

Contract, Agreement Between

Township of Willingboro

And

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

AFL-CIO

Council No. 63

Local 3827

January 1, 2020 through December 31, 2023

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Schedule A: Salary Grids for Contract Years

In consideration of the mutual promises contained herein, it is hereby agreed as follows:

1. PREAMBLE:

1.1 The contract made between the Township of Willingboro (hereinafter referred to as the "Employer") and Council No. 63, American Federation of State, County and Municipal Employees, AFL-CIO Majority Representative, and its affiliated Local 3827 (hereinafter referred to as the "Union") covering employees in the designated unit, has as its intent and purpose the promotion of harmonious employee relations between the employer and employees represented by the Union; the establishment of equitable and peaceful procedures for the amicable resolutions of all disputes, grievances, determination of wages, hours of work and other terms and conditions of employment. The effective date of this contract shall be January 1, 2020, to December 31, 2023.

As the Employer recognizes the Union; it is the responsibility of the Employer to forward all new hire, disciplines/grievances, promotions, etc. to Council 63 as the Majority Representative to 1373 Chews Landing-Clementon Road, Laurel Springs, NJ 08021, or fax (856) 512-2193, and the Local 3827. This will occur simultaneously as the employee is served.

American Federation for State, County and Municipal Employees Council No. 63 reserves the right to begin negotiations a year prior to the expiration date of the current contract.

1.2 It shall be the mutual objective of the Union and the Township to provide for un-interrupted public services to the general public.

1.3 Nothing contained in this contract shall be construed to limit or restrict the Township from its right to seek and obtain any judicial relief as it may be entitled to have in law or in equity for injunction or damages or both. Damages to the Township shall include any direct or indirect costs to the Township resulting from the job action or from the application for judicial relief.

1.4 Nothing contained in this contract shall be construed to limit or restrict the Union from its right to seek and obtain any judicial relief as it may be entitled to have in law or in equity.

1.5 The Township agrees that it will not engage in a lockout of the employees covered under this contract.

2. WORKPLACE DEMOCRACY ENHANCEMENT ACT

2.1 The Township shall provide authorized representatives of the Union with the following rights to access to the members of the negotiation's unit:

2.1.1 The right to meet with individual employees on the premises of the Township during the day to investigate and discuss grievances, workplace related complaints, and other workplace issues.

2.1.2 The right to conduct work site meetings during lunch and other non-work breaks, and before and after the workday, on the Township's premises to discuss workplace issues, collective

negotiations, the administration of collective negotiations agreements, other matters related to the duties of an exclusive representative employee organization, and internal Union matters involving the governance or business of the exclusive representative employee organization.

2.1.3 The right to meet with newly hired employees, without charge to the pay or leave time of the employees, for a minimum of 30 and a maximum of 120 minutes, within 30 calendar days from the date of hire, during new employee orientations, or if the Township does not conduct new employee orientations, at individual or group meetings conducted by the Union. the Township shall provide the Union with a list of new employees attending orientations no less than five (5) days before such orientations, or, in the event the Township will not conduct an orientation, a list of new employees for whom the Township will not conduct new employee orientations.

2.2 The Township shall provide the following information in excel file format to the union:

2.2.1 Within Ten (10) calendar days from the date of hire of negotiations unit employees

– The name, job title, work site location, home address, work telephone numbers, and any home and personal cellular telephone numbers on file with the Township, date of hire, and work email address and any personal email address on file with the Township.

2.2.2 Every 120 calendar days beginning on January 1, 2020, for all negotiation unit employees – name, job title, work site location, home address, work, home and personal cellular telephone numbers, date of hire, and work email address and any personal email address on file with the Township.

2.3 The Union shall have the right to use the email systems of the Township to communicate with negotiations unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace related complaints and issues, and internal Union matters involving the governance or business of the Union.

2.4 The Union shall have the right to use Township buildings and other facilities that are owned or leased by the Township to Conduct meetings with their unit members regarding collective negotiations, the administration of collective negotiations agreements, the investigation of grievances, other workplace-

related complaints and issues, and internal Union matters involving the governance or business of the Union, provided such does not interfere with the Township's operations.

2.4.1 The Union understands that meetings conducted in Township buildings pursuant to this Section shall not be for the purpose of supporting or opposing any candidate for a partisan political office, or for the purpose of distributing literature or information regarding partisan elections.

2.4.2 If the Union conducts a meeting in a Township building or facility pursuant to this Section, the Township shall not charge the Union for maintenance, security and other costs related to the use of the building or facility that would otherwise be incurred by the Township. The Township will provide the Union with advanced notice of any charge or cost at the time arrangements are made for use of the Township's building or facility and will not charge the Union over and above the actual cost of providing the maintenance, security, or other services.

2.5 The Township shall not encourage negotiations unit members to resign or relinquish membership in the Union and shall not encourage negotiation unit members to revoke authorization of the deduction of fees to the Union.

2.6 The Township shall not encourage or discourage any employee from joining, forming, or assisting an employee organization.

3. UNION DUES

3.1 The Township agrees to deduct Union dues bi-weekly from each employee, as defined herein, who furnishes a voluntary written authorization for such deduction, on a form acceptable to the Township. Employees shall be eligible to withdraw such authorization by providing written notice to the Township's payroll clerk (or identify the office which would receive the notice) only during the ten (10) days following each anniversary date of their employment. Within five (5) days of receipt of notice from an employee of revocation of authorization for payroll deduction of dues, the Township shall provide written notice to the Union of an employee's revocation of such authorization. An employee's notice or revocation of authorization for the payroll deduction of dues shall be effective on the thirtieth (30th) day

after the anniversary date of employment. The amount of monthly Union dues shall be in such an amount as may be certified to the Township by the Union from time to time, and at least thirty (30) days prior to the date on which deductions of Union dues are to be made. Deductions of Union dues made pursuant hereto shall be remitted by the Township to the Union every four (4) weeks together with a list of the names of the employees sent in an Excel file to the Union showing the employees from whose pay such deductions were made.

4. NON-DISCRIMINATION:

The Township and the Union agree that all provisions of this contract shall be applied equally to all employee members of the Union in compliance with applicable law against discrimination and without regard to political affiliation or membership or legitimate activity in the Union. All references in this contract to employees of the male gender have been used for convenience only and shall be construed to include both male and female employees. All references to "employee" or "member" shall mean those individuals included within the bargaining unit for the purposes of this contract without regard to actual Union membership.

5. RECOGNITION OF BARGAINING UNIT:

5.1 The Employer recognized the Union as the bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all its full-time employees in the classification listed herein and for such additional classifications as the parties may later agree to include. This recognition, however, shall not be interpreted as having the effect of, or in any way abrogating, the rights of employees as established by the laws of 1974, Chapter 123.

5.2 Updated titles in accordance with New Jersey Department of Civil Service Guidelines

5.3 Grade Classifications

- A-4 Account Clerk
- Assessing Clerk
- Clerk 1
- Clerk Driver
- Clerk Typist
- Data Entry Machine Operator
- Keyboarding Clerk 1
- Permit Clerk
- Records Support Technician 1
- Social Service Assistant/Typing
- Tax Clerk
- A-6 Building Maintenance Worker
- Omnibus Operator
- A-7 Clerk 2
- Code Enforcement Trainee
- Crime Prevention Aide/Typing

Keyboarding Clerk 2
Records Support Technician 2
Recreation Aide
Senior Account Clerk
Senior Assessing Clerk
Senior Cashier
Senior Clerk Driver
Senior Clerk Typist
Senior Data Entry Machine Operator
Senior Payroll Clerk
Senior Police Records Clerk Transcriber
Senior Permit Clerk
Senior Tax Clerk
Technical Assistant to Construction Code Official
Graphic Artist

A-9

Clerk 3
Keyboarding Clerk 3
Machine Operator
Principal Account Clerk
Principal Assessing Clerk
Principal Clerk Transcriber
Principal Clerk Typist
Principal Data Entry Machine Operator
Principal Permit Clerk
Principal Tax Clerk
Records Support Technician 3

A-10

Accounting Assistant
Administrative Clerk
Animal Control Officer
Clerk 4
Recreation Leader
Senior Building Maintenance Worker
Maintenance Repairer – Low Pressure License

A-12

Administrative Assistant
Building Inspector
Deputy Court Administrator
Fire Protection Inspector
Mechanical Inspector
Plumbing Inspector
Principal Payroll Clerk
Recreation Program Coordinator
Registrar of Vital Statistics
Assistant Assessor

A-14

Accountant
Assistant Public Information Officer
Building Subcode Official
Code Enforcement Officer
Mechanical Inspector/Plumbing Sub Code Official
Electrical Subcode Official
Fire Protection Subcode Official

- Housing Inspector
- Plumbing Subcode Official
- Training Officer
- A-15 Recreation Program Specialist
- Senior Code Enforcement Officer
- A-17 Fire Official
- Fire Prevention Specialist
- Purchasing Agent

5.4 Specifically excluded are all other employees of the Township, including, but not limited to part-time employees, Department of Public Works employees, Managers, Executive or Confidential employees, including all employees in the Office of the Township Manager, the Office of the Township Clerk, Court Administrator, Supervisors; Craft and Casual Employees; Police, Crossing Guards, Special Law Enforcement Officers.

6. MANAGEMENT RIGHTS:

6.1 The Township hereby retains and reserves unto itself, without limitation, all powers, rights, authorities, duties, and responsibilities conferred upon and vested in it, now or hereafter, 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:

6.1.1 The executive, management, legislative and administrative control of the Township government and its properties and facilities and the activities of its employees by utilizing personnel, methods and means of the most appropriate and efficient manner possible as may from time to time be determined by the Township.

6.1.2 To make rules of procedure and conduct, to use improved methods and equipment, to determine work schedules and shifts, to decide the number of employees needed for any particular time and to be in sole charge of the quality and quantity of the work required.

6.1.3 The right of management to make, maintain and amend any and all reasonable rules and regulations that the Township may, from time to time, deem best for the purposes of maintaining order, safety and/or the effective operation of the Township, or any Department or function thereof, after reasonable advance notice thereof to employees and to require compliance by the employees is recognized. Except in the case of an emergency, the Township agrees to provide the Union with a copy of any proposed rules and regulations, thirty (30) days before the implementation of the rules and regulations and to allow the Union to submit comments on the rules and regulations within the thirty (30) day period.

6.1.4 To hire all employees, and, subject to the provisions of law, to determine their qualifications and the conditions of continued employment or assignment and to promote and transfer employees.

6.1.5 To suspend, demote, discharge, or take any other appropriate disciplinary action against any employee for just cause as provided under New Jersey Civil Service Statutes, Rules, and Regulations.

6.1.6 To lay off employees in the event of lack of work, or for budgetary reasons, under conditions where continuation of the employment would be inefficient or non-productive or beyond the appropriation included in the budget adopted by the Township Council.

6.1.7 The Township reserves the right, with regard to all other conditions of employment not otherwise reserved, to make such changes as it deems appropriate for the efficient and effective operation of the Township or any Department or function thereof.

6.2 In the exercise of the foregoing powers, rights, authority, duties and responsibilities of the Township, the adoption of policies, rules, regulations and practices and the furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this contract and then only to the extent such specific and express terms hereof are in conformance with the Constitutions and laws and administrative codes of the State of New Jersey and the United States.

7. GRIEVANCE PROCEDURE:

7.1 A grievance, as used in this contract, is defined as an alleged breach, misinterpretation, or misapplication of terms of this contract. Matters within the jurisdiction of the Department of Civil Service, including but not limited to suspensions, reduction in rank, discharges or any other administrative action affecting the classification or status of an employee, are not subject to the grievance procedure.

7.2 No settlement of a grievance arising under a provision of this contract shall be on terms which would violate any other provision of this contract unless the parties agree in writing to waive the conflicting provision.

7.3 A Day, as used in this Section on Grievance Procedure, is defined as a weekday, which shall exclude Saturday, Sunday, and official Township holidays.

7.4 (Step 1) As to grievances, an aggrieved person must first reduce the grievances to writing and submit it to the appropriate Supervisor or Department Director within fifteen (15) calendar days of the occurrence of the event giving rise to the grievance or within fifteen (15) calendar days of when the aggrieved person should reasonably have known of its occurrence. The Supervisor or Department Director shall attempt to adjust the matter within seven (7) business days by meeting with the aggrieved person and shall render a decision in writing, within seven (7) days of the close of the meeting, with copies to the Township Manager and to the President of Local 3827 and to Council No. 63. The aggrieved person shall have the right to have a representative of the Union present for the meeting with the Supervisor or Department Director where the written grievance is to be considered by the Department Director.

7.5 (Step 2) If the aggrieved person is not satisfied with the decision rendered in Step 1 or if no decision is rendered within the time specified, it shall be presented to the Township Manager within seven (7) days after the decision is rendered after the expiration of the period provided for in 7.4 if no decision is rendered. The written grievance shall include the information set forth in 7.4 and shall have attached copies of the decisions rendered at the first and second levels, if rendered. A copy of the grievance shall be served upon the Department Director and the President of Local 3827 and to Council No. 63. The Township Manager or designee shall meet with the aggrieved person and a representative of the Union in an attempt to adjust the matter within ten (10) business days and shall render a decision in writing within ten (10) business days of the meeting.

7.6 (Step 3) If the grievance remains unresolved, the District Council Representative may within fifteen (15) working days after the written reply of the Township Manager, submit the grievance in writing to arbitration with PERC, with a copy to Employer. The Union and Employer can mutually agree upon a longer time period within which to adjust the grievance prior to proceeding to arbitration.

7.7 A grievance that does not address an issue affecting a specific employee shall be presented, by the Union, in writing, directly to the Township Manager. The timetable shall be the same as set forth in 7.4.

7.8 In the event the aggrieved elects to pursue remedies available through Civil Service, EEO or Civil Rights Complaint procedures, the grievance shall be canceled, and the matter withdrawn from this procedure. In the event the grievant pursues his remedies through Civil Service, the arbitration hearing, if any, shall be canceled and the filing fees and expenses incurred thereby shall be paid by the grievant or the Union.

8. DISCIPLINARY PROCEEDINGS:

8.1 Any disciplinary action shall be on an individual employee basis in accordance with applicable New Jersey Civil Service Statutes, Rules, and Regulations.

8.2 Written notice of proposed disciplinary action shall be provided to the employee in accordance with applicable New Jersey Civil Service Statutes, Rules, and Regulations, with a copy provided to AFSCME Council No. 63 and to the President of Local 3827 within two (2) business days after the notice has been issued.

8.3 Any appeal of disciplinary action shall be in accordance with the grievance procedure established in this Agreement until final disciplinary action has been taken by the Township Manager. Any appeals from the decision of the Township Manager shall be as provided by applicable New Jersey Civil Service Statutes, Rules, and Regulations.

8.4 A progressive disciplinary process will be followed in cases involving all violations. The following may be used for the purpose of progressive corrective/disciplinary action:

- Counseling
- Oral Warning (Form)
- Written Warning — Can be removed from file in six months
- Written Reprimand
- Suspension — five (5) days or less
- Suspension — six (6) days or more
- Demotion
- Termination

8.4.1 However, the Union acknowledges that progressive discipline shall not prevent the Township, in its sole determination, from taking appropriate disciplinary action in cases involving major violations of standards, rules and guidelines, subject to the employee's hearing and appeal rights. Furthermore, the Union acknowledges that the Township has the authority under civil service rules to immediately suspend an employee pending a hearing in accordance with Civil Service.

9. EMPLOYEE RIGHTS AND RESPONSIBILITIES:

9.1 An employee shall be entitled to Union representation at each and every formal step of the grievance procedure set forth in this contract. A formal step of the grievance procedure shall be defined as any step after the department head level.

9.2 An employee shall be entitled to Union representation at each and every formal step of a disciplinary hearing. A formal step of a disciplinary hearing shall be defined as any step after the employee is served with a written Notice of Proposed Disciplinary Action.

9.3 An employee shall be entitled to review any records or documents which the Township intends to be used in any disciplinary proceeding against the employee. With written authorization from the employee, the Union representative shall have the right to review and receive copies of the records or documents which the Township intends to be used in any disciplinary proceeding against the employee. There shall be no right on the part of the employee or the Union to review any records or documents of other employees without the specific written authorization of the employee whose records are to be reviewed or which are not intended to be used by the Township in any disciplinary proceeding against the subject employee. The employee and/or the Union shall provide the Township with copies of any records or documents intended to be used by or on behalf of the employee in any disciplinary proceeding. The exchange of the records or documents shall take place at least five (5) days prior to any disciplinary hearing before the Township Manager or the designee of the Township Manager.

9.4 No employee shall be required by the Township and/or its agents to submit to an interrogation which may reasonably lead to disciplinary action unless the employee is afforded the opportunity of Union representation.

9.5 No recording devices or stenographer of any kind shall be used during any meeting unless both the Union and Township agree to their use, prior to such meeting, in writing. Any use of a recording device to record a conversation, meeting, or other interaction with another Township employee or official without the consent of all persons present shall constitute good cause for immediate termination of employment of the party or parties involved in the recording.

9.6 An employee shall not be coerced or intimidated or suffer any reprisals either directly or indirectly that may adversely affect his hours, wages or working conditions as the result of the exercise of his/her rights under this contract.

9.7 An employee shall have the right to review his or her personnel records at all times, provided that requests for the review are made at reasonable intervals.

10. SENIORITY:

10.1 Seniority is defined as an employee's total length of service with the Township, beginning with his/her most recent date of hire.

10.2 If a question arises concerning the seniority of two or more employees who were hired on the same date, preference shall be given in alphabetical order, according to the employees' last names.

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

10.4 Whenever a decision must be made between two or more employees with respect to the scheduling of vacation time, the employee with the most seniority shall receive a preference.

10.5 Whenever decisions are required to be made between two or more employees with respect to demotions (other than disciplinary), layoffs and recalls, the Township shall follow the procedures established in accordance with applicable New Jersey Civil Service Statutes, Rules, and Regulations.

10.6 The Township encourages existing employees to seek advancement and to apply for job openings for which they are qualified. The Township reserves the right to make all employment decisions and to exercise all managerial decision making in accordance with applicable New Jersey Civil Service Statutes, Rules, and Regulations.

11. JOB POSTING:

11.1 All vacancies or all newly created positions, will be posted on a designated bulletin board for ten (10) days. The posting shall include the classification, salary, job description, any required qualifications, the shift assignment, current scheduled days off, and the procedure to be followed by employees interested in applying for the position.

11.2 The Township will post a notice within five (5) days after filling the vacancy or newly-created position with the name of the individual selected.

11.3 The township will follow all civil service procedures and guidelines regarding promotions.

12. SALARY:

12.1 It is the intention of this contract to provide an increase in the annual salary for all titles covered by this contract for the duration of this contract. Thus, across the board increases for all unit employees which shall be applied to the salary grid for each range and step as follows:

- Effective 2020: 1.75%; (paid)
- Effective and retroactive to July 1, 2021: 1.75% increase to base.
- Effective and retroactive to July 1, 2022: 2.25% increase to base; and
- Effective July 1, 2023: 2.25% increase to base.

The Salary Grid shall be attached as Schedule A and shall be appended to this agreement.

12.2 Any retroactive salary adjustments provided by this contract shall be paid within sixty (60) days after approval, ratification, and execution of this contract by both parties.

12.3 All annual salaries, as represented on the salary schedule, reflect the annual salary which is divided by the number of paydays in the year to obtain the amount due for each pay period. Whenever it shall be necessary to determine an hourly rate, the hourly rate shall be computed by dividing the appropriate annual salary, as set forth above, by 1820 for 35 hour per week employees and by 2080 for 40 hour per week employees.

12.3.1 In the event an employee is promoted to a higher grade, he or she shall receive a base salary that is at least Two Thousand Five Hundred Dollars (\$2500) greater than his or her previous base salary.

12.4 The payroll for employees will be based on payroll records submitted to the Township Treasurer two (2) weeks in advance of the payday. Any payroll adjustments, including overtime, shall be on the second payday after the records authorizing the adjustment are provided to the Township Treasurer.

12.5 Experience Pay:

a. Prior to December 31, 2023: For unit employees who have been employed on or after January 1, 1985, and completed the following number of years of full-time employment with the Township will be entitled to the specified annual increments of compensation added to the employee's base pay, beginning with the next pay period following the date of completion of the applicable number of years of service:

Completion of 8 years	\$ 700.00
Completion of 12 years -	\$ 1,200.00
Completion of 16 years -	\$ 1,700.00
Completion of 20 years -	\$ 2,200.00

b. Starting December 31, 2023: Unit employees shall cease to progress through the experience pay levels based upon years of service and shall receive the experience pay based upon year of hire added to their base salary and paid as part of the employee's regular pay:

- Hired before or during 2004: \$2,200
- Hired 2005-2008: \$1700
- Hired 2009-2012: \$1,200
- Hired 2013-2015: \$700
- Hired during 2016: \$600
- Hired during 2017: \$500
- Hired during 2018: \$400
- Hired during 2019: \$300

Employees hired during or after 2020 shall not receive experience pay.

13. HOLIDAYS:

13.1 The following days shall be recognized as holidays:

New Year's Day	Labor Day
Martin Luther King's Birthday	Columbus Day
President's Day	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Friday after Thanksgiving
Independence Day	Christmas Day

13.2 Monday shall be recognized as a holiday for any holiday listed above occurring on a Sunday, and Friday shall be recognized as a holiday for any holiday listed above occurring on a Saturday, except for New Year's Day. In the event that New Year's Day shall fall on a Saturday, it shall be observed on the immediately following Monday, to ensure that the day of observance falls into the same calendar year as the holiday.

13.3 If a holiday is observed while a full-time employee is on paid annual leave status, the employee will receive holiday pay and the day will not be charged against annual leave credits. If an employee is on paid sick leave and is absent on the day of the holiday, the employee shall receive the paid holiday and the day so used shall not be charged against sick leave.

13.4 If a permanent full-time employee works on any of the scheduled holidays set forth in the contract, that employee shall receive the holiday pay in addition to the regular pay earned.

13.5 Members of the Animal Control Unit who are scheduled to work on Easter Sunday may exchange that scheduled work day for the Good Friday Holiday, so that they may work on Good Friday and have Easter Sunday as the Holiday.

14. VACATION LEAVE:

The employees covered under this contract shall be entitled to paid vacation in accordance with the following schedule:

14.1 For employees on a thirty-five (35) hour per week schedule:

Eighty-four hours	First Year of employment, pro-rated
One hundred five hours	Second through, including the seventh year of employment
One hundred twenty-six hours	Eighth through, including the twelfth year of employment
One hundred sixty-one hours	Thirteenth through, including the seventeenth year of employment
One hundred seventy-five hours	Eighteenth year of employment and thereafter

14.2 For employees on a forty hour (40) per week work schedule:

Ninety-six hours	First year of employment, pro-rated.
One hundred twenty hours	Second through, including the seventh year of employment
One hundred forty-four hours	Eighth through, including the twelfth year of employment
One hundred eighty-four hours	Thirteenth through, including the seventeenth year of employment
Two hundred hours	Eighteenth year of employment and thereafter

14.3 During the first year of employment an employee shall earn pro-rated vacation leave.

14.4 Earned vacation leave for one (1) calendar year must be used during that same year. Vacation leave cannot be carried over into the following year, except where authorized in writing by the Township Manager for exceptional circumstances. Nothing herein shall be deemed to require the Township Manager to approve any request to carry over vacation time.

14.5 An employee who resigns or retires during the course of the year is entitled to a pro-rated portion of earned vacation leave. In the event that more time is taken than the pro-rated entitlement, the excess will be deducted from the final pay.

14.6 Employees may utilize two (2) vacation days from their vacation bank as "Emergency Personal Days".

15. SICK LEAVE:

15.1 Sick leave herein is defined to mean absence from duty of an employee because of personal illness, accident, exposure to a contagious disease, or illness of an immediate family member which requires the employee to remain at home to care for that immediate family member.

15.2 The employees covered under this contract shall be entitled to a paid sick leave in accordance with the following schedule:

15.2.1 Employees who work a thirty-five (35) hour week shall be entitled to one hundred and five hours annually.

15.2.2 Employees who work a forty (40) hour week shall be entitled to one hundred twenty hours annually.

15.2.3 During the first year of employment an employee shall earn sick leave on a prorated basis.

15.3 Unlimited, unused sick leave may be accumulated from year to year subject to the terms of this contract.

15.4 Sick leave benefits shall be paid for work hours absent based upon the individual employee's regular straight time hourly rate.

15.5 It is acknowledged that the purpose of sick leave is to accommodate those occasions when the employee is ill and unable to report for work. Sick leave is not to be used for personal business, as personal days, or as additional vacation days.

15.5.1 Employees shall be entitled to family leave benefits as provided by the Family and Medical Leave Act (FMLA). As part of the Township's Family leave policy, employees may be permitted to use sick leave to care for an immediate family member who is unable to care for himself or herself due to a medically verifiable disabling disease. An immediate family member is defined as a spouse, parent, child, or a person residing with the member and is dependent upon the member.

15.6 A doctor's certificate may be required at the Township's option as a condition for payment of sick leave whenever it appears reasonable, to include but not limited to the following:

15.6.1 An employee is absent for three (3) consecutive days, or

15.6.2 An employee is absent on the last scheduled work day before or the first scheduled work day after a holiday. The cost of the doctor's certificate shall be the responsibility of the employee.

15.7 Abuse of sick leave shall be cause for disciplinary action. An employee is absent in excess of ten (10) days in eight (8) consecutive months, except with respect to a period of time during which an employee is hospitalized and provided that the Township shall give the employee a warning notice after the absence has reached eight (8) days within the eight (8) consecutive month period.

15.8 In the case of sick leave due to exposure to a contagious disease, a certificate from a medical doctor shall be required which shall certify that the employee may return to work without endangering the health of co-workers.

15.9 The Township may require an employee who has been absent because of personal illness, as a condition of his or her return to work, to be examined at the expense of the Township, by a physician designated by the Township. The purpose of the examination shall be to establish whether the employee is capable of performing the normal duties of his or her job without jeopardizing the health of the employee or the health of other employees.

15.10 Whenever the Township shall require that the medical certification be provided by a physician selected by the Township, the cost of the medical visit shall be paid by the Township, to the extent that it is not covered by medical insurance.

16. SICK LEAVE INCENTIVE:

Any employee covered under this Agreement, who shall utilize four (4) or less sick days or its hourly equivalent of sick leave in any year of this Agreement, shall receive, four (4) personal days (or its hourly equivalent) which shall vest in the employee on the last day of scheduled work during each year of this Agreement. Any employee covered under this Agreement, who shall utilize three (3) or less sick days or its hourly equivalent of sick leave in any year of this Agreement, shall receive (5) personal days

(or its hourly equivalent) which shall vest in the employee on the last day of scheduled work during each year of this Agreement. Three of the personal days shall require 72 hours advance notice that the employee intends to use the days and the remaining days may be used without the advance notice requirement.

17. WORKER'S COMPENSATION SUPPLEMENTAL PAY:

17.1 For an employee who incurs a job related injury qualifying for worker's compensation payments, the Township will continue to pay a member the member's base salary while the member is receiving worker's compensation benefits, provided the member assigns over to the Township any worker's

compensation proceeds received or to which the member may be entitled, not to include case settlements. This protection shall continue in effect only while the member is receiving worker's compensation benefits, or for the period set forth below, whichever is less:

17.2 The Township shall continue the full salary for a period of one (1) year. Payment shall consist of the amount provided by Worker's Compensation Insurance and the difference between the insurance payment and the employee's base salary.

17.3 Employees who remain on leave due to an on-the-job-injury beyond the time limits established above shall receive payments through the Township that are equal to the benefit amount provided by Worker's Compensation Insurance, provided the employee continues to be eligible for such insurance payments.

18. PAYMENT OF ACCUMULATED SICK LEAVE:

18.1 Payment will be made by the Township to the member or to the estate or the designated beneficiary of a deceased member for the first fifty (50) days of accumulated sick leave; or seventy (70%) percent of the total accumulation of sick leave, whichever is greater, provided that the total payment shall not exceed fifteen thousand (\$15,000).

18.2 The payment shall be made in a lump sum payment within thirty (30) days after the date of retirement.

18.3 Retirement shall include early retirement or disability retirement under the applicable Rules established by the Department of Civil Service or by the Division of Pensions.

18.4 Payment made under this Section shall not be considered as earnings or annual compensation for pension purposes.

19. MILITARY LEAVE:

The Township agrees to provide all employees with military leave as required by New Jersey Civil Service Statutes, Rules and Regulations, Federal and State Law.

20. JURY LEAVE:

A regular full-time employee who loses time from his or her job because of jury duty, as certified by the Clerk of the Court, shall be paid by the Township the difference between his or her daily base rate of pay, up to a maximum of eight (8) hours and the daily jury fee, provided that the employee (a) has notified his or her Department Head immediately upon receipt of a summons for jury duty; (b) the employee has not voluntarily sought jury service; (c) the employee is not attending jury duty during vacation and/or other time off from Township employment; (d) the employee submits adequate proof of the time served on the jury duty and the amount received for the service. If on any given day an employee is attending jury duty and he or she is released by the Court prior to 11:00 a.m., that employee shall be required to return to work by 12:00 Noon on that day to receive pay for that day.

21. BEREAVEMENT LEAVE:

An employee will be allowed time off from the day of death up to the equivalent of one (1) work week in the case of the death of:

21.1 Father, Mother, Grandfather, Grandmother, Spouse, Domestic Partner, Son, Daughter, Brother, Sister, Grandchild, Uncle, Aunt, Nephew, Niece, Father-In-Law, Mother-In-Law, Brother-In-Law, Sister-In-Law, Son-In-Law, Daughter-In-Law, Cousin of the First Degree, or a person residing with the member and is dependent upon the member.

21.2 Employees who need additional time beyond that provided in Section 21.1 may receive up to one (1) additional work week of bereavement leave utilizing any combination of sick leave, vacation leave and compensatory time subject to the approval of the Department Director.

22. UNIFORMS:

Building Maintenance employees, employees in the following titles and performing the work of Housing Inspectors, Code Enforcement Officers, Uniform Construction Code Inspectors (referred to in this section as "Inspections title") and Animal Control Officers shall be provided with uniforms by the Township as follows:

22.1 Each full-time Building Maintenance employee, Inspections title employee, and Animal Control Officer shall be provided with:

22.1.1 Five [5] uniforms provided through the township's negotiated uniform contract.

Employees will have access to cleaning services through this contract.

22.1.2 For Building maintenance employees, one pair of work boots that meet the ANSI standard annually not to exceed \$200.

22.2 It shall be the responsibility of the Officers/employees to provide reasonable and ordinary care of the uniform.

22.3 No Township uniform shall be worn by an employee except when actually on duty or when in route to report for duty or returning home after duty.

23. COMPENSATORY TIME:

23.1 Compensatory time may be allowed with the agreement of the Township and the employee. Authorization by the Township shall be approved by the Township Manager, or designee, in accordance with procedures established by the Township Manager.

23.2 Compensatory time may be accumulated in accordance with the Fair Labor Standards Act, as applicable to municipalities, provided that the accumulation has been approved by the Township Manager.

23.3 In the event that compensatory time is not approved, the employee will be paid for the authorized time worked at either straight time or overtime rates as provided in this contract. **Should include word "actually"**.

23.4 Accumulated compensatory time may be utilized within the year in which it was earned upon prior written request and approval of the Township Manager, or designee, in accordance with procedures established by the Township Manager. Approval will be based upon the needs of the Township and will not be granted in the event there is insufficient staffing or additional cost will be incurred.

23.5 Where an employee has been unable to use compensatory time within the year in which it has been earned, due to the scheduling needs of the Township, the employee may carry over the remaining, unused compensatory time into the next calendar year or, at the option of the Township, shall be paid for the unused compensatory time. Any time carried over under this provision shall be used no later than March 31.

24. HOURS OF WORK AND OVERTIME PAY:

24.1 All clerical and administrative employees work a five [5] day, thirty-five [35] hour work week. Maintenance Repairer, Low Pressure License Worker, licensed employees, and Animal Control Officers work a thirty-five [35] hour work week. There shall be no alteration in total annual base salary for the Animal Control Officer or Maintenance Repair Low Pressure License Worker by virtue of changing from 40 to 35-hour employee.

24.2 Lunch Periods and Breaks:

24.2.1 Each employee shall be entitled to a one (1) hour per day lunch period without pay except for those employees who are "on call" during their entire shift and who are required to have their lunch while "on call".

24.2.2 Employees who are "on call" are classified as forty (40) hour work week employees and are paid for the lunch period.

24.2.3 Employees on a lunch period shall be recalled to duty during that lunch period only in the event of an emergency necessity.

24.2.4 Employees shall also be entitled to two (2) fifteen (15) minute breaks during the working day with one usually scheduled in the morning and one usually scheduled in the afternoon.

24.3 Overtime pay shall be provided, as required by law.

24.3.1 Administrative and Clerical Employees. Overtime will be paid at the rate of straight time for hours worked in excess of thirty-five (35) hours per week up to forty (40) hours per week, and at the rate of time and one-half (1.5) for all hours worked in excess of forty (40) hours per week.

24.3.2 Building Maintenance Employees and Animal Control Officers. Overtime will be paid at the rate of time and one-half (1.5) for all hours worked in excess of forty (40) hours per week.

24.3.3 Building Maintenance employees will be paid at 2x (Double time) between the hours of 12 am and 6 am.

2.44 No overtime pay shall be earned except where authorized in advance by the Township Manager, or designee, in accordance with procedures established by the Township Manager. No employee shall be entitled to authorize his or her own overtime or compensatory time.

24.5 The Township shall make a reasonable effort to distribute overtime fairly among qualified employees within the same classification and within the same department. Where the overtime work falls within the job classification, training, and skills of more than one employee in a particular department, the overtime opportunities shall be rotated between those employees on a seniority basis. An employee who declines an offered overtime opportunity shall rotate to the bottom of the list, just as if that employee had accepted the overtime opportunity.

24.6 The Township shall provide to the Union, upon reasonable request, a list of employees showing overtime worked. The Union shall be entitled to such a listing on a not more than semi-annual basis.

24.7 Overtime shall be paid currently, or at least no later than the second pay period after the overtime was performed.

24.8 All paid time off (such as vacation time, holidays, and sick time) shall be considered time worked, for the purpose of computing overtime pay.

24.9 An employee called in or returning to work when not regularly scheduled to work shall be guaranteed at least three hours work.

24.10 Employees assigned to the animal control unit shall be allowed one-half hour at the end of the shift to clean the van and to complete necessary paperwork.

24.11 In the absence of an emergency, the Township shall provide ten (10) days advance notice to any employee whose schedule is being modified.

25. TRAINING PROGRAMS:

The Township recognizes the value of training programs for employees and will provide employees with the opportunity for job related training at the expense of the Township, within the limits of budgetary allocations approved by the Township Council. Any training program and expenditures shall be subject to

review and approval by the Township Manager. An employee request for participation in a training program shall be submitted through the Department Head to the Township Manager. Employees enrolled in job-related courses on a, for credit basis may be eligible for tuition payments as will be provided in the Township's Personnel Policies and Procedures.

26. REPLACEMENT OF LOST OR DAMAGED PERSONAL PROPERTY:

The Township agrees to compensate an employee for non-negligent damage to, or loss of, prescription lenses damaged in connection with the performance of duty, provided notice of the damage or loss shall be given to the immediate Supervisor during or immediately following the end of the shift in which the damage or loss occurred. The liability of the Township shall be only for the actual cost thereof, provided that it shall not exceed One Hundred Twenty-Five (\$125) dollars, for the replacement of prescription eyeglasses.

27. INSURANCE:

27.1 There shall be provided for all members, in addition to required Workers Compensation Insurance, the following insurance:

27.2 Health, Prescription and Dental Insurance in accordance with the rules and regulations stated in Chapter 78, P.L. 2011.

27.3 The Township reserves the right to change insurance plans or carriers or to self-insure directly or through a joint insurance fund, so long as equal or better benefits are provided. Employees shall be responsible for payment of any premium share contribution that is required by law. Prior to any change in plans or carriers, the Township shall notify the President of the Union and AFSCME Council No. 63. The Township shall review and discuss any proposed changes with the Union. In the event that the Union determines to grieve the matter, the grievance shall be filed directly with the Township Manager within fifteen (15) calendar days of the notification and the matter will proceed directly to an expedited arbitration. Pending conclusion of the arbitration, no change of plans or carriers will be made.

27.4 A member who retires from the department after completing 25 years of full-time service with the Township of Willingboro shall be eligible to receive an annual payment for health insurance benefits including dental benefits in an amount equal to fifty percent (50%) of the total cost up to and including the Husband-and-Wife Plan. The member will be responsible for the remaining fifty percent (50%) of the total cost of the plan. A member who elects to utilize the Family Plan will be responsible for the difference between that plan and the Husband & Wife Plan. A member may drop his or her Township coverage and obtain coverage through another health benefit plan. In this case the Township will make a direct payment to the health care plan not to exceed the above noted amount annually. If a member drops his or her Township coverage he or she may return at any time to the Township's plan. In no case shall the Township's obligation extend beyond the age at which the member becomes Medicare eligible.

28. INSURANCE BUY-BACK:

The Township agrees to make a payment to qualified employees who elect to waive their rights to certain insurance coverage provided by the Township. Qualifications are determined by SHBP regulations. The payment will be on a calendar year basis and will be paid with the first pay in February and will be paid to those employees who have filed a waiver of coverage with the Township Treasurer for the coming

year. The waiver must be filed at least one (1) month in advance of the effective date of the waiver. The employee must provide proof of equivalent insurance coverage from another plan that will be in effect for the period waived. The amount of payment shall be 25% or \$5,000 (whichever is less) of the premium for the waived insurance coverage. An employee who waives his or her coverage under this section shall not be eligible for re-enrollment until the next open enrollment period or in the case of a life altering event. At that time the employee shall make application to do so and reimburse the Township the pro-rated portion of any unearned portion of the waiver payment previously received. The amount of payment shall be in compliance with N.J.S.A. 4A:10-17.1 and State Health Plan Rules and Regulations.

29. UNION VISITATION & BUSINESS:

29.1 A properly designated representative of AFSCME Council 63, when arriving on the Township's premises, shall first report his/her presence to the Township Manager or the Deputy Township Manager. The Union Representative shall be provided with a reasonable time for the visitation, provided that the time requests do not interfere with the operations of the Township or unreasonably impair the ability of the Township employees to complete their job assignments on a timely basis.

29.2 Release time may be provided for up to the equivalent of fifteen [15] days or one hundred and five [105] hours to be shared between a maximum of two (2) persons as designated by the President of the Union for the purpose of attending Union conventions and meetings or for the conducting of Union business.

All release time shall be made subject to the approval of the Township administrator or his or her designee.

29.3 Whenever meetings, negotiations or hearings are to be scheduled which involve the presence of Union representatives, the Township will make a reasonable effort to schedule the meeting, negotiation or hearing at a mutually convenient time, provided that the scheduling does not involve any violation of legal requirements for the scheduling.

29.4 Whenever any member is required by the Union to attend negotiations, grievance hearings, or disciplinary proceedings, affecting AFSCME bargaining unit members, such employees shall suffer no loss in regular pay nor be charged benefit time (personal, sick, vacation etc.).

29.5 Labor Management Committee - A Labor/Management Committee consisting of the Township and the Union shall be set up for the purpose of reviewing issues of common interest. The Committee's meetings are not intended to by-pass the grievance procedure, nor be considered collective negotiations meetings, but rather are intended as a means of fostering good employment relations through communications between parties.

Either party may request a meeting with the other and shall submit a written agenda of topics to be discussed no less than seven (7) days prior to meeting.

30. NOTIFICATION TO THE UNION OF PROPOSED LAYOFFS:

In the event that the Township determines that any layoffs of members of the bargaining unit are required, the Township will provide notice of any proposed layoffs to the Union at least thirty (30) days in advance of the effective date of any proposed layoffs, in accordance with New Jersey Civil Service Statutes, Rules and Regulations.

31. FULL UNDERSTANDING AND PAST PRACTICES:

No reference to any past practices shall be used to contravene or to modify the provisions of this contract. The parties agree that in the event that Federal or State Legislation is passed, which would alter the terms of this contract, the parties shall meet and discuss the impact of the legislation on the terms of this contract.

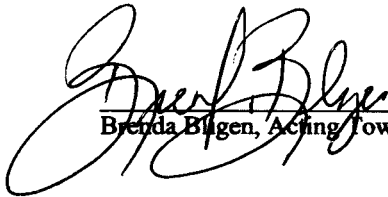
32. TERM OF AGREEMENT:

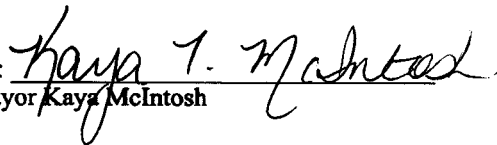
This Agreement shall be in full force and effect from January 1, 2020 through December 31, 2023, and for succeeding periods of twelve (12) months unless either party shall notify the other in writing prior to September 1, 2023 or prior to September 1st of the appropriate succeeding twelve (12) month period, of its desire to negotiate a new contract, within the limits provided for herein, and if no Agreement shall have been reached on the date of the expiration of this Agreement, the Agreement shall be extended until the negotiations have been completed and a new Agreement takes effect.

IN WITNESS WHEREOF, the Township and the Union have caused this Agreement to be executed by their proper officials.

ATTEST:

TOWNSHIP OF WILLINGBORO

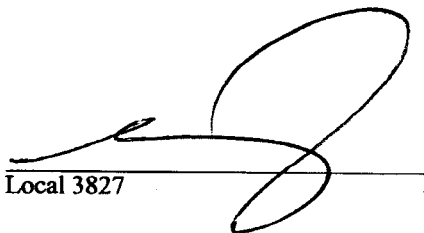

Brenda Bligen, Acting Township Clerk

By: 
Mayor Kaya McIntosh

ATTEST:

AMERICAN FEDERATION OF STATE,
COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO, District Council No. 63, Local 3827

By: 
For AFSCME NJ District Council 63

By: 
For Local 3827

Township of Willingboro and AFSCME NJ Council 63, Local 3827

Schedule A:

Salary Grids for Contract Years 2020-2023

AFSCME Salary Chart Effective July 1, 2020 through June 30, 2021

		GRADE CLASSIFICATIONS										
1.0175		A-4	A-6	A-7	A-9	A-10	A-12	A-14	A-15	A-16	A-17	
1		\$34,087	\$36,416	\$37,792	\$40,544	\$42,238	\$45,414	\$48,696	\$50,813	\$51,871	\$55,047	
2		\$34,769	\$37,144	\$38,548	\$41,355	\$43,083	\$46,323	\$49,669	\$51,829	\$52,909	\$56,148	
3		\$35,464	\$37,888	\$39,318	\$42,182	\$43,945	\$47,249	\$50,662	\$52,865	\$53,967	\$57,271	
4		\$36,173	\$38,646	\$40,105	\$43,026	\$44,823	\$48,191	\$51,677	\$53,923	\$55,046	\$58,417	
5		\$36,897	\$39,418	\$40,908	\$43,887	\$45,720	\$49,157	\$52,710	\$55,002	\$56,147	\$59,585	
6		\$37,634	\$40,205	\$41,726	\$44,764	\$46,634	\$50,140	\$53,765	\$56,102	\$57,270	\$60,776	
7		\$38,387	\$41,010	\$42,560	\$45,659	\$47,567	\$51,144	\$54,839	\$57,224	\$58,416	\$61,991	
8		\$39,155	\$41,830	\$43,411	\$46,573	\$48,518	\$52,167	\$55,936	\$58,368	\$59,585	\$63,233	
9		\$39,938	\$42,667	\$44,280	\$47,505	\$49,488	\$53,209	\$57,054	\$59,536	\$60,775	\$64,496	
10		\$40,737	\$43,521	\$45,165	\$48,454	\$50,478	\$54,273	\$58,196	\$60,725	\$61,991	\$65,786	
11		\$41,553	\$44,390	\$46,068	\$49,423	\$51,489	\$55,359	\$59,360	\$61,941	\$63,232	\$67,102	
12		\$42,383	\$45,279	\$46,989	\$50,412	\$52,518	\$56,467	\$60,546	\$63,180	\$64,495	\$68,444	
13		\$43,231	\$46,184	\$47,929	\$51,420	\$53,568	\$57,597	\$61,758	\$64,443	\$65,785	\$69,814	
14		\$44,095	\$47,108	\$48,888	\$52,448	\$54,640	\$58,748	\$62,993	\$65,732	\$67,101	\$71,210	
15		\$44,977	\$48,049	\$49,866	\$53,497	\$55,733	\$59,924	\$64,253	\$67,046	\$68,443	\$72,634	
16		\$45,877	\$49,008	\$50,863	\$54,568	\$56,847	\$61,121	\$65,538	\$68,388	\$69,813	\$74,086	
17		\$46,795	\$49,992	\$51,880	\$55,659	\$57,984	\$62,344	\$66,849	\$69,756	\$71,208	\$75,569	
18		\$47,730	\$50,991	\$52,918	\$56,771	\$59,144	\$63,590	\$68,186	\$71,151	\$72,632	\$77,080	
19		\$48,685	\$52,012	\$53,976	\$57,908	\$60,327	\$64,863	\$69,549	\$72,573	\$74,085	\$78,621	
20		\$49,658	\$53,050	\$55,056	\$59,066	\$61,533	\$66,159	\$70,940	\$74,025	\$75,567	\$80,193	
21		\$50,652	\$54,113	\$56,157	\$60,247	\$62,763	\$67,483	\$72,360	\$75,505	\$77,078	\$81,797	
22		\$51,664	\$55,194	\$57,280	\$61,452	\$64,019	\$68,832	\$73,806	\$77,016	\$78,620	\$83,434	
23		\$52,698	\$56,298	\$58,425	\$62,681	\$65,300	\$70,210	\$75,283	\$78,555	\$80,192	\$85,102	
24		\$53,751	\$57,424	\$59,594	\$63,935	\$66,605	\$71,614	\$76,788	\$80,126	\$81,796	\$86,804	
25		\$54,827	\$58,572	\$60,785	\$65,213	\$67,937	\$73,045	\$78,324	\$81,730	\$83,432	\$88,540	
26		\$55,924	\$59,745	\$62,002	\$66,517	\$69,296	\$74,506	\$79,890	\$83,364	\$85,101	\$90,311	
27		\$57,042	\$60,939	\$63,242	\$67,848	\$70,682	\$75,997	\$81,488	\$85,031	\$86,802	\$92,117	

AFSCME Salary Chart Effective July 1, 2021 through June 30, 2022

GRADE CLASSIFICATIONS

	A-4	A-6	A-7	A-9	A-10	A-12	A-14	A-15	A-16	A-17
1.0175										
1	\$34,684	\$37,054	\$38,453	\$41,254	\$42,978	\$46,209	\$49,548	\$51,702	\$52,779	\$56,010
2	\$35,377	\$37,794	\$39,223	\$42,079	\$43,837	\$47,133	\$50,538	\$52,736	\$53,835	\$57,130
3	\$36,085	\$38,551	\$40,006	\$42,921	\$44,714	\$48,075	\$51,549	\$53,790	\$54,912	\$58,273
4	\$36,806	\$39,322	\$40,807	\$43,779	\$45,607	\$49,034	\$52,581	\$54,867	\$56,009	\$59,439
5	\$37,542	\$40,108	\$41,623	\$44,655	\$46,520	\$50,018	\$53,632	\$55,965	\$57,129	\$60,628
6	\$38,293	\$40,909	\$42,456	\$45,547	\$47,450	\$51,018	\$54,706	\$57,084	\$58,272	\$61,840
7	\$39,059	\$41,728	\$43,305	\$46,458	\$48,400	\$52,039	\$55,799	\$58,226	\$59,438	\$63,076
8	\$39,841	\$42,562	\$44,170	\$47,388	\$49,368	\$53,080	\$56,915	\$59,389	\$60,628	\$64,339
9	\$40,637	\$43,413	\$45,054	\$48,336	\$50,354	\$54,140	\$58,053	\$60,578	\$61,839	\$65,625
10	\$41,450	\$44,282	\$45,955	\$49,302	\$51,362	\$55,223	\$59,214	\$61,788	\$63,076	\$66,938
11	\$42,280	\$45,167	\$46,875	\$50,288	\$52,390	\$56,328	\$60,399	\$63,025	\$64,338	\$68,276
12	\$43,125	\$46,071	\$47,811	\$51,294	\$53,437	\$57,455	\$61,606	\$64,285	\$65,624	\$69,642
13	\$43,987	\$46,993	\$48,768	\$52,320	\$54,506	\$58,605	\$62,839	\$65,571	\$66,937	\$71,035
14	\$44,867	\$47,933	\$49,743	\$53,366	\$55,596	\$59,777	\$64,096	\$66,882	\$68,275	\$72,456
15	\$45,764	\$48,890	\$50,738	\$54,433	\$56,708	\$60,972	\$65,378	\$68,219	\$69,641	\$73,905
16	\$46,680	\$49,866	\$51,753	\$55,522	\$57,842	\$62,191	\$66,685	\$69,585	\$71,034	\$75,383
17	\$47,614	\$50,867	\$52,788	\$56,633	\$58,999	\$63,435	\$68,019	\$70,976	\$72,454	\$76,891
18	\$48,565	\$51,883	\$53,844	\$57,765	\$60,179	\$64,702	\$69,379	\$72,396	\$73,903	\$78,429
19	\$49,537	\$52,922	\$54,921	\$58,921	\$61,382	\$65,998	\$70,766	\$73,843	\$75,382	\$79,997
20	\$50,527	\$53,979	\$56,019	\$60,100	\$62,610	\$67,317	\$72,182	\$75,321	\$76,889	\$81,597
21	\$51,539	\$55,060	\$57,140	\$61,302	\$63,862	\$68,664	\$73,626	\$76,826	\$78,427	\$83,228
22	\$52,568	\$56,160	\$58,283	\$62,527	\$65,139	\$70,036	\$75,098	\$78,363	\$79,996	\$84,894
23	\$53,621	\$57,283	\$59,447	\$63,778	\$66,443	\$71,438	\$76,600	\$79,930	\$81,596	\$86,591
24	\$54,692	\$58,429	\$60,637	\$65,053	\$67,770	\$72,867	\$78,131	\$81,528	\$83,227	\$88,323
25	\$55,786	\$59,597	\$61,849	\$66,354	\$69,126	\$74,324	\$79,695	\$83,160	\$84,892	\$90,089
26	\$56,903	\$60,790	\$63,087	\$67,681	\$70,508	\$75,810	\$81,288	\$84,823	\$86,590	\$91,892
27	\$58,040	\$62,006	\$64,348	\$69,035	\$71,919	\$77,327	\$82,914	\$86,520	\$88,321	\$93,729

AFSCME Salary Chart Effective July 1, 2022 through June 30, 2023

		GRADE CLASSIFICATIONS										
1.0225		A-4	A-6	A-7	A-9	A-10	A-12	A-14	A-15	A-16	A-17	
1		\$35,464	\$37,887	\$39,319	\$42,182	\$43,945	\$47,249	\$50,663	\$52,865	\$53,966	\$57,270	
2		\$36,173	\$38,644	\$40,105	\$43,026	\$44,823	\$48,194	\$51,676	\$53,923	\$55,046	\$58,416	
3		\$36,896	\$39,418	\$40,906	\$43,886	\$45,720	\$49,157	\$52,709	\$55,001	\$56,147	\$59,584	
4		\$37,634	\$40,207	\$41,725	\$44,764	\$46,633	\$50,137	\$53,764	\$56,102	\$57,269	\$60,776	
5		\$38,387	\$41,010	\$42,560	\$45,660	\$47,567	\$51,143	\$54,839	\$57,224	\$58,415	\$61,992	
6		\$39,154	\$41,830	\$43,411	\$46,572	\$48,518	\$52,166	\$55,936	\$58,368	\$59,583	\$63,231	
7		\$39,938	\$42,667	\$44,279	\$47,504	\$49,489	\$53,210	\$57,054	\$59,536	\$60,775	\$64,495	
8		\$40,737	\$43,520	\$45,164	\$48,454	\$50,478	\$54,274	\$58,196	\$60,726	\$61,992	\$65,787	
9		\$41,551	\$44,390	\$46,068	\$49,424	\$51,487	\$55,358	\$59,359	\$61,941	\$63,230	\$67,102	
10		\$42,382	\$45,278	\$46,989	\$50,412	\$52,517	\$56,466	\$60,547	\$63,178	\$64,495	\$68,444	
11		\$43,231	\$46,184	\$47,929	\$51,419	\$53,568	\$57,595	\$61,758	\$64,443	\$65,786	\$69,813	
12		\$44,095	\$47,108	\$48,887	\$52,448	\$54,640	\$58,748	\$62,992	\$65,732	\$67,100	\$71,209	
13		\$44,977	\$48,050	\$49,865	\$53,497	\$55,732	\$59,923	\$64,253	\$67,046	\$68,443	\$72,634	
14		\$45,877	\$49,011	\$50,863	\$54,567	\$56,847	\$61,121	\$65,538	\$68,387	\$69,812	\$74,086	
15		\$46,793	\$49,990	\$51,880	\$55,658	\$57,984	\$62,344	\$66,849	\$69,754	\$71,208	\$75,568	
16		\$47,730	\$50,987	\$52,917	\$56,772	\$59,143	\$63,590	\$68,186	\$71,151	\$72,633	\$77,079	
17		\$48,685	\$52,011	\$53,976	\$57,908	\$60,326	\$64,863	\$69,549	\$72,573	\$74,084	\$78,621	
18		\$49,658	\$53,051	\$55,056	\$59,065	\$61,533	\$66,158	\$70,940	\$74,025	\$75,566	\$80,193	
19		\$50,652	\$54,112	\$56,157	\$60,247	\$62,763	\$67,483	\$72,359	\$75,505	\$77,078	\$81,797	
20		\$51,664	\$55,193	\$57,280	\$61,452	\$64,019	\$68,831	\$73,806	\$77,015	\$78,619	\$83,433	
21		\$52,698	\$56,298	\$58,425	\$62,681	\$65,299	\$70,209	\$75,282	\$78,555	\$80,191	\$85,101	
22		\$53,750	\$57,424	\$59,594	\$63,934	\$66,605	\$71,612	\$76,788	\$80,127	\$81,796	\$86,804	
23		\$54,827	\$58,572	\$60,785	\$65,213	\$67,938	\$73,046	\$78,324	\$81,728	\$83,431	\$88,539	
24		\$55,923	\$59,743	\$62,001	\$66,517	\$69,295	\$74,506	\$79,889	\$83,363	\$85,100	\$90,310	
25		\$57,042	\$60,938	\$63,241	\$67,847	\$70,682	\$75,996	\$81,488	\$85,031	\$86,802	\$92,116	
26		\$58,183	\$62,158	\$64,507	\$69,204	\$72,095	\$77,516	\$83,117	\$86,731	\$88,538	\$93,959	
27		\$59,346	\$63,401	\$65,796	\$70,589	\$73,537	\$79,067	\$84,779	\$88,466	\$90,308	\$95,838	

AFSCME Salary Chart Effective July 1, 2023

GRADE CLASSIFICATIONS

1.0225

	A-4	A-6	A-7	A-9	A-10	A-12	A-14	A-15	A-16	A-17
1	\$36,262	\$38,740	\$40,203	\$43,131	\$44,933	\$48,312	\$51,802	\$54,055	\$55,181	\$58,559
2	\$36,987	\$39,514	\$41,007	\$43,994	\$45,832	\$49,278	\$52,838	\$55,136	\$56,285	\$59,730
3	\$37,727	\$40,305	\$41,827	\$44,874	\$46,749	\$50,263	\$53,895	\$56,238	\$57,410	\$60,925
4	\$38,481	\$41,111	\$42,664	\$45,771	\$47,683	\$51,266	\$54,974	\$57,364	\$58,558	\$62,144
5	\$39,251	\$41,933	\$43,518	\$46,687	\$48,637	\$52,294	\$56,073	\$58,511	\$59,729	\$63,386
6	\$40,035	\$42,771	\$44,388	\$47,620	\$49,609	\$53,339	\$57,195	\$59,681	\$60,924	\$64,654
7	\$40,836	\$43,627	\$45,275	\$48,572	\$50,602	\$54,407	\$58,338	\$60,875	\$62,143	\$65,946
8	\$41,654	\$44,499	\$46,180	\$49,544	\$51,614	\$55,496	\$59,505	\$62,092	\$63,386	\$67,267
9	\$42,486	\$45,389	\$47,105	\$50,536	\$52,646	\$56,604	\$60,694	\$63,335	\$64,653	\$68,611
10	\$43,336	\$46,297	\$48,046	\$51,546	\$53,699	\$57,736	\$61,909	\$64,600	\$65,946	\$69,984
11	\$44,204	\$47,223	\$49,008	\$52,576	\$54,774	\$58,891	\$63,147	\$65,893	\$67,266	\$71,383
12	\$45,087	\$48,168	\$49,987	\$53,628	\$55,869	\$60,070	\$64,409	\$67,211	\$68,610	\$72,811
13	\$45,989	\$49,131	\$50,987	\$54,701	\$56,986	\$61,271	\$65,699	\$68,555	\$69,983	\$74,268
14	\$46,909	\$50,114	\$52,007	\$55,794	\$58,126	\$62,497	\$67,013	\$69,925	\$71,382	\$75,753
15	\$47,846	\$51,115	\$53,047	\$56,910	\$59,288	\$63,747	\$68,353	\$71,324	\$72,810	\$77,268
16	\$48,804	\$52,135	\$54,108	\$58,049	\$60,474	\$65,021	\$69,720	\$72,752	\$74,267	\$78,813
17	\$49,780	\$53,181	\$55,190	\$59,210	\$61,684	\$66,322	\$71,114	\$74,206	\$75,751	\$80,390
18	\$50,775	\$54,244	\$56,294	\$60,394	\$62,918	\$67,647	\$72,536	\$75,690	\$77,266	\$81,998
19	\$51,792	\$55,330	\$57,420	\$61,603	\$64,176	\$69,001	\$73,987	\$77,204	\$78,812	\$83,637
20	\$52,826	\$56,435	\$58,569	\$62,834	\$65,459	\$70,380	\$75,466	\$78,748	\$80,388	\$85,310
21	\$53,884	\$57,565	\$59,740	\$64,091	\$66,768	\$71,788	\$76,976	\$80,322	\$81,995	\$87,016
22	\$54,960	\$58,716	\$60,935	\$65,373	\$68,104	\$73,223	\$78,515	\$81,929	\$83,636	\$88,757
23	\$56,061	\$59,890	\$62,153	\$66,680	\$69,466	\$74,689	\$80,086	\$83,567	\$85,309	\$90,531
24	\$57,181	\$61,087	\$63,396	\$68,014	\$70,854	\$76,183	\$81,687	\$85,238	\$87,015	\$92,342
25	\$58,325	\$62,309	\$64,664	\$69,373	\$72,272	\$77,706	\$83,321	\$86,944	\$88,755	\$94,189
26	\$59,492	\$63,556	\$65,958	\$70,761	\$73,717	\$79,260	\$84,987	\$88,683	\$90,530	\$96,073
27	\$60,682	\$64,827	\$67,277	\$72,177	\$75,191	\$80,846	\$86,687	\$90,457	\$92,340	\$97,995