duty to all employees covered under this Agreement at no cost to the employee, either through a life insurance policy or self insurance program.

## ARTICLE XIX JURY LEAVE

- A. Any full time employees covered under this agreement shall be excused from his/her employment on all days he/she is required to be present in court in response to a summons for jury service.
- B. Any employee so excused shall receive his/her usual compensation for each day he/she is on jury service less the amount of per diem fee he/she receives as shown on a statement issued to the juror by the sheriff or other court officer making payment of juror fees.

### ARTICLE XX MILITARY LEAVE

- A. Any full time employee covered under this agreement who is a member of the organized militia by the U.S. Government or the State of New Jersey shall be entitled to a leave of absence without loss of pay or time on all days during which he/she shall be engaged in active duty, active duty for training or other duty ordered by the governor, provided, however that the leave of absence for active duty or active duty for training shall not exceed 90 days in the aggregate in any one year.
- B. This leave of absence without loss of pay shall not apply to weekend training except for Public Safety Telecommunicators and any other employee whose regular workweek includes Saturday or Sunday.

#### ARTICLE XXI LEAVE OF ABSENCE

- A. Any full time employee covered by this Agreement may take a leave of absence without pay from Township duties, if recommendation therefor is given by the appropriate Department Head, and approval is granted by the Township Council. The leave of absence shall not exceed thirty (30) calendar days within one (1) calendar year, and during the period of said leave, the Township shall be under no obligation to pay for the benefits provided in this Agreement. It is understood and agreed that no leave of absence shall be given if the employee has accumulated unused vacation time to his/her credit; nor shall any benefits accrue to the credit of the employee during the period of said leave. The date by which the employee shall be eligible to earn an increment shall be adjusted by the number of days of the leave. The employee shall sign an affidavit wherein he/she shall state that during the period of the leave of absence the employee shall engage in no remunerative employment.
- B. Any full time employee covered by this Agreement may request an extension of up to an additional thirty (30) calendar days of unpaid leave within one (1) calendar year for their own serious medical condition/illness or that of a qualifying family member as defined in Article XIV, Sick Leave.

### ARTICLE XXII POSTING

- A. The Township shall supply one (1) glass enclosed, locked bulletin board for the posting of notices and bulletins pertaining only to Union matters. All such bulletins may be posted only upon the authority of officially designated Union representatives. No material shall be posted that is deemed by the Township to be salacious, inflammatory or controversial. The Union shall retain possession of the key to the bulletin board.
- B. The Township will endeavor to fill vacant positions by promoting employees from lower rated job titles or transferring laterally, where such employees have the qualifications and abilities to perform the work. However, the final decision shall be at the sole discretion of the Township Manager whose decision shall not be subject to the grievance procedure. Any such vacancy shall be posted for a period of five (5) working days and include the NJDOP job title. A copy of the NJDOP job description will be made available to the employee, upon request.

### ARTICLE XXIII TERMINAL LEAVE

- A. Any employee who retires on a monthly pension payment from the Public Employees Retirement System after completing twenty-five (25) years of service with the Township of Teaneck shall be eligible for a lump sum terminal leave payment based on 50% of his/her accumulated sick leave time.
- B. Any employee who retires on a monthly pension from the Public Employees Retirement System before completion of twenty-five (25) years of service with the Township of Teaneck, shall be eligible for a lump sum terminal leave payment based on the ratio of his/her accumulated sick leave time.
- C. Any employee who vests his/her pension eligibility with the Public Employees Retirement System when resigning voluntarily or as a result of a layoff from Township Service shall be eligible for a lump sum terminal leave payment based on the ratio of his/her months of service to five hundred forty (540) months of service applies to 50% of his/her accumulated sick leave.
- D. The maximum benefit to be paid under Section A & B of this article shall be limited to 50% of an employees base salary at the time of retirement, but in no case shall it exceed \$12,000.
- E. The maximum benefit to be paid under Section C of this Article shall be limited to the difference between the minimum and maximum of the salary range for the employee vesting his/her pension eligibility.
- F. Payment under this article shall not be made until certification of eligibility for retirement or vesting has been received from the Public Employees Retirement System.

### ARTICLE XXIV CLOTHING ALLOWANCE

- A. The Township agrees to pay all full time Public Safety Telecommunicators, and all full time employees in the Fire Department required to wear a uniform, an annual clothing allowance of
  - i. \$400 in 2008.
  - ii. \$450 in 2009 and 2010.
  - iii. \$500 in 2011 and thereafter.

payable in September of each year.

- B. The Union agrees that all employees will work in the prescribed uniform and/or according to the prescribed dress code, each working day and will only be eligible for payment of the allowance after meeting minimum standards as established by the Police and Fire Chiefs.
- C. A safety shoe allowance of \$125 per year shall be provided to employees in the Health, Building and Recreation Departments where field work and field inspections are required on a minimum of a weekly basis as a routine part of the assigned duties. A list of eligible employees shall be provided to the Municipal Manager by the Department Head by August 1st each year, for approval by the Manager, and payment shall be made in the same time frame as the annual clothing allowance.

### ARTICLE XXV TRAINING

- A. The Township may assume the tuition cost of training courses taken by employees of the Township, which in the opinion of the Township Manager, are of benefit to the employee and the Township. Such training courses shall be taken on the employees own time unless otherwise authorized by the Township Manager.
- B. Participation in and successful completion of special training courses may be considered in making advancements and promotion. Evidence of such activity shall be filed by the employee with his/her Department Head to be forwarded to the Township Treasurer's Office.

#### ARTICLE XXVI DUES CHECK OFF

- A. Upon receiving the written voluntary authorization and assignment of an employee covered by this Agreement, the Township agrees to deduct from the pay periods of each month, uniform membership dues, in such amounts as shall be fixed pursuant to the By-Laws and Constitution of the Union during the full term of this Agreement and any extension of renewal thereof. The Township shall promptly remit monthly, all amounts so deducted with a list of changes to the Treasurer of the Union.
- B. Any changes in monthly dues will be certified in writing by the President of the Union, or his/her designee, and the amount shall be uniform for all members.
- C. No deduction will be made for any month in which there is insufficient pay available to cover the same after all other deductions required by law have been made. Deductions for a prior month's dues will not be made in respect to such dues, except where the Township through error or oversight, failed to make the deduction in any monthly period.
- D. The Township agrees to deduct the fair share fee from the earnings of those employees who elect not to become members of the Union and transmit the fee to the majority representative.
- E. The deduction shall commence for each employee who elects not to become a member of the Union, on the first of the month following thirty days written notice from the Union of the amount of the fair share assessment. A copy of the written notice of the amount of the fair share assessment must also be furnished to the New Jersey Public Employment Relations Commission. The deduction shall commence for each new employee on the first of the month following sixty days of employment.
- F. The fair share fee for service rendered by the Union, shall be in an amount equal to the regular membership dues, initiation fees and assessment of the Union, less the cost of benefits financed through the dues available only to members of the Union, but in no event shall the fee exceed eighty-five per cent (85%) of the regular membership dues, fees and assessments.
- G. The sum representing the fair share fee shall not reflect the cost of financial support of political causes or candidates, except to the extent that it is necessary for the Union to engage in lobbying activity designed to foster its policy goals in collective negotiations and contract administration and to secure for the employees it represents advance in wages, hours and other conditions of employment which ordinarily cannot be secured through collective negotiations with the Township.
- H. The Union shall establish and maintain a procedure whereby any employee can challenge the assessment as computed by the Union. The appeal procedure shall in no way involve the

Township or require the Township to take any action other than to hold the fee in escrow pending resolution of the appeal.

- I. The Union shall indemnify, defend and save the Township harmless against any claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Township in reliance upon salary deduction authorization cards of the fair share assessment information as furnished by the Union to the Township or in reliance upon the official notification on the letterhead of the Union and signed by the President of the Union, advising of such changed deduction.
- J. Membership in the Union is separate, apart and distinct from the assumption by one of the equal obligations to the extent that he/she has received equal benefits. The Union is required under this Agreement to represent all of the employees in the bargaining unit fairly and equally, without regard to Union membership. The terms of this Agreement to represent all of the employees in the bargaining unit, and not only for members in the Union and this Agreement has been executed by the Township after it had satisfied itself that the Union is a proper majority representative.

### ARTICLE XXVII MISCELLANEOUS

- A. Any employee presenting testimony as a witness for the Township of Teaneck or the Union during his/her working hours, in a matter directly involving the Township, or the Union, or both, shall not be penalized by loss of benefits or pay for time spent in court. Such employee shall not receive extra compensation for time worked outside his/her standard work schedule except for such overtime payment as may be provided for elsewhere in this Agreement.
- B. All full time employees covered by this Agreement shall receive a 15 minute break in midmorning, without loss of pay. An employee may take a 15 minute break in mid-afternoon subject to the prior approval of the Department Head, in the Department Head's absolute discretion.
- C. Any employee may submit in writing to his/her Department Head before October 1st of any calendar year, a request for items to be included in the following year's budget. The Department Head will review such request to determine whether it will be included in the departmental request to be submitted to the Township Manager.
- D. Employees may request from their Department Heads a quarterly summary of sick, vacation and personal time available, used and accrued.

# ARTICLE XXVIII SEPARABILITY AND SAVINGS

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

## ARTICLE XXIX FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties. 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 of the parties at the time they negotiated and signed this Agreement. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed by both parties.

## ARTICLE XXX TERM AND RENEWAL

- A. This Agreement shall be in full force and effect as of January 1, 2008 and shall remain in effect through December 31, 2011.
- B. This Agreement shall continue in full force and effect from year to year thereafter, unless one party of the other gives notice in writing, no sooner than one hundred twenty (120) days nor later than ninety (90) days prior to the expiration date of this Agreement of a desire to change, modify or terminate this Agreement.
- C. Notice served by either party on the other stating an intention to change, terminate or modify this Agreement shall be by registered or certified mail.
- D. Notices sent by the Union shall be served on the Township Clerk. Notices sent by the Township shall be served on the President of the Union or his/her designated representative.

| IN WITNESS WHERE IT STATES IN WITNESS WHERE IT STATES IT STATES IN THE IT IS A STATE IN THE IT IS A STATES IN | OF, the parties have hereu | into set their hand and seals at Tea         | neck, New<br>, 2008. |
|---|----------------------------|--|----------------------|
| LOCAL 820<br>COUNCIL 52, A.F.S.C.<br>AFL-CIO  | M.E.                       | TOWNSHIP OF TEANECK<br>BERGEN COUNTY, NEW JE | RSEY                 |
| BY:   |                            | BY:  |                      |
| STAFF REPRESENTAT   | 7220UCWW                   | Mihael Keri Feit<br>MAYOR                    |                      |
| BY:   |                            |  |                      |
| Daniel # Mu<br>PRESIDENT  | y                          | MUNICIPAL MANAGER                            |                      |
| ATTEST:   |                            | ATTEST:                                      |                      |
| Jennifo A. H  | todgu (                    | MUNICIPAL CLERK                              | a HS                 |

| COO THE COURT TOO  | Min    | -      | •      | •      |        |      |        |
|--|--------|--------|--------|--------|--------|------|--------|
| Accountant   | 47 307 | 40 711 | 7 000  | 3      | 4      | Max  |        |
| Assistant Recreation Center Director*                          | 37.585 | 30 555 | 20,020 | 51,335 | 52,644 | S    | 53,958 |
| Assistant Recreation Supervisor*                               | 26,76  | 38,500 | 39,546 | 40,526 | 41,507 | 4    | 42,488 |
| Assistant Zoning Officer                                       | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 | 4    | 48,126 |
| Assistant Zoning Office (D.:11): 1                             | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 | 5    | 52 233 |
| Brilding Income  | 46,015 | 47,257 | 48,500 | 49,743 | 50.989 | 5    | 52 233 |
| Building Subode Oce  | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 | \$ 5 | 52.233 |
| Clark stars  | 46,800 | 49,800 | 52,800 | 55,800 | 60,744 |      | 64 484 |
| Code Enforcement   | 37,585 | 38,566 | 39,546 | 40,526 | 41,507 | 9    | 42 488 |
| Coordinates Child Condinates                                   | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 | 4    | 48,126 |
| Dent Continue Care Program                                     | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 | 4    | 48 126 |
| Deputy Court Administrator                                     | 47,397 | 48,711 | 50,020 | 51,335 | 52,644 |      | 53.058 |
| Electrical Subcode Official P.I.                               | 6,339  |        |        |        |        |      | 20,735 |
| Discursal Subcode Official                                     | 46,015 | 49,800 | 52,800 | 55,800 | 60,744 | 19   | 64 484 |
| Planting Subcode Official P1                                   | 6,339  |        |        |        |        | 2    | 20,130 |
| Flumoing Subcode Official                                      | 41,600 | 46,600 | 51,600 | 56,400 | 59,400 | 1    | 62,400 |
| rincipal Clerk Stenographer                                    | 42,198 | 43,384 | 44,570 | 45,755 | 46.941 |      | 47 306 |
| Principal Technical Aide                                       | 42,198 | 43,384 | 44,570 | 45,755 | 46 941 |      | 47 306 |
| Recreation Attendant   | 36,556 | 37,487 | 38,421 | 39,353 | 40.283 |      | 41.017 |
| Recreation Center Director                                     | 46,015 | 47,257 | 48,500 | 49.743 | 50.989 | 1    | 52 233 |
| Kecreation Center Director - PT                                | 27,040 | 30,285 | 31,907 | 34,070 | 35,693 | ) (  | 37.856 |
| Kec. Program Admin Sr. Citizens                                | 52,000 | 54,600 | 57,200 | 59,800 | 62,400 |      | 65 530 |
| Recreation Program Coordinator                                 | 42,198 | 43,384 | 44,570 | 45,755 | 46.941 | 4    | 47 396 |
| Recreation Program Specialist*                                 | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 | 4    | 48.126 |
| Recreation Supervisor  | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 | 5    | 52.233 |
| Delic Ferring (6 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1 2 1         | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 | 4    | 47,396 |
| Series Inspector - (formerly Sanitary Inspector)               | 47,397 | 48,711 | 50,020 | 51,335 | 52,644 | 5    | 53.958 |
| Senior Account Clerk   | 39,780 | 40,854 | 41,928 | 43,006 | 44,081 | 4    | 45,150 |
| Serior Clerk Stenographer                                      | 39,780 | 40,854 | 41,928 | 43,006 | 44,081 | 4    | 45.150 |
| Selliol Clerk Typist   | 37,585 | 38,566 | 39,546 | 40,526 | 41,507 | 4    | 42,488 |
| Supervisor, or Citizens Activities Technical Activity I and II | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 | 5    | 52,233 |
| Technical Assistant Land Use                                   | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 | 5    | 52,233 |
| Zoning Officer   | 31,366 | 33,766 | 36,166 | 38,566 | 40,966 | 4    | 42,488 |
| ZOILING OTHER  | 46,800 | 49,800 | 52,800 | 55,800 | 60,744 | 9    | 64,484 |

DRAFT SALARY SCHEDULES - November 17, 2008

| Assistant Recreation Centro Director 49,293 50,659 52,021 53,388 54,790 Assistant Recreation Centro Director 49,886 40,109 41,123 42,147 43,167 Assistant Recreation Supervisor 47,886 49,147 50,440 51,733 53,029 Building Inspector 47,886 49,147 50,440 51,733 53,029 Building Inspector 47,886 49,147 50,440 51,733 53,029 Building Inspector 47,886 49,147 50,440 51,733 53,029 Building Subcode Official PT 6,239 49,147 50,440 51,733 53,029 Code Enforcement Officer Accordance of Configuration Activities Configuration Config | scountant sistant Recreation Center Director sistant Recreation Supervisor sistant Zoning Officer sistant Zoning Officer/Building Inspector illding Inspector |        | 50,659  | 52,021 | 53,388  | +      | 8X<br>56 116 |
|--|---|--------|---------|--------|---------|--------|--------------|
| ruiding Inspector 39,088 40,1109 41,128 42,147 50,140 51,733 47,385 40,1109 41,128 42,147 50,440 51,733 47,886 49,147 50,440 51,733 47,886 49,147 50,440 51,733 47,886 49,147 50,440 51,733 47,886 49,147 50,440 51,733 47,886 49,147 50,440 51,785 50 61 61 61 62 62 62 62 62 62 62 62 62 62 62 62 62   | sistant Recreation Center Director sistant Recreation Supervisor sistant Zoning Officer sistant Zoning Officer/Building Inspector illding Inspector           | 39,088 | 40,109  | 170,77 | 000,00  | 24,750 | 71. 95       |
| visor         43,886         45,119         46,353         47,885           Suilding Inspector         47,886         49,147         50,440         51,733           Auilding Inspector         47,886         49,147         50,440         51,733           Auilding Inspector         47,886         49,147         50,440         51,733           Auilding Inspector         48,672         51,792         54,912         58,032           Auilding Inspector         48,686         45,119         46,353         47,885           Orgram         43,886         45,119         46,353         47,885           I PT         6,593         0,0659         52,021         53,800           I PT         45,800         52,800         55,800           I PT         45,800         49,800         52,800         55,800           I PT         45,800         49,800         52,800         55,800           I PT         45,800         48,464         46,353         47,385           I PT         45,800         48,464         46,353         47,385           I PT         45,800         48,464         53,664         48,655           I PT         45,800         45,119  | sistant Recreation Supervisor sistant Zoning Officer sistant Zoning Officer/Building Inspector ilding Inspector ilding Subcode Official                       |        |         | 41 128 | 771 CV  | 42 162 | 11,00        |
| 1,735  | Sistant Zoning Officer Sistant Zoning Officer/Building Inspector Ilding Inspector Ilding Subcode Official   | 43,886 | 45,119  | 46 353 | 42,147  | 45,107 | 44,188       |
| building Inspector         47,856         49,147         50,440         51,733           building Inspector         47,856         49,147         50,440         51,733           18,672         51,792         54,912         58,032           18,672         51,792         54,912         58,032           19,088         40,119         46,333         47,585           10         43,886         45,119         46,333         47,585           1 PT         6,593         50,659         52,021         53,388           1 PT         6,593         0         0         0         0           1 PT         6,593         0         0         0         0         0         0           1 PT         6,593         0  | sistant Zoning Officer/Building Inspector ilding Inspector ilding Subcode Official  | 47,856 | 49,147  | 50.440 | \$1.733 | 53 020 | 30,031       |
| 47,856         49,147         50,440         51,733           18,672         51,792         54,912         58,032           18,672         51,792         54,912         58,032           19,284         40,119         40,333         47,885           19,293         50,659         52,021         53,385           1 PT         6,593         0         0         0           1 PT         6,593         0         4,380         53,800         55,800         0           1 PT         4,586         45,119         46,333         47,585         47,585           1 PT         4,586         45,119         46,333         47,585           1 PT  | illding Inspector illding Subcode Official  | 47,856 | 49,147  | 50,440 | 51.733  | 53,025 | 54,322       |
| 48,672         51,792         54,912         58,032           19,088         40,109         41,128         42,147           10,20ram         43,886         45,119         46,353         47,585           10 r         49,293         50,639         6,593         47,585           1 pr         6,593         0         0         0           1 pr         47,856         51,792         54,912         58,032           1 pr         45,800         49,800         52,800         55,800           1 pr         46,800         49,800         53,664         58,032           1 pr         43,866         45,119         46,353         47,585           1 pr         47,856         49,147         50,440         51,733           2 printary inspector)         43,886         45,119         46,353         47,585           2 printa  | iliding Subcode Official  | 47,856 | 49,147  | 50,440 | 51.733  | 53,020 | 24,75        |
| 39,088         40,109         41,128         42,147           rogram         43,886         45,119         46,353         47,585           or         43,886         45,119         46,353         47,585           or         49,293         50,659         52,021         53,38           or         46,800         49,800         52,021         53,88           l PT         46,800         49,800         52,800         0           l PT         46,800         49,800         52,800         0           l PT         46,800         49,800         52,800         0           o L         43,264         48,464         53,664         58,636           er         43,264         48,464         53,664         58,656           er         43,886         45,119         46,353         47,585           y Samitary Inspector)         43,886         45,119         46,353         47,585           y Sam   |   | 48,672 | 51,792  | 54,912 | 58.032  | 63 174 | 24,522       |
| 43,886         45,119         46,353         47,585           orgram         43,886         45,119         46,353         47,585           or         1PT         6,593         50,659         52,021         53,388           1 PT         47,856         51,792         54,912         58,032           1 PT         6,593         0         0         0         0           1 PT         6,593         0         5,800         5,800           1 PT         6,593         0         5,800         5,800           1 PT         43,264         48,464         53,664         58,600           1 PT         43,264         48,464         53,664         58,600           1 PT         43,264         48,464         53,644         58,656           1 PT         43,886         45,119         46,353         47,585           1 PT         43,886         45,119         46,353         47,585           2 Litzens         54,086         45,119         46,353         47,585           3 List         47,886         45,119         46,353         47,585           4 PA,100         51,179         46,353         47,585   | erk Stenographer  | 39,088 | 40,109  | 41,128 | 42,147  | 43.167 | 07,000       |
| Orgram         43,886         45,119         46,333         47,585           or         49,293         50,659         52,021         53,38           1 PT         6,593         50,659         52,021         53,38           1 PT         47,856         51,792         54,912         58,032           1 PT         46,800         49,800         52,800         55,800           1 PT         6,593         0         0         0           1 PT         46,800         49,800         52,800         55,800           1 PT         46,800         49,800         52,800         55,800           1 PT         46,800         49,800         55,664         58,656           1 PT         43,886         45,119         46,353         47,585           1 PT         43,886         45,119         46,353         47,585           1 PT         47,856         49,147         50,440         51,733           1 Inator         47,856         45,119         46,353         47,585           2 Sanitary Inspector)         43,886         45,119         46,353         47,585           2 Sanitary Inspector)         43,886         45,119         46,353   | ode Enforcement Officer   | 43,886 | 45.119  | 46.353 | 47 585  | 12,107 | 44,188       |
| or         49,293         50,659         52,021         53,388           1 PT         6,593         0         0         0           1 PT         6,593         0         0         0           1 PT         47,856         51,792         54,912         58,032           1 PT         46,800         49,800         52,800         55,800           1 PT         46,800         49,800         52,800         55,800           1 PT         46,800         49,800         52,800         55,800           1 PT         43,866         45,119         46,353         47,885           1 PT         43,866         45,119         46,353         47,885           1 PT         47,856         49,147         50,440         51,733           1 Inator         47,856         49,147         50,440         51,733           2 Initiat         43,886         45,119         46,353         47,585           3 Initiat         43,886         45,119         46,353         47,585           4 Sanitary Inspector)         43,886         45,119         46,353         47,585           4 Sanitary Inspector)         43,886         45,119         46,353         <  | oordinator, Child Care Program  | 43,886 | 45,119  | 46.353 | 47 585  | 48,819 | 50,05        |
| PT   | sputy Court Administrator   | 49,293 | 50,659  | 52.021 | 53 388  | 54 750 | 10,00        |
| PT   | ectrical Subcode Official PT  | 6,593  | 0       | C      | 00000   | 00,,10 | 20,000       |
| IPT         46,800         49,800         52,800         55,800           1         43,264         48,464         53,664         58,656           1         43,264         48,464         53,664         58,656           1         43,264         48,464         53,664         58,656           1         43,886         45,119         46,353         47,885           1         43,886         45,119         46,353         47,585           1         47,856         49,147         50,440         51,733           1         28,122         31,496         33,183         35,433           1         47,856         49,147         50,440         51,733           1         43,886         45,119         46,353         47,585           1         43,886         45,119         46,353         47,585           y Sanitary Inspector)         43,886         45,119         46,353         47,266           41,371         42,488         45,169         46,353         47,266           41,276         43,886         45,119         46,353         47,266           41,276         41,373         46,353         47,726         47,126 <td>ectrical Subcode Official</td> <td>47,856</td> <td>51,792</td> <td>54.912</td> <td>58.032</td> <td>63 174</td> <td>57,062</td>  | ectrical Subcode Official   | 47,856 | 51,792  | 54.912 | 58.032  | 63 174 | 57,062       |
| PT   | e Subcode Official  | 46,800 | 49,800  | 52.800 | 55 800  | 60 744 | 200,10       |
| 1  | unbing Subcode Official PT  | 6,593  | 0       | C      | 20,22   | 44,00  | 484,484      |
| ret         43,886         45,119         46,353         47,585           PT         43,886         45,119         46,353         47,585           PT         47,856         49,147         50,440         51,733           PT         28,122         31,496         39,958         40,927           Citizens         54,080         56,784         59,488         62,192           linator         43,886         45,119         46,353         47,585           alist         43,886         45,119         46,353         47,585           alist         43,886         45,119         46,353         47,585           y Sanitary Inspector)         43,886         45,119         46,353         47,585           y Sanitary Inspectory         49,293         50,659         52,021         53,388           y Sanitary Inspectory         49,293         50,659         52,021         53,388           Aliyit         42,488         43,605         44,726           41,371         42,488         43,605         44,726           Use         47,856         49,147         50,440         51,733           struction Official         32,621         35,117         37,6  | Imbing Subcode Official   | 43,264 | 48.464  | 53.664 | 98988   | 322 13 | 30,293       |
| - PT - Litzens PT -   | incipal Clerk Stenographer  | 43,886 | 45,119  | 46 353 | 47 585  | 40 010 | 04,890       |
| - PT - PT - 28,122 - 31,496 - 39,958 - 40,927 - 47,856 - 49,147 - 50,440 - 51,733 - 1,132 - 1,496 - 33,183 - 54,380 - 45,119 - 46,353 - 47,886 - 45,119 - 46,353 - 47,886 - 45,119 - 46,353 - 47,886 - 45,119 - 46,353 - 47,886 - 45,119 - 46,353 - 47,886 - 49,147 - 50,440 - 51,733 - 51 | incipal Technical Aide  | 43,886 | 45,119  | 46.353 | 47 585  | 48,019 | 49,292       |
| - PT  Citizens  Citizens  Citizens  S4,080  S6,784  S9,488  G2,192  Iliator  43,886  45,119  46,353  47,585  14,7856  49,147  S0,440  S1,733  A1,886  45,119  46,353  47,585  Y Sanitary Inspector)  49,293  S0,659  S2,021  S3,88  A1,371  A2,488  A3,605  A4,726  A1,371  S0,440  S1,733  Struction Official  32,621  S1,732  S4,912  S8,032   | creation Attendant  | 38.018 | 38.986  | 30 058 | 70007   | 41 004 | 767,64       |
| Citizens 54,080 56,784 59,488 62,192 Imator 43,886 45,119 46,353 47,585 Ilist 43,886 45,119 46,353 47,585  47,856 49,147 50,440 51,733  y Sanitary Inspector) 49,293 50,659 52,021 53,388  y Sanitary Inspector) 49,293 50,659 52,021 53,388  41,371 42,488 43,605 44,726  41,371 42,488 43,605 44,726  41,371 42,488 43,605 44,726  41,371 42,488 43,605 44,726  39,088 40,109 41,128 42,147  Struction Official 32,621 35,117 37,613 40,109  struction Official 32,621 35,117 50,440 51,733  struction Official 32,621 35,117 50,440 51,733  | creation Center Director  | 47,856 | 49,147  | 50.440 | 51 733  | 41,094 | 42,866       |
| Citizens         54,080         56,784         59,488         62,192           linator         43,886         45,119         46,353         47,585           alist         43,886         45,119         46,353         47,585           sist         47,856         49,147         50,440         51,733           stivities         43,886         45,119         46,353         47,585           y Sanitary Inspector)         49,293         50,659         52,021         53,388           y Sanitary Inspector)         41,371         42,488         43,605         44,726           y Sanitary Inspector)         41,371         42,488         43,605         44,726           stivities         41,371         42,488         43,605         44,726           Use         47,856         49,147         50,440         51,733           struction Official         32,621         35,117         37,613         40,109           struction Official         32,621         35,117         54,912         58,032  | creation Center Director - PT   | 28,122 | 31.496  | 33.183 | 35.433  | 37 121 | 24,522       |
| linator 43,886 45,119 46,353 47,585  alist 43,886 45,119 46,353 47,585  47,856 49,147 50,440 51,733  y Sanitary Inspector) 49,293 50,659 52,021 53,388  y Sanitary Inspector) 49,293 50,659 52,021 53,388  41,371 42,488 43,605 44,726  41,371 42,488 43,605 44,726  alivities 41,371 42,488 43,605 44,726  alivities 47,856 49,147 50,440 51,733  struction Official 32,621 35,117 37,613 40,109  48,672 51,792 54,912 58,032   | c. Program Admin Sr. Citizens   | 54.080 | \$6 784 | 50.488 | 20,00   | 37,121 | 0/5,85       |
| ilist 43,886 45,119 46,353 47,585 47,886 45,119 46,353 47,585 47,585 47,886 45,119 46,353 47,585 47,585 47,886 45,119 46,353 47,585 47,585 47,585 47,585 47,585 47,283 47,585 44,726 41,371 42,488 43,605 44,726 44,726 47,856 49,147 50,440 51,733 51,058 49,147 50,440 51,733 51,058 49,147 37,613 40,109 51,733 51,792 54,912 58,032  | creation Program Coordinator  | 43 886 | 45,119  | 76.353 | 47 505  | 04,690 | 68,141       |
| y Sanitary Inspector) 47,856 49,147 50,440 51,733 47,585 49,147 50,440 51,733 47,585 49,147 50,440 51,733 47,585 47,585 49,293 50,659 52,021 53,388 41,371 42,488 43,605 44,726 41,371 42,488 43,605 44,726 44,726 47,856 49,147 50,440 51,733 51,028 49,147 50,440 51,733 51,028 49,147 50,440 51,733 40,109 51,732 54,912 58,032   | creation Program Specialist   | 43 886 | 45 110  | 40,555 | 26,74   | 48,819 | 49,292       |
| y Sanitary Inspector) 43,886 45,119 46,353 47,585 75,059 52,021 53,388 43,675 44,726 44,726 41,371 42,488 43,605 44,726 44,726 41,128 42,147 50,88 40,109 41,128 42,147 50,88 40,109 51,733 51,058 49,147 50,440 51,733 51,058 49,147 50,440 51,733 51,058 49,147 50,440 51,733 51,058 40,109 51,733 51,058 54,912 58,032  | creation Supervisor   | 47.856 | 40,117  | 40,333 | 47,385  | 48,819 | 50,051       |
| y Sanitary Inspector) 49,293 50,659 52,021 53,388 41,371 42,488 43,605 44,726 44,726 41,371 42,488 43,605 44,726 41,371 42,488 43,605 44,726 41,371 42,488 43,605 44,726 41,128 42,147 50,440 51,733 51,05e 47,856 49,147 50,440 51,733 51,05e 47,856 49,147 50,440 51,733 51,05e 48,672 51,792 54,912 58,032  | gistrar of Vital Statistics   | 12 006 | 49,147  | 50,440 | 51,733  | 53,029 | 54,322       |
| 19,039 32,021 53,388 41,279 30,039 32,021 53,388 41,279 41,371 42,488 43,605 44,726 44,726 41,128 42,147 42,488 43,672 44,726 49,147 50,440 51,733 47,856 49,147 50,440 51,733 struction Official 32,621 35,117 37,613 40,109 48,672 51,792 54,912 58,032  | HS Inspector - (formerly Sanitary Inspector)  | 42,000 | 43,119  | 40,553 | 47,585  | 48,819 | 49,292       |
| tivities 43,605 44,726 44,726 44,726 44,726 44,726 44,726 44,726 44,726 44,726 44,726 44,726 45,826 49,147 50,440 51,733 8truction Official 32,621 35,117 37,613 40,109 48,672 51,792 54,912 58,032  | nior Account Clerk  | 49,293 | 20,659  | 52,021 | 53,388  | 54,750 | 56,116       |
| tivities 43,672 44,726 39,088 40,109 41,128 42,147 Use 47,856 49,147 50,440 51,733 struction Official 32,621 35,117 37,613 40,109 48,672 51,792 54,912 58,032  | nior Clerk Stenooranher   | 41,5/1 | 42,488  | 43,605 | 44,726  | 45,844 | 46,956       |
| 39,088     40,109     41,128     42,147       47,856     49,147     50,440     51,733       47,856     49,147     50,440     51,733       32,621     35,117     37,613     40,109       48,672     51,792     54,912     58,032  | nior Clerk Twist  | 41,571 | 42,488  | 43,605 | 44,726  | 45,844 | 46,956       |
| 47,856     49,147     50,440     51,733       47,856     49,147     50,440     51,733       32,621     35,117     37,613     40,109       48,672     51,792     54,912     58,032  | more clear 1 ypist  | 39,088 | 40,109  | 41,128 | 42,147  | 43,167 | 44,188       |
| 47,856     49,147     50,440     51,733       32,621     35,117     37,613     40,109       48,672     51,792     54,912     58,032  | per visor, st. Citizens Activities  | 47,856 | 49,147  | 50,440 | 51,733  | 53,029 | 54 322       |
| 32,621 35,117 37,613 40,109<br>48,672 51,792 54,912 58,032   | chinical Assistant, Land Use  | 47,856 | 49,147  | 50,440 | 51,733  | 53,029 | 54,322       |
| 48,672 51,792 54,912 58,032  | Churcal Assistant to Construction Official  | 32,621 | 35,117  | 37,613 | 40,109  | 42,605 | 44,188       |
|  | illing Officer  | 48,672 | 51,792  | 54,912 | 58,032  | 63,174 | 67,063       |
|  |   |        |         | ••••   |         |        |              |
|  |   |        |         |        |         |        |              |

DRAFT SALARY SCHEDULES - November 17, 2008

| 51,141         52,559         53,972         55,390         56,80           40,554         41,613         42,670         43,728         44,78           40,554         41,613         42,670         43,728         44,78           45,532         46,811         48,091         49,770         50,497         50,990         52,332         53,673         55,01           49,650         50,990         52,332         53,673         55,01           49,650         50,990         52,332         53,673         55,01           40,554         41,613         42,670         44,78         44,78           40,554         41,613         42,671         60,208         65,54           40,532         46,811         48,091         49,370         50,64           41,41         56,971         60,208         65,54           40,532         46,811         48,091         49,370         50,64           41,486         50,281         55,390         56,40           44,886         50,281         48,091         49,370         50,64           48,532         51,668         54,091         49,370         50,64           48,532         46,811         <  | 11tle - AFSCME 2009  | Min    | _       | ٠       | r      | ⊢      |                  |
|--|--|--------|---------|---------|--------|--------|------------------|
| 40,554 41,613 42,670 43,789 44,786 44,786 49,650 50,990 52,332 53,673 55,017 50,649 49,520 50,990 52,332 53,673 55,017 50,649 49,570 50,649 49,570 50,649 49,570 50,649 49,570 50,649 49,570 51,413 52,559 51,789 60,208 65,543 66,811 48,091 49,370 50,649 49,570 51,414 52,559 51,678 54,780 60,208 65,543 66,811 48,091 49,370 50,649 49,570 51,414 52,559 51,678 54,780 57,893 63,022 64,980 64,532 46,811 48,091 49,370 50,649 67,520 44,886 50,281 48,091 49,370 50,649 67,520 44,886 50,281 48,091 49,370 50,649 67,520 44,552 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,330 64,522 46,811 48,091 49,370 50,649 67,530 64,522 46,811 48,091 49,370 50,649 67,530 64,522 46,811 48,091 49,370 50,649 67,530 64,522 44,081 45,532 53,673 55,017 67,523 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67,017 67,023 67 | Accountant   |        | 52 550  | 20 03   | 2000   | -      |                  |
| 45,532         46,811         42,100         49,370         50,499           49,650         50,990         52,332         53,673         55,017           49,650         50,990         52,332         53,673         55,017           49,650         50,990         52,332         53,673         55,017           49,650         50,990         52,332         53,673         55,017           40,554         41,613         42,670         43,728         44,786           40,554         41,613         42,670         43,778         44,786           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           6,840         5,681         5,971         60,208         65,840           6,840         5,670         5,783         63,022           6,840         5,780         5,783         63,022           6,840         5,781         48,091         49,370         50,649           44,886         50,281         55,676         60,208         65,43           45,532         46,811         48,091         49,370         50,649 <t< td=""><td>Assistant Recreation Center Director</td><td>40 554</td><td>41,613</td><td>21,5,50</td><td>25,390</td><td>56,803</td><td>58,221</td></t<>   | Assistant Recreation Center Director   | 40 554 | 41,613  | 21,5,50 | 25,390 | 56,803 | 58,221           |
| 49,650         50,901         52,332         53,673         50,649           r         49,650         50,990         52,332         53,673         55,017           80,650         50,990         52,332         53,673         55,017           80,650         50,990         52,332         53,673         55,017           80,650         50,990         52,332         53,673         55,017           80,650         50,990         52,332         53,673         55,017           40,554         41,613         42,670         43,728         44,786           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         56,803           45,532         51,668         54,780         55,390         56,803           6,840         0         0         0         0         0           6,840         50,281         55,972         55,390         56,803           45,532         46,811         48,091         49,370         50,499           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091   | Assistant Recreation Supervisor  | 45 532 | 110,11  | 42,070  | 43,728 | 44,786 | 45,845           |
| 49,650         30,790         32,332         53,673         55,017           49,650         30,990         52,332         53,673         55,017           49,650         30,990         52,332         53,673         55,017           40,554         41,613         42,670         43,728         44,786           40,554         46,811         48,691         49,370         50,649           45,532         46,811         48,691         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         56,803           6,840         0         0         0         0           48,555         51,648         56,811         48,091         49,370         56,493           48,555         51,681         48,091         49,370         56,493         66,4093           44,886         50,281         55,676         60,856         64,093         66,409           44,532         46,811         48,091         49,370         56,49           44,532         46,811         48,091         49,370         56,49           45,532         46,  | Assistant Zoning Officer   | 40,550 | 40,011  | 48,091  | 49,370 | 50,649 | 51,928           |
| 49,620         50,390         52,332         53,673         55,017           50,497         53,734         56,971         60,208         65,017           50,487         53,734         56,971         60,208         65,649           40,534         41,613         42,670         43,738         44,786           40,534         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           51,410         5,589         5,390         56,803         66,803           6,840         0         0         0         0         0           48,650         51,734         56,971         60,208         65,543         66,93           48,650         51,688         54,780         57,893         63,022         0           48,650         51,688         54,780         57,893         63,022         0           48,680         50,281         55,678         55,678         56,649         0           48,532         46,811         48,091         49,370         50,649         0           45,532         46,811         48,091         49,370         50,649         0   | Assistant Zoning Officer/Building Inspector  | 49,000 | 066,05  | 52,332  | 53,673 | 55,017 | 56,359           |
| 49,020         50,990         52,332         53,673         55,017           49,620         49,620         60,208         65,543           40,534         41,613         42,670         60,208         65,543           40,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           6,840         51,141         52,559         53,972         55,390         56,649           48,532         46,811         48,091         49,370         50,649         0           48,535         51,668         54,780         60,208         65,843           48,535         51,668         54,780         50,208         65,433           48,535         51,668         54,780         60,208         65,433           48,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091  | Building Inspector   | 49,050 | 20,990  | 52,332  | 53,673 | 55,017 | 56,359           |
| 50,497         53,734         56,971         60,208         65,543           40,554         41,613         42,670         43,728         44,786           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           6,840         0         0         0         0           48,555         51,648         56,971         60,208         65,543           48,552         51,668         56,971         60,208         65,543           48,532         51,668         50,281         56,971         60,208         65,649           44,886         50,281         55,676         60,856         64,093         64,093           44,886         50,281         55,676         60,856         64,093         64,093           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46  | Building Subcode Official  | 49,650 | 50,990  | 52,332  | 53,673 | 55,017 | 56,359           |
| 49,554 41,613 42,670 43,728 44,786  45,532 46,811 48,091 49,370 50,649  51,414 52,559 53,972 55,390 50,649  6,840 0 0 0 0 0  49,650 53,734 56,971 60,208 65,543  44,886 50,281 55,676 60,856 64,093  44,886 50,281 55,676 60,856 64,093  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,811 48,091 49,370 50,649  45,532 46,81 45,091 55,397 55,017  42,923 44,081 45,240 46,403 47,563  40,554 41,613 42,670 43,728 44,786  49,650 50,990 52,332 53,673 55,017  40,554 41,613 42,670 43,728 55,017  49,650 50,990 52,332 53,673 55,017   | Clerk Stenographer   | 50,497 | 53,734  | 56,971  | 60,208 | 65,543 | 69.578           |
| 45,522         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           51,141         52,539         53,972         55,390         56,803           6,840         52,539         53,734         56,971         50,649           49,650         53,734         56,971         60,208         65,543           48,555         51,668         54,780         57,893         63,022           6,840         0         0         0         0           6,840         0         0         0         0           6,840         0         0         0         0           44,855         50,281         55,676         60,856         64,093           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45  | Code Enforcement Officer   | 40,554 | 41,613  | 42,670  | 43,728 | 44,786 | 45.845           |
| 45,532         46,811         48,091         49,370         50,649           6,840         51,141         52,559         53,972         55,390         56,803           6,840         50,840         0         0         0         0           49,650         53,734         56,718         60,208         65,543         0           6,840         0         0         0         0         0         0           6,840         0         0         0         0         0         0         0           6,840         0         0         0         0         0         0         0         0           6,840            | Coordinator Child Com December   | 45,532 | 46,811  | 48,091  | 49,370 | 50,649 | 51 978           |
| 51,141         52,559         53,972         55,390         56,803           48,555         51,734         56,971         60,208         65,543           48,555         51,668         54,780         57,893         65,543           6,840         0         0         0         0           6,840         0         0         0         0           44,886         50,281         55,676         60,835         64,093           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649   | Deputy Court Administrate  | 45,532 | 46,811  | 48,091  | 49,370 | 50,649 | 51 928           |
| 6,840 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0  | Flectrical Subgest of  | 51,141 | 52,559  | 53,972  | 55,390 | 56,803 | 58 221           |
| 49,650         53,734         56,971         60,208         65,543           6,840         0         0         0         0           6,840         0         0         0         0           44,886         50,281         55,676         60,856         64,093           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           49,650         50,990         52,332         53,673         55,017           29,176         32,678         34,28         36,103         56,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649  | Election Subcode Official F1   | 6,840  | 0       | 0       | 0      | С      | 31,432           |
| 48,555         51,668         54,780         57,893         63,022           6,840         0         0         0         0         0           44,886         50,281         55,676         60,856         64,093         0           45,532         46,811         48,091         49,370         50,649         0           45,532         46,811         48,091         49,370         50,649         0           49,650         50,990         52,332         53,673         55,017         0           29,176         32,678         34,428         36,649         49,513         0         0           49,650         50,990         52,332         53,673         55,617         0   | Fire Subcode Official  | 49,650 | 53,734  | 56,971  | 60,208 | 65,543 | 69 578           |
| 6,846 50,281 55,676 60,856 64,093 44,886 50,281 48,091 49,370 50,649 50,649 45,532 46,811 48,091 49,370 50,649 50,649 49,522 46,811 48,091 49,370 50,649 50,649 49,650 50,990 52,332 53,673 55,017 50,108 58,913 61,719 64,524 67,330 45,532 46,811 48,091 49,370 50,649 45,532 46,811 48,091 49,370 50,649 45,532 46,811 48,091 49,370 50,649 45,532 44,081 45,240 46,403 47,563 44,081 45,240 46,403 47,563 44,081 45,240 46,403 47,563 44,081 45,240 46,403 47,563 44,081 45,240 46,403 47,563 44,081 50,990 52,332 53,673 55,017 49,650 50,990 52,332 53,673 55,017 49,650 50,990 52,332 53,673 55,017 49,650 50,990 52,332 53,673 55,017 53,844 56,434 56,571 60,208 65,543   | Dlumbing Cubanda Official pm   | 48,555 | 51,668  | 54,780  | 57,893 | 63,022 | 66 902           |
| 44,886         50,281         55,676         60,856         64,093           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           49,650         50,990         52,332         55,017           29,176         32,678         34,428         36,762         38,513           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         44,081         45,240         46,403         47,563           42,923         44,081         45,240         46,403         47,56   | Disching Succode Official F1   | 6,840  | 0       | 0       | 0      | 0      | 31 431           |
| 45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           39,444         40,448         41,456         42,462         43,465           49,650         50,990         52,332         53,673         55,017           29,176         32,678         34,428         36,762         38,513           56,108         58,913         61,719         64,524         67,330           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         56,499           45,532         46,811         48,091         49,370         56,499           42,923         44,081         45,240         46,403         47,563           40,554         41,613         42,670         44,78   | Finitioning Supcode Official   | 44,886 | 50,281  | 55,676  | 60,856 | 64.093 | 67 330           |
| 45,532       46,811       48,091       49,370       50,649         39,444       40,448       41,456       42,462       43,465         49,650       50,990       52,332       55,017       55,017         29,176       32,678       34,428       36,762       38,513         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       56,803         42,923       44,081       45,240       46,403       47,563         42,923       44,081       45,240       46,403       47,563         40,550       50,990       52,332       53,673       55,017         40,650       50,990       52,332       53,673   | rinicipal Cierk Stenographer   | 45,532 | 46,811  | 48,091  | 49.370 | 50 649 | 51,130           |
| 39,444       40,448       41,456       42,462       43,465         49,650       50,990       52,332       53,673       55,017         29,176       32,678       34,428       36,762       38,513         56,108       58,913       61,719       64,524       67,330         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         49,650       50,990       52,332       53,673       55,017         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       44,081       45,240       46,403       47,563         42,923       44,081       45,240       46,403       47,563         40,554       41,613       42,670       43,728       44,786         49,650       50,990       52,332       53,673       55,017         49,650       50,990       52,332       53,673       55,017         49,650       50,990       52,332       53,673   | Frincipal Technical Aide   | 45,532 | 46,811  | 48,091  | 49,370 | 50,649 | 51,140           |
| 49,650         50,990         52,332         53,673         55,017           29,176         32,678         34,428         36,762         38,513           56,108         58,913         61,719         64,524         67,330           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           49,650         50,990         52,332         53,673         55,617           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           42,923         44,081         45,240         46,403         47,563           40,554         41,613         42,540         46,403         47,563           40,554         41,613         42,720         55,017         56,917           40,550         50,990         52,332         53,673         55,017           40,650         50,990         52,332         53,67   | Necreation Attendant   | 39,444 | 40,448  | 41,456  | 42,462 | 43.465 | 041,13<br>44.473 |
| 29,176       32,678       34,428       36,762       38,513         56,108       58,913       61,719       64,524       67,330         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       56,803         42,923       44,081       45,240       46,403       47,563         40,554       41,613       42,670       46,403       47,563         40,554       41,613       42,670       44,786         49,650       50,990       52,332       53,673       55,017         33,844       36,434       39,023       41,613       44,202         50,497       56,971       60,208       65,543  | Necreation Center Director   | 49,650 | 50,990  | 52.332  | 53.673 | 55 017 | 036 33           |
| 56,108       58,913       61,719       64,524       67,330         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         49,650       50,990       52,332       53,673       55,017         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         42,923       44,081       45,240       46,403       47,563         40,554       41,613       42,670       43,728       44,786         49,650       50,990       52,332       53,673       55,017         49,650       50,990       52,332       53,673       55,017         80,497       56,971       60,208       65,543   | Recreation Center Director - PT  | 29,176 | 32,678  | 34,428  | 36.762 | 38 513 | 70,00            |
| 45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         49,650       50,990       52,332       53,673       55,017         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         45,532       46,811       48,091       49,370       50,649         42,923       44,081       45,240       46,403       47,563         40,554       41,613       42,670       46,403       47,563         40,554       41,613       42,670       44,786         49,650       50,990       52,332       53,673       55,017         49,650       50,990       52,332       53,673       55,017         50,497       53,734       56,971       60,208       65,543  | Nec. Program Admin Sr. Citizens  | 56,108 | 58.913  | 61 219  | 64 574 | 67 330 | 10,01            |
| 45,532         46,811         48,091         49,370         50,649           49,650         50,990         52,332         53,673         55,017           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           45,532         46,811         48,091         49,370         50,649           42,923         44,081         45,240         46,403         47,563           40,554         41,613         42,670         46,403         47,563           49,650         50,990         52,332         53,673         55,017           49,650         50,990         52,332         53,673         55,017           33,844         36,434         39,023         41,613         44,202           50,497         53,734         56,971         60,208         65,543   | Recreation Program Coordinator   | 45,532 | 46.811  | 48 001  | 40 370 | 50,530 | 069,0/           |
| tor)   | Recreation Program Specialist  | 45.532 | 46.811  | 48 001  | 40.270 | 20,049 | 51,140           |
| tor) 51,141 52,559 53,972 55,390 56,803 51,141 52,559 53,972 55,390 56,803 42,923 44,081 45,240 46,403 47,563 42,923 44,081 45,240 46,403 47,563 40,554 41,613 42,670 43,728 44,786 49,650 50,990 52,332 53,673 55,017 50,497 53,734 56,971 60,208 65,543  | Recreation Supervisor  | 49 650 | \$0 000 | 52 222  | 27,570 | 30,049 | 51,928           |
| tor) 51,141 52,559 53,972 55,390 56,803 42,923 44,081 45,240 46,403 47,563 40,554 41,613 42,670 43,728 44,786 49,650 50,990 52,332 53,673 55,017 33,844 36,434 56,971 60,208 65,543  | Registrar of Vital Statistics  | 45 532 | 46.811  | 10,000  | 25,075 | 55,017 | 56,359           |
| 42,923     44,081     45,240     46,403     47,563       42,923     44,081     45,240     46,403     47,563       40,554     41,613     42,670     43,728     44,786       49,650     50,990     52,332     53,673     55,017       49,650     50,990     52,332     53,673     55,017       50,497     53,734     36,434     39,023     41,613     44,202       50,497     53,734     56,971     60,208     65,543  | REHS Inspector - (formerly Sanitary Inspector)   | 51 141 | 52 550  | 40,091  | 49,370 | 50,649 | 51,140           |
| 42,923     44,081     45,240     46,403     47,563       40,554     41,613     42,670     43,728     44,786       49,650     50,990     52,332     53,673     55,017       49,650     50,990     52,332     53,673     55,017       33,844     36,434     39,023     41,613     44,202       50,497     53,734     56,971     60,208     65,543  | Senior Account Clerk   | 42 923 | 44.081  | 45.240  | 33,390 | 56,803 | 58,221           |
| 40,554     41,613     42,670     43,728     41,563       49,650     50,990     52,332     53,673     55,017       49,650     50,990     52,332     53,673     55,017       33,844     36,434     39,023     41,613     44,202       50,497     53,734     56,971     60,208     65,543   | Senior Clerk Stenographer  | 42 923 | 14,001  | 047,54  | 40,400 | 47,303 | 48,717           |
| 49,650     50,990     52,332     53,673     55,017       49,650     50,990     52,332     53,673     55,017       33,844     36,434     39,023     41,613     44,202       50,497     53,734     56,971     60,208     65,543  | Senior Clerk Typist  | 40.554 | 41,001  | 42,240  | 40,403 | 47,563 | 48,717           |
| 49,650     50,990     52,332     53,673     55,017       49,650     50,990     52,332     53,673     55,017       33,844     36,434     39,023     41,613     44,202       50,497     53,734     56,971     60,208     65,543  | Supervisor, Sr. Citizens Activities  | 40,550 | 41,013  | 47,0/0  | 43,78  | 44,786 | 45,845           |
| 49,020     50,990     52,332     53,673     55,017       33,844     36,434     39,023     41,613     44,202       50,497     53,734     56,971     60,208     65,543   | Technical Assistant Land Use   | 49,030 | 20,990  | 52,332  | 53,673 | 55,017 | 56,359           |
| 33,844     36,434     39,023     41,613     44,202       50,497     53,734     56,971     60,208     65,543  | Technical Assistant to Construction Occ. 1-1   | 49,650 | 50,990  | 52,332  | 53,673 | 55,017 | 56.359           |
| 50,497 53,734 56,971 60,208 65,543   | Zoning Officer   | 33,844 | 36,434  | 39,023  | 41,613 | 44,202 | 45.845           |
|  | Company of the compan | 50,497 | 53,734  | 56,971  | 60,208 | 65,543 | 69.578           |
|  |  |        | _       |         |        |        |                  |
|  |  |        |         |         |        |        |                  |

DRAFT SALARY SCHEDULES - November 17, 2008

| 53,059         54,530         55,99           42,075         44,27         49,89           47,239         48,567         49,89           51,512         52,902         54,29           51,512         52,902         54,29           51,512         52,902         54,29           51,512         52,902         54,29           51,512         52,902         54,29           52,391         55,749         59,10           42,075         48,567         49,89           47,239         48,567         49,89           47,239         48,567         49,89           46,570         52,167         56,83           7,096         0         6,83           46,570         53,605         56,83           46,570         52,167         56,83           46,570         52,167         56,83           47,239         48,567         49,89           47,239         48,567         49,89           47,239         48,567         49,89           47,239         48,567         49,89           44,532         48,567         49,89           44,532         45,735         46,  | Title - AFSCME 2010                         | Min     | -      | ٠      | r       |        | ,   |        |
|--|---|---------|--------|--------|---------|--------|-----|--------|
| 42,075         45,172         45,770         45,466           41,239         48,567         46,466         56,496           51,512         22,902         54,294         55,685         57,080           51,512         22,902         54,294         55,685         57,080           51,512         22,902         54,294         55,685         57,080           51,512         22,902         54,294         55,685         57,080           51,512         22,902         54,294         55,685         57,080           42,075         48,577         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           50,905         54,596         57,468         58,933         00         0           6,709         54,507         55,996         57,468         58,933         00         0           7,096         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0 <td>Accountant</td> <td></td> <td>54 530</td> <td>700 55</td> <td>57 450</td> <td>4</td> <td>Max</td> <td></td>  | Accountant                                  |         | 54 530 | 700 55 | 57 450  | 4      | Max |        |
| 41,239   48,567   49,884   51,221   25,549     51,512   52,902   54,294   55,685   57,080     51,512   52,902   54,294   55,685   57,080     51,512   52,902   54,294   55,685   57,080     52,391   55,749   55,198   62,466   68,001     42,075   43,173   44,270   45,567   46,466     47,239   48,567   49,894   51,221   52,549     51,512   55,749   55,996   57,468   88,001     50,376   5,996   57,468   88,001     50,376   5,996   57,468   88,001     50,376   5,996   57,468   66,496     46,570   52,107   57,764   65,138   66,496     46,570   52,167   57,764   65,138   66,496     46,570   52,167   57,764   65,138   66,496     46,570   52,167   57,764   65,144   45,095     46,570   52,167   57,764   65,144   45,095     47,239   48,567   49,894   51,221   52,549     47,239   48,567   49,894   51,221   52,49     51,512   52,902   54,294   55,685   57,080     44,532   48,567   49,894   51,221   52,49     44,532   48,567   49,894   51,22 | Assistant Recreation Center Director        | 42,075  | 43.173 | 44.270 | 45 367  | 38,933 |     | 60,404 |
| 51,512         52,902         54,294         55,685         57,080           51,512         52,902         54,294         55,685         57,080           52,391         52,902         54,294         55,685         57,080           52,391         52,902         54,294         55,685         57,080           42,075         43,173         44,270         45,667         46,466           47,239         48,567         49,894         51,221         52,549           51,512         57,49         59,108         62,466         68,001           7,096         0         0         0         0         0           51,512         55,749         59,108         62,466         68,001         0           50,376         53,605         56,834         60,063         65,385         65,349           46,570         57,764         63,138         66,496         66,096         66,096           46,570         57,764         63,138         66,349         57,549         66,944         60,063         65,385           46,570         53,605         56,834         60,063         65,349         66,946         66,946         66,946           46,239 </td <td>Assistant Recreation Supervisor</td> <td>47,239</td> <td>48,567</td> <td>49 894</td> <td>\$1.221</td> <td>52 540</td> <td></td> <td>47,304</td>   | Assistant Recreation Supervisor             | 47,239  | 48,567 | 49 894 | \$1.221 | 52 540 |     | 47,304 |
| 1,512         52,902         54,294         55,885         57,080           51,512         52,902         54,294         55,885         57,080           51,512         52,902         54,294         55,685         57,080           42,075         43,173         44,270         45,667         46,666           42,075         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           7,096         7,688         57,688         58,933         0           7,096         50,376         55,996         57,468         58,933           7,096         0         0         0         0           40,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           40,923         41,965         43,011         44,054         45,095           51,512         52,02         54,894         51,221         52,549           40,923         48,567         49,894         51,221         52,549           40,923         41,965         43,011         44,054         65,849  | Assistant Zoning Officer                    | 51,512  | 52,902 | 54.294 | 589 55  | 57.080 |     | 50,673 |
| \$1,512         \$2,902         \$4,294         \$5,685         \$7,080           42,239         \$5,198         62,466         68,001           42,239         48,567         49,894         \$1,221         \$2,549           47,239         48,567         49,894         \$1,221         \$2,549           47,239         48,567         49,894         \$1,221         \$2,549           53,059         \$4,330         \$5,996         \$7,468         \$8,533           6,063         \$6,833         \$6,466         \$6,001           7,096         \$0         \$0         \$0           7,096         \$0         \$0         \$0           46,570         \$2,167         \$5,764         \$6,318         \$6,496           46,570         \$2,167         \$5,764         \$6,318         \$6,496           46,570         \$2,167         \$5,764         \$6,318         \$6,496           47,239         48,567         49,894         \$1,221         \$2,549           \$1,512         \$2,902         \$4,394         \$1,221         \$2,549           \$1,512         \$2,902         \$4,384         \$1,221         \$2,549           \$1,512         \$2,902         \$4,384   | Assistant Zoning Officer/Building Inspector | 51,512  | 52,902 | 54,294 | 58,685  | 57.080 |     | 58.473 |
| 52,391         55,749         59,108         62,466         68,001           42,075         43,173         44,270         45,867         46,466           47,239         48,857         48,894         51,221         52,549           47,239         48,557         48,894         51,221         52,549           53,059         54,530         55,996         57,468         58,933           7,096         0         0         0         0           51,512         55,749         59,108         62,466         68,001           7,096         0         0         0         0           7,096         0         0         0         0           46,570         52,167         57,764         63,138         66,496           47,239         48,567         49,894         51,221         52,549           40,227         48,567         49,894         51,221         52,549           51,512         52,902         54,294         51,221         52,549           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,294         51,221         52,549           6  | Building inspector                          | \$1,512 | 52,902 | 54,294 | 55.685  | 57,080 |     | 58 473 |
| 42,075     43,173     44,270     45,367     46,466       47,239     48,567     49,884     51,221     52,549       47,239     54,567     49,884     51,221     52,549       47,239     54,530     55,996     57,468     58,933       7,096     0     0     0     0       51,512     55,749     59,108     62,466     68,001       50,376     55,749     59,108     62,466     68,001       46,570     52,167     57,764     63,138     66,496       47,239     48,567     49,884     51,221     52,549       40,923     41,965     43,011     44,634     45,095       40,923     41,965     43,011     44,634     45,095       51,512     52,902     54,294     55,685     57,080       51,512     52,902     54,294     55,685     57,080       47,239     48,567     49,884     51,221     52,549       47,239     48,567     49,884     51,221     52,549       47,239     48,567     49,884     51,221     52,549       47,239     48,567     49,884     51,221     52,549       47,239     48,567     49,884     51,221     52,549   <   | Building Subcode Official                   | 52,391  | 55,749 | 59,108 | 62,466  | 68.001 |     | 72 187 |
| 47,239         48,567         49,884         51,221         52,549           73,059         54,530         55,996         57,468         58,933           7,096         0         0         0         0           151,512         55,996         57,468         58,933         0           7,096         0         0         0         0           46,570         55,048         56,834         60,063         65,385           47,036         0         0         0         0         0           46,570         52,167         57,764         63,138         66,496         64,966           47,239         48,567         49,884         51,221         52,549         57,680           47,239         48,567         49,884         51,221         52,549         57,680           40,923         41,965         42,944         65,844         66,945         64,035         66,944         69,884           41,239         48,567         49,894         51,221         52,549         57,49         57,49           47,239         48,567         49,894         51,221         52,549         57,49           51,512         52,292         54  | Clerk Stenographer                          | 42,075  | 43,173 | 44,270 | 45,367  | 46,466 |     | 47 564 |
| 47,239         48,567         49,894         51,221         52,549           53,059         54,530         55,996         57,468         58,933           7,096         0         0         0         0           50,376         55,749         59,108         62,466         68,001           7,096         0         0         0         0         0           46,570         52,167         57,764         63,138         66,496         64,966           47,239         48,567         49,884         51,221         52,549         52,549           47,239         48,567         49,884         51,221         52,549           40,923         41,965         49,884         51,221         52,549           51,512         52,902         54,394         51,221         52,549           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,294         51,221         52,549           47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,2   | Code Enforcement Officer                    | 47,239  | 48,567 | 49,894 | 51,221  | 52.549 |     | 57.875 |
| 53,059         54,530         55,996         57,468         58,933           7,096         0         0         0         0         0           51,512         53,749         59,108         62,466         68,001         0           7,096         53,605         56,834         60,063         65,385         0           46,570         52,167         57,764         63,138         66,496         0           47,239         48,567         49,894         51,221         52,549         0           47,239         48,567         49,894         51,221         52,549         0           40,923         41,965         43,011         44,054         45,095         0           51,512         52,902         54,294         55,685         57,080         0           51,512         52,902         54,294         55,685         57,080         0           51,512         52,902         54,294         51,221         52,49         0           47,239         48,567         49,894         51,221         52,49         0           51,512         52,902         54,294         55,685         57,080         0           51,512  | Coordinator, Child Care Program             | 47,239  | 48,567 | 49,894 | 51,221  | 52.549 |     | 53.875 |
| 7,096         0         0         0         0           51,512         55,749         59,108         62,466         68,001           50,376         53,605         56,834         60,663         65,385           7,096         0         0         0         0           46,570         52,167         57,764         63,138         66,496           47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           40,923         41,965         43,011         44,054         45,095           51,512         52,902         54,294         57,685         57,080           51,512         52,902         54,294         55,685         57,080           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,294         51,221         52,549           60,7         47,239         48,567         49,894         51,221         52,549           60,7         44,532         48,567         49,894         51,221         52,549           60,7         44,532         48,567         49,89   | Floating Subsection Services                | 53,059  | 54,530 | 55,996 | 57,468  | 58,933 |     | 60,404 |
| 51,512         55,749         59,108         62,466         68,001           7,096         0         0         0         0           46,570         52,167         57,764         63,138         66,496           47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           40,230         41,965         43,011         44,054         45,095           51,512         52,902         54,294         55,685         57,080           58,212         61,123         64,033         66,944         69,854           47,239         48,567         49,894         51,221         52,49           47,239         48,567         49,894         51,221         52,49           47,239         48,567         49,894         51,221         52,49           601         53,092         54,294         51,221         52,49           71,239         48,567         49,894         51,221         52,49           71,512         52,902         54,294         51,221         52,49           71,512         52,902         54,294         51,221         52,49  | Elecurical Subcode Official P1              | 7,096   | 0      | 0      | 0       | 0      |     | 32,611 |
| 50,376         56,834         60,063         65,385           7,096         0         0         0         0           46,570         52,167         57,764         63,138         66,496           47,239         48,567         49,894         51,221         52,549           40,239         48,567         49,894         51,221         52,549           40,239         41,965         43,011         44,054         45,095           51,512         52,902         54,294         55,685         57,080           8,212         61,123         64,033         66,944         69,854           47,239         48,567         49,894         51,221         52,49           47,239         48,567         49,894         51,221         52,49           47,239         48,567         49,894         51,221         52,49           601         47,239         48,567         49,894         51,221         52,49           71,21         52,902         54,294         51,221         52,49           81,512         52,902         54,294         51,221         52,49           84,532         48,567         49,894         51,221         52,49  | Fire Subords Official                       | 51,512  | 55,749 | 59,108 | 62,466  | 68,001 |     | 72.187 |
| 7,096         0         0         0         0           46,570         52,167         57,764         63,138         66,496           47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,294         55,685         57,080           30,270         33,903         35,719         38,140         39,957           47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,294         51,521         52,549           61,513         64,033         66,944         69,854         69,854           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,294         51,221         52,549           6or)         44,532         48,567         49,894         51,221         52,549           71,512         54,590         57,986         57,685         57,080           81,512         44,532         46,937         48,1  | Dimbing Subject of Occil and                | 50,376  | 53,605 | 56,834 | 60,063  | 65,385 |     | 69.411 |
| 46,570         52,167         57,764         65,138         66,496           47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           40,923         41,965         43,011         44,054         45,095           51,512         52,902         54,294         55,685         57,080           30,270         33,903         35,719         38,140         39,957           58,212         61,123         64,033         66,944         69,884           47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,294         55,685         57,080           61,5123         48,567         49,894         51,221         52,549           61,512         52,902         54,294         55,685         57,080           61,512         48,567         49,894         51,221         52,549           61,512         52,902         54,294         55,685         57,080           61,512         52,902         54,294         55,6   | Dismissing Subcode Official P1              | 7,096   | 0      | 0      | 0       | 0      |     | 32,610 |
| 47,239         48,567         49,894         51,221         52,549           47,239         48,567         49,894         51,221         52,549           40,923         41,965         43,011         44,054         45,095           51,512         52,902         54,294         55,685         57,080           30,270         33,903         35,719         38,140         39,957           58,212         61,123         64,033         66,944         69,854           47,239         48,567         49,894         51,221         52,49           47,239         48,567         49,894         51,221         52,549           51,512         52,902         54,294         51,221         52,549           601         47,239         48,567         49,894         51,221         52,49           601         47,239         48,567         49,894         51,221         52,49           601         47,239         48,567         49,894         51,221         52,49           601         44,532         48,144         49,347         44,532         46,337         48,144         49,347           601         51,512         52,902         54,294  | Principal Clark Stone                       | 46,570  | 52,167 | 57,764 | 63,138  | 66,496 |     | 69,854 |
| 47,239       48,567       49,894       51,221       52,549         40,923       41,965       43,011       44,054       45,095         51,512       52,902       54,294       55,685       57,080         30,270       33,903       35,719       38,140       39,957         58,212       61,123       64,033       66,944       69,854         47,239       48,567       49,894       51,221       52,549         51,512       52,902       54,294       52,549         64,033       66,944       69,854         47,239       48,567       49,894       51,221       52,549         64,033       66,944       69,854       69,854         47,239       48,567       49,894       51,221       52,549         65,944       46,857       49,894       51,221       52,549         66,944       48,567       49,894       51,221       52,549         67,33       48,567       49,894       51,221       52,549         68,544       44,532       45,735       46,937       48,144       49,347         69,844       44,532       45,735       45,946       57,080       57,080   | Deinging Technical And                      | 47,239  | 48,567 | 49,894 | 51,221  | 52,549 |     | 53,058 |
| 40,923       41,965       43,011       44,054       45,095         51,512       52,902       54,294       55,685       57,080         30,270       33,903       35,719       38,140       39,957         58,212       61,123       64,033       66,944       69,854         47,239       48,567       49,894       51,221       52,549         51,512       52,902       54,294       51,221       52,549         60,7       47,239       48,567       49,894       51,221       52,549         60,7       47,239       48,567       49,894       51,221       52,549         60,7       47,239       48,567       49,894       51,221       52,549         60,7       44,532       48,567       49,894       51,221       52,549         60,7       44,532       46,937       48,144       49,347         60,7       44,532       45,735       46,937       48,144       49,347         60,7       44,532       52,902       54,294       55,685       57,080         81,512       52,902       54,294       55,685       57,080         81,512       52,902       54,294       55,685       57,  | Portection A # # 400                        | 47,239  | 48,567 | 49,894 | 51,221  | 52,549 |     | 53,058 |
| 51,512       52,902       54,294       55,685       57,080         30,270       33,903       35,719       38,140       39,957         58,212       61,123       64,033       66,944       69,854         47,239       48,567       49,894       51,221       52,549         51,512       52,902       54,294       51,221       52,549         60,1       53,059       54,294       51,221       52,549         70,1       43,532       48,867       49,894       51,221       52,549         80,1       53,059       54,294       51,221       52,549         80,1       44,532       48,867       49,894       51,221       52,549         80,1       44,532       48,547       48,144       49,347       44,347         81,512       52,902       54,294       55,685       57,080         81,512       52,902       54,294       55,685       57,080         81,512       52,902       54,294       55,685       57,080         81,512       52,902       54,294       55,685       57,080         82,391       55,749       55,685       57,080         82,391       55,749       55  | Decreation Attendant                        | 40,923  | 41,965 | 43,011 | 44,054  | 45,095 |     | 46,141 |
| 30,270       33,903       35,719       38,140       39,957         58,212       61,123       64,033       66,944       69,854         47,239       48,567       49,894       51,221       52,549         47,239       48,567       49,894       51,221       52,549         51,512       52,902       54,294       55,685       57,080         tor)       53,059       54,530       55,996       57,468       58,933         tor)       53,059       54,536       57,468       58,933         tor)       44,532       45,735       46,937       48,144       49,347         44,532       45,735       46,937       48,144       49,347         42,075       43,173       44,270       45,466       57,080         51,512       52,902       54,294       55,685       57,080         51,512       52,902       54,294       55,685       57,080         52,391       55,749       59,108       62,466       68,001   | Domestica Court Ni                          | 51,512  | 52,902 | 54,294 | 589'55  | 57,080 |     | 58.473 |
| 58,212       61,123       64,033       66,944       69,854         47,239       48,567       49,894       51,221       52,549         47,239       48,567       49,894       51,221       52,549         51,512       52,902       54,294       55,685       57,080         47,239       48,567       49,894       51,221       52,549         tor)       53,059       54,530       55,996       57,468       58,933         tor)       44,532       45,735       46,937       48,144       49,347         44,532       45,735       46,937       48,144       49,347         44,532       45,735       46,937       48,144       49,347         44,532       52,902       54,294       55,685       57,080         51,512       52,902       54,294       55,685       57,080         51,512       52,902       54,294       55,685       57,080         52,391       55,749       59,108       62,466       68,001   | Dec Dromm Admir 6 City                      | 30,270  | 33,903 | 35,719 | 38,140  | 39,957 |     | 42,378 |
| 47,239       48,567       49,894       51,221       52,549         47,239       48,567       49,894       51,221       52,549         51,512       52,902       54,294       55,685       57,080         47,239       48,567       49,894       51,221       52,549         tor)       53,059       54,530       55,996       57,468       58,933         44,532       45,735       46,937       48,144       49,347         44,532       45,735       46,937       48,144       49,347         42,075       43,173       44,270       45,367       46,466         51,512       52,902       54,294       55,685       57,080         51,512       52,902       54,294       55,685       57,080         51,512       52,902       54,294       55,685       57,080         52,391       55,749       59,108       62,466       68,001   | Degradion Pure 1.                           | 58,212  | 61,123 | 64,033 | 66,944  | 69,854 |     | 73,347 |
| tor) 53,059 48,567 49,894 51,221 52,549 51,512 52,902 54,294 55,685 57,080 53,059 54,530 55,996 57,468 58,933 54,532 45,735 46,937 48,144 49,347 44,532 45,735 46,937 48,144 49,347 42,075 43,173 44,270 45,367 46,466 51,512 52,902 54,294 55,685 57,080 51,512 52,902 54,294 55,685 57,080 35,113 37,800 40,486 43,173 45,860 52,391 55,749 59,108 62,466 68,001   | Necreation Frogram Coordinator              | 47,239  | 48,567 | 46,894 | 51,221  | 52,549 |     | 53,058 |
| 51,512       52,902       54,294       55,685       57,080         47,239       48,567       49,894       51,221       52,549         tot)       53,059       54,530       55,996       57,468       58,933         44,532       45,735       46,937       48,144       49,347         44,532       45,735       46,937       48,144       49,347         42,075       43,173       44,270       45,466         51,512       52,902       54,294       55,685       57,080         51,512       52,902       54,294       55,685       57,080         53,113       37,800       40,486       43,173       45,860         52,391       55,749       59,108       62,466       68,001  | Recreation Program Specialist               | 47,239  | 48,567 | 46,894 | 51,221  | 52,549 |     | 53.875 |
| tor) 53,059 48,567 49,894 51,221 52,549  tor) 53,059 54,530 55,996 57,468 58,933  44,532 45,735 46,937 48,144 49,347  42,075 43,173 44,270 45,367 46,466  51,512 52,902 54,294 55,685 57,080  51,512 52,902 54,294 55,685 57,080  51,513 37,800 40,486 43,173 45,860  52,391 55,749 59,108 62,466 68,001   | Recreation Supervisor                       | 51,512  | 52,902 | 54,294 | 58,685  | 57,080 |     | 58.473 |
| tor) 53,059 54,530 55,996 57,468 58,933 44,532 45,735 46,937 48,144 49,347 49,347 44,532 45,735 46,937 48,144 49,347 49,347 42,075 43,173 44,270 45,367 46,466 51,512 52,902 54,294 55,685 57,080 51,512 52,902 54,294 55,685 57,080 35,113 37,800 40,486 43,173 45,860 52,391 55,749 59,108 62,466 68,001   | Registrar of Vital Statistics               | 47,239  | 48,567 | 49,894 | 51,221  | 52,549 |     | 53,058 |
| 44,532       45,735       46,937       48,144       49,347         44,532       45,735       46,937       48,144       49,347         42,075       43,173       44,270       45,367       46,466         51,512       52,902       54,294       55,685       57,080         51,512       52,902       54,294       55,685       57,080         35,113       37,800       40,486       43,173       45,860         52,391       55,749       59,108       62,466       68,001   | Serior A court Clear                        | 53,059  | 54,530 | 966'55 | 57,468  | 58,933 |     | 60,404 |
| 44,532     45,735     46,937     48,144     49,347       42,075     43,173     44,270     45,367     46,466       51,512     52,902     54,294     55,685     57,080       31,512     52,902     54,294     55,685     57,080       35,113     37,800     40,486     43,173     45,860       52,391     55,749     59,108     62,466     68,001  | Scutor Account Clerk                        | 44,532  | 45,735 | 46,937 | 48,144  | 49,347 |     | 50.544 |
| 42,075     43,173     44,270     45,367     46,466       51,512     52,902     54,294     55,685     57,080       51,512     52,902     54,294     55,685     57,080       35,113     37,800     40,486     43,173     45,860       52,391     55,749     59,108     62,466     68,001   | Senior Clerk Stenographer                   | 44,532  | 45,735 | 46,937 | 48,144  | 49,347 |     | 50,544 |
| 51,512       52,902       54,294       55,685       57,080         51,512       52,902       54,294       55,685       57,080         35,113       37,800       40,486       43,173       45,860         52,391       55,749       59,108       62,466       68,001  | Senior Cierk Typist                         | 42,075  | 43,173 | 44,270 | 45,367  | 46,466 |     | 47.564 |
| 51,512         52,902         54,294         55,685         57,080           35,113         37,800         40,486         43,173         45,860           52,391         55,749         59,108         62,466         68,001   | Supervisor, Sr. Citizens Activities         | 51,512  | 52,902 | 54,294 | 55,685  | 57,080 |     | 58.473 |
| 35,113     37,800     40,486     43,173     45,860       52,391     55,749     59,108     62,466     68,001  | Technical Assistant, Land Use               | 51,512  | 52,902 | 54,294 | 589'55  | 57,080 |     | 58.473 |
| 52,391 55,749 59,108 62,466 68,001   | Zering Officer                              | 35,113  | 37,800 | 40,486 | 43,173  | 45,860 |     | 47.564 |
|  | Zonnig Onicer                               | 52,391  | 55,749 | 59,108 | 62,466  | 68,001 |     | 72,187 |
|  |   |         |        |        | •       |        |     |        |
|  |   |         |        |        |         |        |     |        |

DRAFT SALARY SCHEDULES - November 17, 2008

| TITIE - AFOCIVIE 2011                          | Min    | _      | 7      | m      | 4      | Max |        |
|--|--------|--------|--------|--------|--------|-----|--------|
| Accountant                                     | 55,049 | 56,575 | 58,095 | 59,623 | 61.143 |     | 62 669 |
| Assistant Recreation Center Director           | 43,653 | 44,792 | 45,930 | 47,069 | 48,208 |     | 49.347 |
| Assistant Recreation Supervisor                | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,896 |
| Assistant Zoning Officer                       | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 99909  |
| Assistant Zoning Officer/Building Inspector    | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999,09 |
| Building Inspector                             | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999,09 |
| Building Subcode Official                      | 54,356 | 57,840 | 61,324 | 64,808 | 70,551 |     | 74,894 |
| Clerk Stenographer                             | 43,653 | 44,792 | 45,930 | 47,069 | 48,208 |     | 49,347 |
| Code Enforcement Officer                       | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,896 |
| Coordinator, Child Care Program                | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,896 |
| Deputy Court Administrator                     | 55,049 | 56,575 | 58,095 | 59,623 | 61,143 |     | 65,669 |
| Electrical Subcode Official PT                 | 7,362  | 0      | 0      | 0      | 0      |     | 33,834 |
| Electrical Subcode Official                    | 53,444 | 57,840 | 61,324 | 64,808 | 70,551 |     | 74,894 |
| Fire Subcode Official                          | 52,265 | 52,615 | 58,966 | 62,316 | 67,837 |     | 72,014 |
| Plumbing Subcode Official PT                   | 7,362  | 0      | 0      | 0      | 0      |     | 33,833 |
| Plumbing Subcode Official                      | 48,316 | 54,123 | 59,930 | 65,505 | 066'89 |     | 72,474 |
| Principal Clerk Stenographer                   | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,048 |
| Principal Technical Aide                       | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,048 |
| Recreation Attendant                           | 42,458 | 43,539 | 44,624 | 45,706 | 46,786 |     | 47,871 |
| Recreation Center Director                     | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999,09 |
| Recreation Center Director - PT                | 31,405 | 35,174 | 37,058 | 39,570 | 41,455 |     | 43,968 |
| Rec. Program Admin Sr. Citizens                | 60,395 | 63,415 | 66,435 | 69,454 | 72,474 |     | 76,098 |
| Recreation Program Coordinator                 | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,048 |
| Recreation Program Specialist                  | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,896 |
| Recreation Supervisor                          | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999,09 |
| Registrar of Vital Statistics                  | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,048 |
| REHS Inspector - (formerly Sanitary Inspector) | 55,049 | 56,575 | 58,095 | 59,623 | 61,143 |     | 65,669 |
| Senior Account Clerk                           | 46,202 | 47,450 | 48,697 | 49,949 | 51,198 |     | 52,439 |
| Senior Clerk Stenographer                      | 46,202 | 47,450 | 48,697 | 49,949 | 51,198 |     | 52,439 |
| Senior Clerk Typist                            | 43,653 | 44,792 | 45,930 | 47,069 | 48,208 |     | 49,347 |
| Supervisor, Sr. Citizens Activities            | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999'09 |
| Technical Assistant, Land Use                  | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999'09 |
| Technical Assistant to Construction Official   | 36,430 | 39,217 | 42,005 | 44,792 | 47,580 |     | 49,347 |
| Zoning Officer                                 | 54,356 | 57,840 | 61,324 | 64,808 | 70,551 |     | 74,894 |
|  |        |        |        |        |        |     |        |
|  |        |        |        |        |        |     |        |

DRAFT SALARY SCHEDULES - November 17, 2008

| TITLE - AFSCME 2007                               | Minimum | ı      | 2      | 3      | 4       | w      | 9      | 7      | Maximum |
|---|---------|--------|--------|--------|---------|--------|--------|--------|---------|
| Assessing Aide                                    | 37,585  | 38,566 | 39,546 | 40,526 | 41.507  | 42.488 | 43.751 | 45.018 | 46 284  |
| Clerk/Typist                                      | 29,247  | 30,417 | 31,821 | 33,225 | 34,746  | 36,267 | 37,904 | 39.543 | 41.217  |
| Deputy Registrar Vital Statistics*                | 29,247  | 30,417 | 31,821 | 33,225 | 35,000  | 36,500 | 38,000 | 39,800 | 41,800  |
| Public Safety Telecommunicator                    | 37,585  | 38,566 | 39,546 | 40,526 | 41,507  | 42,488 | 43,751 | 45,018 | 46,284  |
| Purchasing Assistant                              | 29,247  | 30,417 | 31,821 | 33,225 | 34,746  | 36,267 | 37,904 | 39,543 | 41,217  |
| Technical Assistant                               | 29,247  | 30,417 | 31,821 | 33,225 | 34,746  | 36,267 | 37,904 | 39,543 | 41,217  |
| Violations Clerk                                  | 29,247  | 30,417 | 31,821 | 33,225 | 34,746  | 36,267 | 37,904 | 39,543 | 41,217  |
| TITLE - AFSCME 2008                               | Minimum | -      | r      | r      | •       |        | ,      | ı      |         |
| Assessing Aide                                    | 30 08   | 40.100 | 41.12  | 2 142  | 4 27 57 | 34 100 | 0      | 7 0:0  | Maximum |
| Clark Tymist no 12/1/00                           | 20.027  | 20107  | 41,120 | 42,147 | 43,10/  | 44,188 | 45,501 | 46,819 | 48,135  |
| Clerk Typist - pre 12/1/08                        | 50,937  | 32,134 | 55,614 | 55,0/4 | 36,656  | 38,238 | 39,940 | 41,645 | 42,866  |
| CIEIN 1 ypist - 12/1/08 and post                  | 30,417  | 31,634 | 33,094 | 34,554 | 36,136  | 37,718 | 39,420 | 41,125 | 42,866  |
| Deputy Registrar Vital Statistics                 | 30,417  | 31,634 | 33,094 | 34,554 | 36,400  | 37,960 | 39,520 | 41,392 | 43,472  |
| Public Safety Telecommunicator - pre 12/1/08      | 39,608  | 40,629 | 41,648 | 42,667 | 43,687  | 44,708 | 46,021 | 47,339 | 48,135  |
| Public Safety Telecommunicator - 12/1/08 and post | 39,088  | 40,109 | 41,128 | 42,147 | 43,167  | 44,188 | 45,501 | 46,819 | 48,135  |
| Purchasing Assistant                              | 30,417  | 31,634 | 33,094 | 34,554 | 36,136  | 37,718 | 39,420 | 41,125 | 42,866  |
| Technical Assistant                               | 30,417  | 31,634 | 33,094 | 34,554 | 36,136  | 37,718 | 39,420 | 41,125 | 42,866  |
| Violations Clerk                                  | 30,417  | 31,634 | 33,094 | 34,554 | 36,136  | 37,718 | 39,420 | 41,125 | 42,866  |
|   |         |        |        |        |         |        |        |        |         |
| TITLE - AFSCME 2009                               | Minimum | 1      | 2      | 3      | 4       | 3      | 9      | 7      | Maximum |
| Assessing Aide                                    | 40,554  | 41,613 | 42,670 | 43,728 | 44,786  | 45,845 | 47,207 | 48,574 | 49,940  |
| Clerk Typist - pre 12/1/08                        | 32,097  | 33,359 | 34,874 | 36,389 | 38,030  | 39,672 | 41,438 | 43,206 | 44,473  |
| Clerk/Typist - 12/1/08 and post                   | 31,558  | 32,820 | 34,335 | 35,850 | 37,491  | 39,132 | 40,898 | 42,667 | 44,473  |
| Deputy Registrar Vital Statistics                 | 31,558  | 32,820 | 34,335 | 35,850 | 37,765  | 39,384 | 41,002 | 42,944 | 45,102  |
| Public Safety Telecommunicator - pre 12/1/08      | 41,094  | 42,152 | 43,210 | 44,267 | 45,326  | 46,384 | 47,747 | 49,114 | 49,940  |
| Public Safety Telecommunicator - 12/1/08 and post | 40,554  | 41,613 | 42,670 | 43,728 | 44,786  | 45,845 | 47,207 | 48,574 | 49,940  |
| Purchasing Assistant                              | 31,558  | 32,820 | 34,335 | 35,850 | 37,491  | 39,132 | 40,898 | 42,667 | 44,473  |
| Technical Assistant                               | 31,558  | 32,820 | 34,335 | 35,850 | 37,491  | 39,132 | 40,898 | 42,667 | 44,473  |
| Violations Clerk                                  | 31,558  | 32,820 | 34,335 | 35,850 | 37,491  | 39,132 | 40,898 | 42,667 | 44,473  |

DRAFT SALARY SCHEDULES - November 17, 2008

| TITLE - AFSCME 2010                               | Minimum                                 |  | •       | -      |        |        |        |        |         |
|---|---|--|---------|--------|--------|--------|--------|--------|---------|
| Assessing Aide                                    | 370 01                                  | 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1, 1 | 7       | C      | 4      | 2      | 9      | 7      | Maximum |
| O[0=1: T-=:+                                      | 42,0/2                                  | 43,173                                   | 44,2/0  | 45,367 | 46,466 | 47.564 | 48.978 | 50 30K | 51.912  |
| Ciera 19pist - pre 12/1/08                        | 33,301                                  | 34,610                                   | 36,182  | 37,754 | 39,457 | 41.159 | 42 992 | 14 877 | 17,017  |
| Clerk/1ypist - 12/1/08 and post                   | 32,741                                  | 34.051                                   | 35,622  | 27 104 | 20 007 | 40,00  | 2//62  | /70'++ | 40,141  |
| Deputy Registrar Vital Statistics                 | 32 741                                  | 34.051                                   | 25,000  | 27,124 | 70,097 | 40,600 | 42,432 | 44,267 | 46,141  |
| Public Safety Telecomminicator                    | 17/11                                   | 10,40                                    | 770,00  | 37,194 | 39,181 | 40,860 | 42,540 | 44,555 | 46.794  |
| - pre 12/1/08                                     | 42,033                                  | 45,/33                                   | 44,830  | 45,927 | 47,025 | 48,123 | 49,537 | 50,956 | 51,813  |
| Public Safety Telecommunicator                    | 12.0.75                                 | 77                                       |         |        |        |        |        |        | _       |
| - 12/1/08 and post                                | 42,072                                  | 43,1/3                                   | 44,270  | 45,367 | 46,466 | 47,564 | 48,978 | 50,396 | 51,813  |
| Purchasing Assistant                              | 32 741                                  | 24.051                                   | 25 / 20 | 70, 00 |        |        |        |        |         |
| Technical Assistant                               | 2000                                    | 1,001                                    | 770,00  | 37,194 | 38,897 | 40,600 | 42,432 | 44,267 | 46.141  |
| Violations Class                                  | 32,741                                  | 34,051                                   | 35,622  | 37,194 | 38,897 | 40,600 | 42,432 | 44 267 | 46 141  |
| VIOLATIONS CIER                                   | 32,741                                  | 34,051                                   | 35,622  | 37,194 | 38,897 | 40.600 | 42,432 | 44.267 | 16,141  |
|   |   |  |         |        |        |        | 7, 1   | ,03,1  | 40,141  |
| TITLE - AFSCME 2011                               | Minimum                                 | -  | •       |        |        |        |        |        |         |
| Accepting Aido                                    | III m III i i i i i i i i i i i i i i i | -  | 7       | 3      | 4      | S      | 9      | 7      | Maximum |
| Assessing Aide                                    | 43,653                                  | 44,792                                   | 45,930  | 47.069 | 48.208 | 49 347 | 50.214 | 700 63 | 702 03  |
| Clerk Typist - pre 12/1/08                        | 34,549                                  | 35.908                                   | 37,539  | 30 170 | 40.026 | 1000   | 20,014 | 24,400 | 22,/26  |
| Clerk/Typist - 12/1/08 and nost                   | 22 060                                  | 25 220                                   | 2000    | 27,170 | 40,230 | 44,/05 | 44,604 | 46,508 | 47,871  |
| Denuty Registrar Vital Statistics                 | 20,000                                  | 02000                                    | 30,938  | 38,589 | 40,355 | 42,122 | 44,023 | 45,927 | 47.871  |
| Dublic Coff. T. 1                                 | 33,909                                  | 35,328                                   | 36,958  | 38,589 | 40,650 | 42,393 | 44,135 | 46 225 | 48 548  |
| r upire Safety Terecommunicator<br>- nre 12/1/08  | 44,234                                  | 45,373                                   | 46,511  | 47,649 | 48,789 | 49,928 | 51,395 | 52.867 | 53.756  |
| 2011, 2011  |   |  |         |        |        |        |        |        |         |
| Fublic Safety Telecommunicator - 12/1/08 and post | 43,653                                  | 44,792                                   | 45,930  | 47,069 | 48,208 | 49,347 | 50,814 | 52,286 | 53,756  |
| Purchasing Assistant                              | 33 969                                  | 35 228                                   | 36.050  | 20 600 | 2000   | ,      |        |        |         |
| Technical Assistant                               | 22 060                                  | 25,220                                   | 20,230  | 20,209 | 40,333 | 47,177 | 44,023 | 45,927 | 47,871  |
| Violations Clark                                  | 22,000                                  | 02,550                                   | 30,938  | 38,589 | 40,355 | 42,122 | 44,023 | 45,927 | 47,871  |
| Tolations Close                                   | 33,969                                  | 35,328                                   | 36,958  | 38,589 | 40.355 | 42 122 | 44 023 | 15 007 | 17071   |

\*new for 2008 - put in a 2007 range for calculation purposes for 2008 forward

DRAFT SALARY SCHEDULES - November 17, 2008

| 11116 - AFSCIME 200/                           | Min    | -      | ¢      | •      | •      |     |        |
|--|--------|--------|--------|--------|--------|-----|--------|
| Accountant                                     | 47 397 | 18 711 | 7 000  | 2001   | 4      | Max |        |
| Assistant Recreation Center Director*          | 37.585 | 38 566 | 30,020 | 21,335 | 52,644 |     | 53,958 |
| Assistant Recreation Supervisor*               | 301 CV | 42.200 | 37,540 | 40,320 | 41,507 |     | 42,488 |
| Assistant Zoning Officer                       | 46.015 | +0,064 | 44,570 | 45,755 | 46,941 |     | 48,126 |
| Assistant Zoning Officer/Building Lungar       | 40,013 | 47,257 | 48,500 | 49,743 | 50,989 |     | 52,233 |
| Ruilding Ingreduce                             | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 |     | 52,233 |
| Building dispector                             | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 |     | 52,233 |
| Clark State                                    | 46,800 | 49,800 | 52,800 | 55,800 | 60,744 |     | 64.484 |
| Clerk Stenographer                             | 37,585 | 38,566 | 39,546 | 40,526 | 41.507 |     | 42.488 |
| Code Enforcement Officer                       | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 |     | 48,126 |
| Coordinator, Child Care Program                | 42,198 | 43,384 | 44,570 | 45,755 | 46.941 |     | 48 126 |
| Deputy Court Administrator                     | 47,397 | 48,711 | 50,020 | 51.335 | 52,644 |     | 53.058 |
| Electrical Subcode Official PT                 | 6,339  |        |        |        |        |     | 20,123 |
| Electrical Subcode Official                    | 46,015 | 49,800 | 52.800 | 55.800 | 60 744 |     | 64.131 |
| Plumbing Subcode Official PT                   | 6,339  |        |        |        | 100    |     | 20 120 |
| Plumbing Subcode Official                      | 41,600 | 46,600 | 51.600 | 56.400 | 59 400 |     | 62,130 |
| Principal Clerk Stenographer                   | 42,198 | 43,384 | 44 570 | 45 755 | 46 941 |     | 47,200 |
| Principal Technical Aide                       | 42,198 | 43,384 | 44.570 | 45 755 | 46 941 |     | 47.206 |
| Recreation Attendant                           | 36,556 | 37,487 | 38,421 | 39,353 | 40.283 |     | 41.017 |
| Recreation Center Director                     | 46,015 | 47,257 | 48,500 | 49.743 | 50.989 |     | 52 233 |
| Recreation Center Director - PT                | 27,040 | 30,285 | 31,907 | 34,070 | 35.693 |     | 37.856 |
| Rec. Program Admin Sr. Citizens                | 52,000 | 54,600 | 57,200 | 59.800 | 62.400 |     | 65 520 |
| Recreation Program Coordinator                 | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 |     | 47 396 |
| Recreation Program Specialist*                 | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 |     | 48.126 |
| Recreation Supervisor                          | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 |     | 52,233 |
| Registrar of Vital Statistics                  | 42,198 | 43,384 | 44,570 | 45,755 | 46,941 |     | 47.396 |
| Kens Inspector - (formerly Sanitary Inspector) | 47,397 | 48,711 | 50,020 | 51,335 | 52,644 |     | 53,958 |
| Senior Account Clerk                           | 39,780 | 40,854 | 41,928 | 43,006 | 44,081 |     | 45,150 |
| Sellior Clerk Stenographer                     | 39,780 | 40,854 | 41,928 | 43,006 | 44,081 |     | 45.150 |
| Semior Cierk Typist                            | 37,585 | 38,566 | 39,546 | 40,526 | 41,507 |     | 42,488 |
| Supervisor, Sr. Citizens Activities            | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 |     | 52,233 |
| rechnical Assistant, Land Use                  | 46,015 | 47,257 | 48,500 | 49,743 | 50,989 |     | 52.233 |
| Technical Assistant to Construction Official   | 31,366 | 33,766 | 36,166 | 38,566 | 40,966 |     | 42,488 |
| Zoning Unicer                                  | 46,800 | 49,800 | 52,800 | 55,800 | 60,744 |     | 64.484 |

SALARY SCHEDULES - 2008 - 2011

| Title - AFSCME 2008                            | Min    | -      | 7      | ĸ      | 4           | Max |        |
|--|--------|--------|--------|--------|-------------|-----|--------|
| Accountant                                     | 49,293 | 50,659 | 52,021 | 53.388 | <del></del> |     | \$6116 |
| Assistant Recreation Center Director           | 39,088 | 40,109 | 41,128 | 42,147 | 43,167      |     | 44.188 |
| Assistant Recreation Supervisor                | 43,886 | 45,119 | 46,353 | 47,585 | 48,819      |     | 50,051 |
| Assistant Zoning Officer                       | 47,856 | 49,147 | 50,440 | 51,733 | 53,029      |     | 54,322 |
| Assistant Zoning Officer/Building Inspector    | 47,856 | 49,147 | 50,440 | 51,733 | 53,029      |     | 54,322 |
| Building Inspector                             | 47,856 | 49,147 | 50,440 | 51,733 | 53,029      |     | 54,322 |
| Building Subcode Official                      | 48,672 | 51,792 | 54,912 | 58,032 | 63,174      |     | 67,063 |
| Clerk Stenographer                             | 39,088 | 40,109 | 41,128 | 42,147 | 43,167      |     | 44,188 |
| Code Enforcement Officer                       | 43,886 | 45,119 | 46,353 | 47,585 | 48,819      |     | 50,051 |
| Coordinator, Child Care Program                | 43,886 | 45,119 | 46,353 | 47,585 | 48,819      |     | 50,051 |
| Deputy Court Administrator                     | 49,293 | 50,659 | 52,021 | 53,388 | 54,750      |     | 56,116 |
| Electrical Subcode Official PT                 | 6,593  | 0      | 0      | 0      | 0           |     | 30,296 |
| Electrical Subcode Official                    | 47,856 | 51,792 | 54,912 | 58,032 | 63,174      |     | 67,063 |
| Fire Subcode Official                          | 46,800 | 49,800 | 52,800 | 55,800 | 60,744      |     | 64,484 |
| Plumbing Subcode Official PT                   | 6,593  | 0      | 0      | 0      | 0           |     | 30,295 |
| Plumbing Subcode Official                      | 43,264 | 48,464 | 53,664 | 58,656 | 61,776      |     | 64,896 |
| Principal Clerk Stenographer                   | 43,886 | 45,119 | 46,353 | 47,585 | 48,819      |     | 49,292 |
| Principal Technical Aide                       | 43,886 | 45,119 | 46,353 | 47,585 | 48,819      |     | 49,292 |
| Recreation Attendant                           | 38,018 | 38,986 | 39,958 | 40,927 | 41,894      |     | 42,866 |
| Recreation Center Director                     | 47,856 | 49,147 | 50,440 | 51,733 | 53,029      |     | 54,322 |
| Recreation Center Director - PT                | 28,122 | 31,496 | 33,183 | 35,433 | 37,121      |     | 39,370 |
| Rec. Program Admin Sr. Citizens                | 54,080 | 56,784 | 59,488 | 62,192 | 64,896      | į   | 68,141 |
| Recreation Program Coordinator                 | 43,886 | 45,119 | 46,353 | 47,585 | 48,819      |     | 49,292 |
| Recreation Program Specialist                  | 43,886 | 45,119 | 46,353 | 47,585 | 48,819      |     | 50,051 |
| Recreation Supervisor                          | 47,856 | 49,147 | 50,440 | 51,733 | 53,029      |     | 54,322 |
| Registrar of Vital Statistics                  | 43,886 | 45,119 | 46,353 | 47,585 | 48,819      |     | 49,292 |
| REHS Inspector - (formerly Sanitary Inspector) | 49,293 | 50,659 | 52,021 | 53,388 | 54,750      |     | 56,116 |
| Senior Account Clerk                           | 41,371 | 42,488 | 43,605 | 44,726 | 45,844      |     | 46,956 |
| Senior Clerk Stenographer                      | 41,371 | 42,488 | 43,605 | 44,726 | 45,844      |     | 46,956 |
| Senior Clerk Typist                            | 39,088 | 40,109 | 41,128 | 42,147 | 43,167      |     | 44,188 |
| Supervisor, Sr. Citizens Activities            | 47,856 | 49,147 | 50,440 | 51,733 | 53,029      |     | 54,322 |
| Technical Assistant, Land Use                  | 47,856 | 49,147 | 50,440 | 51,733 | 53,029      |     | 54,322 |
| Technical Assistant to Construction Official   | 32,621 | 35,117 | 37,613 | 40,109 | 42,605      |     | 44,188 |
| Zoning Officer                                 | 48,672 | 51,792 | 54,912 | 58,032 | 63,174      |     | 67,063 |
|  |        |        |        | _      |             |     |        |
|  |        |        |        |        |             |     |        |

SALARY SCHEDULES - 2008 - 2011

| THE - ALOCINE 7009                             | Min    | _      | 7      | ~~     | 4       | Мат    |         |
|--|--------|--------|--------|--------|---------|--------|---------|
| Accountant                                     | 51,141 | 52,559 | 53.972 | 55.390 | \$6.803 | VIII - | 48 221  |
| Assistant Recreation Center Director           | 40,554 | 41,613 | 42,670 | 43.728 | 44.786  |        | 45 845  |
| Assistant Recreation Supervisor                | 45,532 | 46,811 | 48,091 | 49,370 | 50.649  |        | \$1 978 |
| Assistant Zoning Officer                       | 49,650 | 50,990 | 52,332 | 53,673 | 55.017  |        | 56.359  |
| Assistant Zoning Officer/Building Inspector    | 49,650 | 50,990 | 52,332 | 53,673 | 55,017  |        | 56.359  |
| Building Inspector                             | 49,650 | 50,990 | 52,332 | 53,673 | 55,017  |        | 56,359  |
| Building Subcode Official                      | 50,497 | 53,734 | 56,971 | 60,208 | 65,543  |        | 69,578  |
| Clerk Stenographer                             | 40,554 | 41,613 | 42,670 | 43,728 | 44,786  |        | 45.845  |
| Code Enforcement Officer                       | 45,532 | 46,811 | 48,091 | 49,370 | 50,649  |        | 51,928  |
| Coordinator, Child Care Program                | 45,532 | 46,811 | 48,091 | 49,370 | 50,649  |        | 51,928  |
| Deputy Court Administrator                     | 51,141 | 52,559 | 53,972 | 55,390 | 56,803  |        | 58,221  |
| Electrical Subcode Official PT                 | 6,840  | 0      | 0      | 0      | 0       |        | 31,432  |
| Electrical Subcode Official                    | 49,650 | 53,734 | 56,971 | 60,208 | 65,543  |        | 69,578  |
| Fire Subcode Official                          | 48,555 | 51,668 | 54,780 | 57,893 | 63,022  |        | 66,902  |
| Plumbing Subcode Official PT                   | 6,840  | 0      | 0      | 0      | 0       |        | 31,431  |
| Flumbing Subcode Official                      | 44,886 | 50,281 | 55,676 | 60,856 | 64,093  |        | 67,330  |
| rfincipal Clerk Stenographer                   | 45,532 | 46,811 | 48,091 | 49,370 | 50,649  |        | 51,140  |
| Principal Technical Aide                       | 45,532 | 46,811 | 48,091 | 49,370 | 50,649  |        | 51,140  |
| Kecreation Attendant                           | 39,444 | 40,448 | 41,456 | 42,462 | 43,465  |        | 44,473  |
| Recreation Center Director                     | 49,650 | 50,990 | 52,332 | 53,673 | 55,017  |        | 56,359  |
| Recreation Center Director - PT                | 29,176 | 32,678 | 34,428 | 36,762 | 38,513  |        | 40,847  |
| Kec. Program Admin Sr. Citizens                | 56,108 | 58,913 | 61,719 | 64,524 | 67,330  |        | 70,696  |
| Kecreation Program Coordinator                 | 45,532 | 46,811 | 48,091 | 49,370 | 50,649  |        | 51,140  |
| Recreation Program Specialist                  | 45,532 | 46,811 | 48,091 | 49,370 | 50,649  |        | 51,928  |
| Recreation Supervisor                          | 49,650 | 50,990 | 52,332 | 53,673 | 55,017  |        | 56,359  |
| Registrar of Vital Statistics                  | 45,532 | 46,811 | 48,091 | 49,370 | 50,649  |        | 51.140  |
| REHS Inspector - (formerly Sanitary Inspector) | 51,141 | 52,559 | 53,972 | 55,390 | 56,803  |        | 58,221  |
| Senior Account Clerk                           | 42,923 | 44,081 | 45,240 | 46,403 | 47,563  |        | 48,717  |
| Senior Clerk Stenographer                      | 42,923 | 44,081 | 45,240 | 46,403 | 47,563  |        | 48,717  |
| Senior Clerk Typist                            | 40,554 | 41,613 | 42,670 | 43,728 | 44,786  |        | 45,845  |
| Supervisor, Sr. Citizens Activities            | 49,650 | 20,990 | 52,332 | 53,673 | 55,017  |        | 56.359  |
| Technical Assistant, Land Use                  | 49,650 | 50,990 | 52,332 | 53,673 | 55,017  |        | 56.359  |
| Technical Assistant to Construction Official   | 33,844 | 36,434 | 39,023 | 41,613 | 44,202  |        | 45.845  |
| Zoning Officer                                 | 50,497 | 53,734 | 56,971 | 60,208 | 65,543  |        | 69,578  |
|  |        |        |        |        |         |        |         |
|  |        |        |        |        |         |        |         |

SALARY SCHEDULES - 2008 - 2011

| 1111e - AFSCME 2010                            | Min    | -      | 7      | 617    | 4      | Max |        |
|--|--------|--------|--------|--------|--------|-----|--------|
| Accountant                                     | 53,059 | 54,530 | 55.996 | 57.468 | +-     |     | 60 404 |
| Assistant Recreation Center Director           | 42,075 | 43,173 | 44,270 | 45,367 | 46,466 | 4   | 47.564 |
| Assistant Recreation Supervisor                | 47,239 | 48,567 | 49,894 | 51,221 | 52,549 |     | 53,875 |
| Assistant Zoning Officer                       | 51,512 | 52,902 | 54,294 | 58,685 | 57,080 | 8   | 58,473 |
| Assistant Zoning Officer/Building Inspector    | 51,512 | 52,902 | 54,294 | 58,685 | 57,080 | 3   | \$,473 |
| Building inspector                             | 51,512 | 52,902 | 54,294 | 58,685 | 57,080 | 6,  | 58,473 |
| Building Subcode Official                      | 52,391 | 55,749 | 59,108 | 62,466 | 68,001 |     | 72,187 |
| Clerk Stenographer                             | 42,075 | 43,173 | 44,270 | 45,367 | 46,466 | 4   | 17,564 |
| Code Enforcement Officer                       | 47,239 | 48,567 | 46,894 | 51,221 | 52,549 | ,   | 53.875 |
| Coordinator, Child Care Program                | 47,239 | 48,567 | 49,894 | 51,221 | 52,549 | ,   | 53,875 |
| Deputy Court Administrator                     | 53,059 | 54,530 | 55,996 | 57,468 | 58,933 |     | 60,404 |
| Electrical Subcode Official PT                 | 2,096  | 0      | 0      | 0      | 0      | (*) | 12,611 |
| Electrical Subcode Official                    | 51,512 | 55,749 | 59,108 | 62,466 | 68,001 |     | 72,187 |
| Fire Subcode Official                          | 50,376 | 53,605 | 56,834 | 60,063 | 65,385 |     | 69,411 |
| Plumbing Subcode Official PT                   | 7,096  | 0      | 0      | 0      | 0      |     | 32,610 |
| Plumbing Subcode Official                      | 46,570 | 52,167 | 57,764 | 63,138 | 66,496 |     | 69.854 |
| Principal Clerk Stenographer                   | 47,239 | 48,567 | 49,894 | 51,221 | 52,549 |     | 53.058 |
| Principal Technical Aide                       | 47,239 | 48,567 | 49,894 | 51,221 | 52,549 |     | 53,058 |
| Recreation Attendant                           | 40,923 | 41,965 | 43,011 | 44,054 | 45,095 | 7   | 46,141 |
| Recreation Center Director                     | 51,512 | 52,902 | 54,294 | 58,685 | 57,080 | ,   | 58,473 |
| Recreation Center Director - PT                | 30,270 | 33,903 | 35,719 | 38,140 | 39,957 | 7   | 42,378 |
| Rec. Program Admin Sr. Citizens                | 58,212 | 61,123 | 64,033 | 66,944 | 69,854 |     | 73,347 |
| Recreation Program Coordinator                 | 47,239 | 48,567 | 49,894 | 51,221 | 52,549 | ,   | 53,058 |
| Recreation Program Specialist                  | 47,239 | 48,567 | 49,894 | 51,221 | 52,549 |     | 53,875 |
| Recreation Supervisor                          | 51,512 | 52,902 | 54,294 | 589'55 | 57,080 |     | 58,473 |
| Registrar of Vital Statistics                  | 47,239 | 48,567 | 49,894 | 51,221 | 52,549 | ,   | 53,058 |
| REHS inspector - (formerly Sanitary Inspector) | 53,059 | 54,530 | 55,996 | 57,468 | 58,933 |     | 60,404 |
| Senior Account Clerk                           | 44,532 | 45,735 | 46,937 | 48,144 | 49,347 |     | 50,544 |
| Senior Clerk Stenographer                      | 44,532 | 45,735 | 46,937 | 48,144 | 49,347 |     | 50,544 |
| Senior Clerk Typist                            | 42,075 | 43,173 | 44,270 | 45,367 | 46,466 | ,   | 47,564 |
| Supervisor, Sr. Citizens Activities            | 51,512 | 52,902 | 54,294 | 58,685 | 57,080 |     | 58.473 |
| lechnical Assistant, Land Use                  | 51,512 | 52,902 | 54,294 | 589'55 | 57,080 |     | 58,473 |
| Technical Assistant to Construction Official   | 35,113 | 37,800 | 40,486 | 43,173 | 45,860 | ,   | 47,564 |
| Zoning Officer                                 | 52,391 | 55,749 | 801,65 | 62,466 | 68,001 |     | 72,187 |
|  |        |        |        |        |        |     |        |
|  |        |        |        |        | -      |     |        |

SALARY SCHEDULES - 2008 - 2011

| Title - AFSCME 2011                            | Min    |        | 7      | ٣      | 4      | Max |        |
|--|--------|--------|--------|--------|--------|-----|--------|
| Accountant                                     | 55,049 | 56,575 | 58,095 | 59,623 | ╄      |     | 65.669 |
| Assistant Recreation Center Director           | 43,653 | 44,792 | 45,930 | 47,069 | 48,208 |     | 49,347 |
| Assistant Recreation Supervisor                | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55.896 |
| Assistant Zoning Officer                       | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999,09 |
| Assistant Zoning Officer/Building Inspector    | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999'09 |
| Building Inspector                             | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999,09 |
| Building Subcode Official                      | 54,356 | 57,840 | 61,324 | 64,808 | 70,551 |     | 74,894 |
| Clerk Stenographer                             | 43,653 | 44,792 | 45,930 | 47,069 | 48,208 |     | 49,347 |
| Code Enforcement Officer                       | 49,011 | 50,388 | 51,765 | 53,142 | 54.519 |     | 55.896 |
| Coordinator, Child Care Program                | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,896 |
| Deputy Court Administrator                     | 55,049 | 56,575 | 58,095 | 59,623 | 61,143 |     | 65,669 |
| Electrical Subcode Official PT                 | 7,362  | 0      | 0      | 0      | 0      |     | 33,834 |
| Electrical Subcode Official                    | 53,444 | 57,840 | 61,324 | 64,808 | 70,551 |     | 74,894 |
| Fire Subcode Official                          | 52,265 | 55,615 | 58,966 | 62,316 | 67,837 |     | 72,014 |
| Plumbing Subcode Official PT                   | 7,362  | 0      | 0      | 0      | 0      |     | 33,833 |
| Plumbing Subcode Official                      | 48,316 | 54,123 | 59,930 | 65,505 | 066,89 |     | 72,474 |
| Principal Clerk Stenographer                   | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,048 |
| Principal Technical Aide                       | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,048 |
| Recreation Attendant                           | 42,458 | 43,539 | 44,624 | 45,706 | 46,786 |     | 47,871 |
| Recreation Center Director                     | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999,09 |
| Recreation Center Director - PT                | 31,405 | 35,174 | 37,058 | 39,570 | 41,455 |     | 43,968 |
| Rec. Program Admin Sr. Citizens                | 60,395 | 63,415 | 66,435 | 69,454 | 72,474 |     | 76,098 |
| Recreation Program Coordinator                 | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,048 |
| Recreation Program Specialist                  | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,896 |
| Recreation Supervisor                          | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999'09 |
| Registrar of Vital Statistics                  | 49,011 | 50,388 | 51,765 | 53,142 | 54,519 |     | 55,048 |
| REHS Inspector - (formerly Sanitary Inspector) | 55,049 | 56,575 | 58,095 | 59,623 | 61,143 |     | 65,669 |
| Senior Account Clerk                           | 46,202 | 47,450 | 48,697 | 49,949 | 51,198 |     | 52,439 |
| Senior Clerk Stenographer                      | 46,202 | 47,450 | 48,697 | 49,949 | 51,198 |     | 52,439 |
| Senior Clerk Typist                            | 43,653 | 44,792 | 45,930 | 47,069 | 48,208 |     | 49,347 |
| Supervisor, Sr. Citizens Activities            | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999'09 |
| Technical Assistant, Land Use                  | 53,444 | 54,886 | 56,330 | 57,774 | 59,221 |     | 999'09 |
| Technical Assistant to Construction Official   | 36,430 | 39,217 | 42,005 | 44,792 | 47,580 |     | 49,347 |
| Zoning Officer                                 | 54,356 | 57,840 | 61,324 | 64,808 | 70,551 |     | 74,894 |
|  |        |        |        |        | -      |     |        |
|  |        |        |        |        |        |     |        |

SALARY SCHEDULES - 2008 - 2011

| TITLE - AFSCME 2007                               | Minimum  | 1      | 2      | 2      | V      | 4      |        |        |         |
|---|----------|--------|--------|--------|--------|--------|--------|--------|---------|
| Assessing Aide                                    | 37.585   | 38 566 | 30 546 | 305.04 | 41 507 | 47 400 | 0 101  | 7 3.0  | Maximum |
| Clerk/Typist                                      | 29,247   | 30.417 | 31 821 | 33,726 | 705,14 | 26.767 | 45,751 | 45,018 | 46,284  |
| Deputy Registrar Vital Statistics*                | 29,247   | 30.417 | 31.821 | 32 22  | 24,440 | 20,207 | 40,704 | 39,543 | 41,217  |
| Public Safety Telecommunicator                    | 37 585   | 38 566 | 20 545 | 22,50  | 33,000 | 000,00 | 38,000 | 39,800 | 41,800  |
| Purchasing Assistant                              | 200,70   | 20,200 | 37,340 | 40,526 | 41,507 | 42,488 | 43,751 | 45,018 | 46,284  |
| Technical Assistant                               | 147,67   | 20,417 | 51,821 | 33,225 | 34,746 | 36,267 | 37,904 | 39,543 | 41,217  |
| Violetion Clad.                                   | 29,247   | 30,417 | 31,821 | 33,225 | 34,746 | 36,267 | 37,904 | 39,543 | 41.217  |
| VIOLATIONS CIETR                                  | 29,247   | 30,417 | 31,821 | 33,225 | 34,746 | 36,267 | 37,904 | 39,543 | 41,217  |
| TITLE - AFSCME 2008                               | Minim    | 1      |        |        |        |        |        |        |         |
| A coopies A 140                                   | Muninimi | -      | 2      | 3      | 4      | 5      | 9      | 7      | Maximum |
| Assessing Aide                                    | 39,088   | 40,109 | 41,128 | 42,147 | 43,167 | 44,188 | 45,501 | 46,819 | 48 135  |
| Clerk 1 ypist - pre 12/1/08                       | 30,937   | 32,154 | 33,614 | 35,074 | 36,656 | 38,238 | 39,940 | 41.645 | 42.866  |
| Clerk/ Lypist - 12/1/08 and post                  | 30,417   | 31,634 | 33,094 | 34,554 | 36,136 | 37,718 | 39.420 | 41,125 | 47 866  |
| Deputy Registrar Vital Statistics                 | 30,417   | 31,634 | 33,094 | 34,554 | 36,400 | 37,960 | 39,520 | 41.392 | 43 472  |
| Fublic Safety 1 elecommunicator - pre 12/1/08     | 39,608   | 40,629 | 41,648 | 42,667 | 43,687 | 44,708 | 46,021 | 47,339 | 48,135  |
| Public Safety Telecommunicator - 12/1/08 and post | 39,088   | 40,109 | 41,128 | 42,147 | 43,167 | 44,188 | 45,501 | 46,819 | 48,135  |
| Purchasing Assistant                              | 30,417   | 31,634 | 33,094 | 34.554 | 36.136 | 37.718 | 39 420 | 41 125 | 778 CV  |
| Technical Assistant                               | 30,417   | 31,634 | 33,094 | 34,554 | 36.136 | 37.718 | 39,420 | 41 125 | 47 866  |
| Violations Clerk                                  | 30,417   | 31,634 | 33,094 | 34.554 | 36,136 | 37.718 | 39 420 | 41 125 | 42,600  |
|   |          |        |        |        | 3      | 21,612 | 77,720 | 71,123 | 47,000  |
| TITLE - AFSCME 2009                               | Minimum  | -      | 2      | 6      | 4      | 4      | 4      | 1      | Marian  |
| Assessing Aide                                    | 40,554   | 41,613 | 42.670 | 43.728 | 44.786 | 45 845 | 47 207 | 18 574 | 40.040  |
| Clerk Typist - pre 12/1/08                        | 32,097   | 33,359 | 34,874 | 36,389 | 38,030 | 39,672 | 41.438 | 43 206 | 45,940  |
| Clerk/Typist - 12/1/08 and post                   | 31,558   | 32,820 | 34,335 | 35,850 | 37.491 | 39,132 | 40 808 | 42,667 | 64 473  |
| Deputy Registrar Vital Statistics                 | 31,558   | 32,820 | 34,335 | 35,850 | 37.765 | 39.384 | 41.002 | 42 944 | 45 102  |
| Public Safety Telecommunicator - pre 12/1/08      | 41,094   | 42,152 | 43,210 | 44,267 | 45,326 | 46,384 | 47,747 | 49,114 | 49,940  |
| Public Safety Telecommunicator - 12/1/08 and post | 40,554   | 41,613 | 42,670 | 43,728 | 44,786 | 45,845 | 47,207 | 48,574 | 49,940  |
| Purchasing Assistant                              | 31,558   | 32,820 | 34,335 | 35,850 | 37,491 | 39.132 | 40.898 | 42,667 | 44 473  |
| lechnical Assistant                               | 31,558   | 32,820 | 34,335 | 35,850 | 37,491 | 39,132 | 40,898 | 42,667 | 44,473  |
| Violations Cierk                                  | 31,558   | 32,820 | 34,335 | 35,850 | 37,491 | 39,132 | 40,898 | 42,667 | 44,473  |

SALARY SCHEDULES - 2008 - 2011

| TITLE - AFSCME 2010                               | Minimum    | -      | ,      | 3      | ,      |        |        |   |         |
|---|------------|--------|--------|--------|--------|--------|--------|---|---------|
| Assessing Aide                                    | 370 CV     | 12 177 | 44.000 | 3,02,  | 4      | 0      | 9      | 7                                       | Maximum |
| Clerk Timiet nue 12/1/00                          | 22.207     | 43,1/3 | 0/7,44 | 45,367 | 46,466 | 47,564 | 48,978 | 50,396                                  | 51.813  |
|   | 105,56     | 34,610 | 36,182 | 37,754 | 39,457 | 41,159 | 42,992 | 44.827                                  | 46 141  |
| CIETA 1 ypist - 12/1/08 and post                  | 32,741     | 34,051 | 35,622 | 37.194 | 38.897 | 40,600 | 42 432 | 14 267                                  | 10,111  |
| Deputy Registrar Vital Statistics                 | 32,741     | 34.051 | 35.622 | 37 104 | 20 191 | 0000   | 42.434 | 14,201                                  | 46,141  |
| Public Safety Telecommunicator                    | 359 64     | 12 723 | 44 920 | 17,17  | 27,101 | 40,500 | 47,240 | 44,555                                  | 46,794  |
| - pre 12/1/08                                     | 14.000     | 42,/33 | 44,830 | 45,927 | 47,025 | 48,123 | 49,537 | 50,956                                  | 51,813  |
| Public Safety Telecommunicator - 12/1/08 and post | 42,075     | 43,173 | 44,270 | 45,367 | 46,466 | 47,564 | 48,978 | 50,396                                  | 51,813  |
| Purchasing Assistant                              | 32.741     | 34.051 | 25 677 | 27 104 | 200 00 | 303    |        |   |         |
| Technical Assistant                               | 32 741     | 34.051 | 220,00 | 37,194 | 769.90 | 40,600 | 42,432 | 44,267                                  | 46,141  |
| Violations Clerk                                  | 20 741     | 2,021  | 22,075 | 37,194 | 38,897 | 40,600 | 42,432 | 44,267                                  | 46,141  |
|   | 32,/41     | 34,031 | 35,622 | 37,194 | 38,897 | 40,600 | 42,432 | 44,267                                  | 46,141  |
| TITLE - AFSCME 2011                               | Minim      | -      | •      |        |        |        |        |   |         |
| Assessing Aide                                    | mniiimitat | 1      | 7      | 3      | 4      | 5      | 9      | 7                                       | Maximum |
| J. T  | 43,033     | 44,792 | 45,930 | 47,069 | 48,208 | 49,347 | 50,814 | 52.286                                  | 53.756  |
| Cierk 1ypist - pre 12/1/08                        | 34,549     | 35,908 | 37,539 | 39,170 | 40,936 | 42.703 | 44.604 | 46 508                                  | 47.871  |
| Clerk/Typist - 12/1/08 and post                   | 33,969     | 35,328 | 36.958 | 38 589 | 40 355 | 42 122 | 44 022 | 45,002                                  | 1/0,7   |
| Deputy Registrar Vital Statistics                 | 33.969     | 35 328 | 36 958 | 38 580 | 00000  | 42,122 | 44,023 | 45,927                                  | 4/,8/1  |
| Public Safety Telecommunicator                    | 44 234     | 45 372 | 46.611 | 10,000 | 40,030 | 42,393 | 44,135 | 46,225                                  | 48,548  |
| - pre 12/1/08                                     | 1,4,4      | 47,0,0 | 46,511 | 47,049 | 48,/89 | 49,928 | 51,395 | 52,867                                  | 53,756  |
| Public Safety Telecommunicator                    | 43,653     | 44,792 | 45,930 | 47,069 | 48,208 | 49,347 | 50,814 | 52,286                                  | 53,756  |
| Purchasing Assistant                              | 33 060     | 25 270 | 36.050 | 000    |        |        |        |   |         |
| Technical Assistant                               | 22,000     | 25,250 | 30,938 | 38,289 | 40,355 | 42,122 | 44,023 | 45,927                                  | 47,871  |
| Violations Clauf                                  | 23,909     | 32,328 | 36,958 | 38,589 | 40,355 | 42,122 | 44,023 | 45,927                                  | 47,871  |
| ations Cierk                                      | 33,969     | 35,328 | 36,958 | 38,589 | 40,355 | 42,122 | 44,023 | 45,927                                  | 47.871  |
|   |            |        |        |        |        |        |        | *************************************** | L       |

\*new for 2008 - put in a 2007 range for calculation purposes for 2008 forward