

**COLLECTIVE NEGOTIATIONS**  
**AGREEMENT**

**between**

**THE COUNTY OF CUMBERLAND, NEW  
JERSEY**

**and**

**LOCAL 2327, UNITED AUTO WORKERS  
OF AMERICA**

**JANUARY 1, 2021 THROUGH DECEMBER 31, 2025**

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## **PREAMBLE**

This Agreement entered into by the County of Cumberland, New Jersey, hereinafter referred to as the "County" and/or "Employer" and Local 2327, United Auto Workers of America, 598-600 Shiloh Pike, Bridgeton, New Jersey 08302, hereinafter referred to as the "Union" has as its purpose harmonious relations between the Employer and the Union, the establishment of an equitable and peaceful procedure for the resolution of differences, and the establishment of rates of pay, hours of work and other terms and conditions of employment.

**ARTICLE 1**  
**RECOGNITION**

The Employer recognizes the Union as the designated representative for the purpose of collective negotiations according to law for all full-time and regularly scheduled or permanent part-time employees as per Attachment C (attached). Also, all new titles which are appropriate to this designated representation will be included under this contract as they are established by the Employer. Excluded are all other employees including casual or seasonal employees, managerial and/or supervisory employees and confidential employees.

**ARTICLE 2**  
**MANAGEMENT RIGHTS**

All of the authority, rights and responsibilities possessed by the County are retained by it. Management reserves all rights subject to specific limitations of this Agreement it had prior to this Agreement including, but not limited to, the right of the County to determine the standards of service to be offered by its employees; determine the standards of selection of employment; direct its employees; take disciplinary action for just cause; relieve its employees from duty because of lack of work or for any other legitimate reason; maintain the efficiency of its operations; determine the amount of overtime to be worked; determine the methods, means and personnel by which its operations are to be conducted; determine the content of work assignments; schedule the hours; take all necessary actions to carry out its mission in emergencies; and exercise complete control and discretion over its organization and the technology of performing its work.

**ARTICLE 3**  
**MAINTENANCE OF STANDARDS**

With respect to matters not covered by the Agreement, the County will not seek to diminish or impair during the term of this Agreement, any benefit or privilege provided by law, rule or regulation for employees without negotiations with the Union; provided, however, that this Agreement shall be construed consistent with the free exercise of rights reserved to the County by the Management Rights clause of this Agreement.

Employees shall retain all civil rights under the New Jersey State and Federal law.



## **ARTICLE 4**

### **EXISTING LAW/SEVERABILITY**

All rights, privileges, prerogatives, duties and obligations of parties contained in the N.J. State Constitution, Title 11A (Civil Service), of the Revised Statutes of N.J., in its present or amended form, shall be maintained during the life of this Agreement. If any provision of this Agreement is determined to be invalid by operation of law, or by a court or by any other legal tribunal of competent jurisdiction as to any or all employees, such provision shall be inoperative. All other provisions of this Agreement not declared inoperative shall continue in full force and effect.

**ARTICLE 5**  
**FULLY BARGAINED PROVISIONS**

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

**ARTICLE 6**  
**HEALTH AND SAFETY**

- A. The County shall endeavor to provide conditions of work which are both safe and healthy in conformity with all federal, state, and local laws. To that end, a Safety and Health Committee composed of three (3) representatives each from Management and the Union shall be created which shall meet bi-monthly for purposes of reviewing health and safety conditions and making recommendations for their improvement. Such committee shall be responsible for creation of subcommittees to deal with particular problems.
- B. If the County is aware of abnormally dangerous safety or health hazards not known to employees the employees involved shall be told of such hazards, the symptoms of possible exposure, necessary medical tests or treatment and what suggested precautionary steps, if any, should be taken. No employees are expected to perform work which exposes them to abnormally dangerous safety or health hazards. The County will provide any necessary material, clothing and equipment to do the job safely.
- C. Unit members employed as Juvenile Detention Officers, Public Works non-office personnel, Buildings and Grounds non-office staff and Cumberland Area Transit System mechanics will be permitted to purchase their own pair of safety work shoes and will be reimbursed from the County up to \$200 per year. If purchases exceed \$200, the employee is responsible for the difference in cost. The shoes must conform to the style and specifications for the employee's department; and must be approved by the respective department head in order to submit proof of purchase for reimbursement. Replacement of a non-approved safety shoe shall be the financial burden of the employee. The Employer reserves the right to immediately suspend any employee, without pay, for failure to acquire and/or wear an approved safety shoe within the timeframe specified by the respective department head. Environmental Health Specialists shall be entitled to a \$50.00 annual reimbursement for pants.

**ARTICLE 7**  
**BULLETIN BOARDS**

Bulletin boards will be made available by the Employer at permanent work locations for the use of the Union for the purpose of posting Union announcements. Political or derogatory material shall not be posted.

**ARTICLE 8**  
**NON-DISCRIMINATION**

The Employer and the Union agree that there shall be no discrimination or favoritism for reasons of sex, age, nationality, race, religion, marital status, political affiliation, Union membership or Union activities, and any other individuals protected by the Law Against Discrimination (LAD).

**ARTICLE 9**  
**NO-STRIKE PLEDGE**

- A. The Union covenants and agrees that during the term of this Agreement, neither the Union nor any person acting on its behalf will cause, authorize or support any strike (e.g. the concerted failure to report for duty, or willful absence of any employees from their positions, or stoppage of work or abstinence in whole or in part from the full, faithful and proper performance of the employee's duties of employment), work stoppage, walkout or other job action against the County. The Union agrees that such action would constitute a material breach of this Agreement.
  
- B. In the event of a strike, slowdown, walkout or other job action, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall be deemed grounds for termination of employment of such employee or employees, subject, however, to the application of the grievance procedure contained in Article 27.
  
- C. The Union will actively discourage and will take whatever affirmative steps are necessary to prevent or terminate any strike, work stoppage, slowdown, walkout or other job action against the County.

**ARTICLE 10**  
**UNION VISITATION**

Union representatives may visit County facilities for purposes of administering this Agreement, provided they sign in advance and contact the appropriate supervisor. There shall be no undue interference with work.

**ARTICLE 11**  
**LEAVE TO CONDUCT UNION BUSINESS**

Employee(s) appointed by the Union shall, upon written request from the Union, be permitted to receive a leave of absence without pay to perform union activities for a period not to exceed one year. While on such leave, employee(s) will continue to accrue seniority and receive PERS credit pursuant to Chapter 368, P.L. 2005 and Division of Pension regulations regarding leave for union service. The Union shall be responsible for the cost of the Employer's portion of the pension contributions during the leave of absence period. The Union shall also be responsible for the cost of the Employer's costs associated with the employee's health benefits coverage during the leave of absence period if said employee is enrolled in the County Health Benefits Plan. Such leave may be extended for additional time periods by agreement of the parties. No more than one (1) employee shall be granted such leave of absence at one time.



## ARTICLE 12

### OVERTIME

- A. Employees may be required to work in excess of the hours designated as the normal work week for their class title. Any employee who is authorized or required to work beyond forty (40) hours in a week for their class titles shall be compensated by cash at one and one-half times ( $1\frac{1}{2}$  x) the regular pay. Any employee who is authorized or required to work beyond thirty five (35) hours in a week for their class titles shall be compensated by cash at one and one-half times the regular pay. Instead of overtime, employees may elect to take compensatory time off at the rate of time and one-half ( $1\frac{1}{2}$ ) if specifically approved by the Department Head. The compensatory time must be taken within the calendar year of the accrual or else it will be paid in cash. The accumulation of compensatory time shall be consistent with County policy as may be amended from time to time.
- B. Holidays, personal, vacation, union business, and jury time shall be treated as time worked for purposes of calculating overtime.
- C. Part-time employees are those who work less than the standard full-time hours per week for that position. Part-time employees are considered to be "hourly" employees and are not entitled to overtime pay or compensatory time off for less than a full week's work. Compensation shall be at a straight time rate for all hours worked up to forty (40) hours and time and one-half ( $1\frac{1}{2}$ ) for all extra hours in any work week.
- D. Public Safety Telecommunication employees shall observe all holidays on the actual day.

- E. Part-time, as-needed (PTAN) CDL staff, when covering absent Cumberland Area Transit System (CATS) and/or Meals-on-Wheels Program members, shall be paid \$20.00 per hour.
- F. The Employer may utilize PTAN CDL staff within Roads & Bridges (Public Works) to help respond to declared County Emergencies. The PTAN rates of pay for Equipment Operator/Truck Driver and Laborer 1 titles shall be \$20.00 per hour.
- G. When agreed upon by the County and the unit member, unit members employed within the Cumberland County Health Department shall work an altered week schedule for the specific purpose of participation in Health Department community initiatives designed to better serve the needs of County residents, which may be offered in the evening and/or during weekend hours. Upon agreement of the County and the employee, altered week schedules shall also apply to unplanned and/or emergency resolution of networking and computer issues. Such altered weeks shall be part of the employee's regular work week hours and shall result in a change in the otherwise off-duty hours during the normal Monday to Friday pay period to accommodate the evening and/or weekend hours worked. The Department Head (Health Officer) shall notify unit members of pending altered-week scheduling at least seven (7) calendar days in advance. Shorter notice may be agreed upon by the employee and his/her supervisor. Planned public health training that occurs outside of the normal Monday through Friday pay period hours is subject to the altered work week scheduling.

## ARTICLE 13

### SHIFT DIFFERENTIAL/RECALL

- A. Employees who work the majority of their hours between 6:00 P.M. and 6:00 A.M. will receive a shift differential rate of at least thirty-five cents (\$0.35) per hour. Those who are receiving a greater differential will not be reduced.
- B. Employees called to work on nonscheduled shifts shall be paid for the actual time worked during the non-scheduled shift, including a paid one (1) hour grace period to allow the nonscheduled employees to report to work.
- C. Whenever an employee is called to return to work after having left the work premises, such employee shall be entitled to a minimum of four (4) hours' pay, regardless of the number of hours worked upon such return.
- D. On-Call Pay – Department of Public Works (Traffic Safety Division or Buildings and Grounds Division), Health Department and Information Technology Department employees that are assigned to on-call duty beyond the regularly scheduled work day shall be paid \$1.25 per hour. However, there will only be one employee assigned to each service area for on-call duty who shall be tasked with the responsibility to determine whether additional manpower should be called in to address off-hour situations On-call duty shall be rotated on an equal basis as determined by the supervisor.

**ARTICLE 14**  
**SHIFT AND SCHEDULE NOTIFICATION**

The County agrees that it will provide the union shop stewards and the union president with no less than 30-day advance notice of any permanent schedule, shift, or work assignment changes. Such changes shall not include those related to declared emergencies, acts of God, or other unforeseen events requiring such changes.

**ARTICLE 15**  
**WORKING OUT OF CLASSIFICATION**

Employees working full time out of classification for two (2) consecutive work days shall, commencing with the third (3<sup>rd</sup>) consecutive work day, be paid at the higher rate of pay of the two respective classifications if they are substantially performing the duties of the higher classification. For purposed of this Article, employees will be paid at their current step on the salary scale in the higher classification.

**ARTICLE 16**  
**PROMOTIONS**

In the event an employee's name is submitted for promotion following the budget process, he/she will be advised in writing whether he/she has been awarded the position. In the event that a promotional candidate is not successful, he/she shall be advised in writing of the reason for the denial within forty-five (45) days of the final issuance of the SP-1 form, attached hereto as Attachment A. Under promotional circumstances only, if the employee's current salary is above the top step on the salary guide of their current title, a calculation will be made to determine the amount their salary is above the top step of the salary guide in their current title. That amount will be applied to the top step of the salary guide of the title they are being promoted into and that becomes their promotional salary.

**ARTICLE 17**  
**HOLIDAYS**

New Year's Day

Labor Day

Martin Luther King Day

Columbus Day

General Election Day

Juneteenth

President's Day

Veterans Day

Good Friday

Thanksgiving Day

Memorial Day

Christmas Day

Independence Day

In addition to the aforementioned holidays, the County will grant a holiday when the Governor, as Chief Executive of the State of New Jersey, declares a holiday for State employees, providing adequate prior notice of such intent is received by the County to allow for an orderly arrangement of County affairs of business; or when the Board of Chosen Freeholders of the County of Cumberland declares a holiday for all County employees.

Holidays which fall within an employee's vacation period shall be celebrated as soon as possible following the vacation. Holidays which fall on a Saturday shall be celebrated on the preceding Friday, and holidays which fall on a Sunday shall be celebrated on the following Monday. Employees who work on a County holiday shall be paid double time and one-half (2<sup>1</sup>/<sub>2</sub>) the regular salary rate for holiday hours worked with no additional day off. No compensatory time will be allowed. In order to receive holiday pay, the employee must have worked the scheduled work day before the holiday and the scheduled work day after the holiday unless excused by illness supported by a doctor's written explanation or other justifiable cause.

An employee on an unpaid leave of absence for ten (10) or more working days shall have his/her holiday leave accrual adjusted to reflect the unpaid term.



**ARTICLE 18**  
**VACATIONS**

As of the effective date of this Agreement, full-time employees shall be entitled to vacation with pay as follows:

For employees with less than one full year of service, one (1) working day for each month of service. Employees hired on or after January 1, 2017 shall be entitled to a maximum of twenty (20) days or vacation in accordance with the schedule below. Vacation days must be accrued and will not be advanced.

After completion of 1 year and up to 5 years ..... 12 days

After completion of 5 years and up to 12 years ..... 15 days

After completion of 12 years and up to 20 years ..... 20 days

For employees hired before 1/1/17 after completion of 20 years.... 25 days

Except for permanent employees, employees cannot take vacation until after ninety (90) days of employment.

Where in any calendar year the vacation or any part thereof is not granted by pressure of work, such vacation period or parts thereof not granted shall accumulate and shall be granted during the next succeeding calendar year. Unused vacation time in excess of the current County policy must be approved for carry over by the Department Head and the Personnel Director.

Employees may take vacation time in hourly, half-day, or full-day increments with supervisory approval. Employees shall sign up for vacation time for the calendar year by the end of January. If there is a conflict in a particular work area, the senior employee shall have preference. After the end of the sign-up period, vacations shall be granted on a first-come basis, provided work requirements shall be met.

An employee on an unpaid leave of absence for ten (10) or more working days shall have his/her vacation leave accrual adjusted to reflect the unpaid term.

Unit members leaving County employment who have already exceeded their use of their allotted and prorated vacation leave shall have the compensation for same deducted on a prorated basis from their last employment checks, provided, however, that this shall not apply to retirees.

**ARTICLE 19**  
**SICK LEAVE**

Sick leave may be utilized by all employees when they are unable to perform their work by reason of personal illness, accident or exposure to contagious disease, or to care for an ill immediate family member.

A. The County shall grant paid sick leave benefits as immediately follows:

1. During the remainder of the calendar year in which an employee is first appointed, he/she shall earn paid sick leave benefits on the basis of 1 1/4 days per month of service. Sick leave days shall not be advanced during the first year of employment. Non-utilized earned benefits shall accrue to the next calendar year.

2. In each full calendar year of employment thereafter, an employee shall be granted fifteen (15) paid days sick leave. The full complement of such paid leave is advanced at the beginning of the year, in anticipation of continued employment for the full year and may be used by the employee in accordance with established County policy. All non-utilized paid sick day benefits shall accumulate day-for-day to the next calendar year of employment.

3. Part-time employees shall receive paid sick leave on a pro-rata basis in proportion to the amount of time worked.

B. In all cases of illness, whether of short or long term, the employee is required to notify his supervisor of the reason for the absence at the earliest possible time, but in no event less than his usual possible reporting time, or other time as required, or necessitated by the circumstances. Failure to provide notification may be cause for denial of the use of sick leave for that absence and may constitute cause for disciplinary action.

C. An employee who shall be placed on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness at the time of his/her return from such illness. Such medical certification shall indicate whether the employee may return to duty with or without restrictions. If applicable, the medical certification shall define duties which are restricted and the length of time such restrictions shall exist.

D. Absence without notice for five (5) consecutive days shall constitute a resignation not in good standing.

E. Employees may take paid sick leave in a minimum of one (1) hour increments with supervisory approval.

F. In accordance with N.J. Civil Service, unit members beyond one (1) year of service are issued paid sick leave days each January in anticipation that those members will provide the County with twelve (12) months of continuous service while in paid status; therefore, a UAW member on an unpaid leave of absence for ten (10) or more working days shall have his/her sick leave accrual adjusted to reflect the unpaid term.

G. Unit members leaving County employment who have already exceeded the use of their allotted and prorated sick leave shall have the compensation for same deducted on a prorated basis for their last employment checks, provided, however that this shall not apply to retirees.

H. Nothing herein shall restrict management's right to require acceptable medical evidence substantiating the need for taking sick leave from an employee that is suspected of abusing sick leave.

## **ARTICLE 20**

### **DISABILITY LEAVE: OCCUPATIONAL INJURY**

When an employee is incapacitated and unable to work because of any occupational injury or disease, as evidenced by certificate of a County-designated physician or other doctor acceptable to the County, he shall be granted in addition his annual sick leave with pay or any accumulations thereof, leave of absence with pay for a period of thirty (30) days or so much thereof as may be required, as evidenced by certificate of the County-designated or accepted physician, but not longer than a period of which worker's compensation payments are allowed.

If at the end of such thirty (30) day period the employee is unable to return to his respective employment, a certificate from the County-designated or accepted physician shall be presented, certifying to this fact, and the employee may elect, if he or she so desires, to use all or any part of the sick leave and vacation accumulated. In the absence of such election only worker's compensation payments will be paid to the employee after the disability leave period and accumulated sick leave shall not be affected in any manner.

During the thirty (30) day disability leave period in which the full salary or wages of any employee is paid by the County of Cumberland, any compensation payments made to or received by or on behalf of such employee shall be deducted from the amount carried on the payroll for such employee or shall be assigned to the County of Cumberland by the insurance carrier or the Employee.

Whenever the County-designated or accepted physician shall report in writing that the Employee is fit to resume his or her duties, such employee shall forthwith report for duty.

Furthermore, if an employee, during the period of his disability is fit to perform "other" light duties, the County may, at its discretion, allow or require such employee to perform these

light duties. The employee's ability to perform such light duties shall be determined by a County-designated physician or other physician acceptable to the County.

Any employee on injury leave, resulting from injury while on duty, shall continue to accrue sick leave credits while their name remains on the payroll.

**ARTICLE 21**  
**LEAVE OF ABSENCE**

A. General

Leaves of absence, except as otherwise expressly provided herein, are to be administered according to the provisions of the New Jersey Administrative Code, Title 4A, Civil Service Commission.

B. Personal Leave

1. All employees covered in the contract shall be granted an annual allowance of four (4) personal leave days with pay, except that newly hired employees shall earn personal leave days at the rate of one (1) day for each three (3) months of service in the first calendar year of employment.

2. Personal leave days shall not accumulate. At the conclusion of the calendar year, unutilized personal days shall be converted into sick days, effective January 1 of the following year.

Utilization of personal days requires that the employee must notify his/her supervisor at least forty-eight (48) hours in advance thereof. Such personal day will be granted if there is no undue burden upon work requirements. The County will make every reasonable effort to grant employees the days off requested.

3. Priority in granting such request for personal leave:

- a. Emergencies
- b. Observation of religious or other days of celebration
- c. Employee personal business

4. Personal leave may be taken in conjunction with other types of paid leave.

5. Employees may be granted the use of paid personal leave in one-hour, half-day, or full-day increments with supervisory approval.
6. Employees on an unpaid leave of absence for ten (10) or more working days shall have his/her paid personal leave accrual adjusted to reflect the unpaid term when applicable.
7. A unit member leaving employment with the County who has exceeded the use of paid personal leave days shall have the compensation for same deducted on a prorated basis from his/her last employment check, provided, however, that this shall not apply to retirees.

C. Funeral Leave

All full-time employees shall be granted a leave of absence not exceeding three (3) working days from the date of death to the day of the funeral because of death of a member of their immediate family; and where the funeral services take place out of state, the leave of absence shall not exceed four (4) working days. Where the body of the deceased is transported into the State of New Jersey, the three (3) days shall be interpreted to mean working days; the three (3) days shall be computed from the time the body of the deceased arrives in New Jersey. Immediate family is defined as father, mother, son, daughter, husband, wife, grandmother, grandfather, brother, sister, mother-in-law and father-in-law, step-mother, step-father, step-son, step-daughter and members of the family living in the same household with the employee. Proof of death may be required.

D. Leave for Attendance at Local 2327, UAW Convention and Other Union Business

1. The Union shall provide compensation to employees missing work to attend UAW convention.



2. The County shall allocate forty-five (45) paid union leave days to the Union for employees performing Union duties. Unused leave days shall not be cumulative and cannot be transferred in whole or part of the next succeeding year.

3. Written notice from the Union of the authorization to utilize such leave time shall be given to the Employer at least ten (10) days in advance.

E. Military Service

1. An employee who is a member of the National Guard or Reserves of the Military or Naval Forces of the United States who is required to undergo field training shall be granted a leave of absence with pay for the period of such tour of duty. This leave shall be in addition to the annual vacation leave, provided the employee presents the official notice from his commanding officer prior to the effective date of such leave. Such leave of absence shall not exceed two (2) weeks.

2. Permanent employees shall be granted a leave of absence without pay for the purpose of entering upon active duty with the Armed Forces of the United States.

F. FMLA & NJFLA

Employees shall be eligible for all leaves granted under the Family Medical Leave Act and the New Jersey Family Leave Act. Employees are required to comply with the procedures set forth in the law and in County policy. All leaves granted under these laws shall run concurrent with any leaves granted under this agreement where applicable.

#### G. Miscellaneous

Any employee shall be given time off without loss of pay when:

1. Performing jury duty;
2. Commanded to appear as a witness and not a party before a Court, Legislative Committee, or Judicial or Quasi-Judicial Body, other than that in connection with the performance of his duty as employee;
3. Performing emergency civilian duty in relation to National Defense or other emergency when so ordered by the Governor or the President, for a period not to exceed two (2) weeks.

#### H. Returning From Leaves

Employees returning from authorized leaves of absence as set forth herein will be restored to their original classification at the then appropriate rate of pay, with no loss of seniority, or other rights, privileges or benefits of employees.

**ARTICLE 22**  
**HEALTH INSURANCE BENEFITS**

- A. The County shall provide health insurance coverage to employees in accordance with group health plan coverages in the following categories: medical/hospitalization, prescription drugs, dental, and optical. All health plan coverage and costs are subject to statutory and regulatory provisions and may be subject to modification as may be required by law, for which changes the County may not be held responsible.
  
- B. As of January 1, 2017, the County is offering this unit the OMNIA Two-Tier plan as the base plan for health insurance. If an employee chooses a plan that has cost for premium and Chapt. 78 in excess of the OMNIA plan, that employee shall be responsible for all costs in excess of the OMNIA plan. The employee shall be responsible to contribute the costs of the premium increase between the base year and the premium increase for each subsequent year. All employees enrolling in health benefits shall make contributions under the schedule contained in Chapt. 78. Should contributions under Chapter 78 expire, employees will be required to make the same percentage contribution last required under Chapter 78 until a successor contract is negotiated, except as established and required by law. The OMNIA plan and all other plans shall have an emergency room deductible of \$100, unless the patient is admitted to the hospital. In that case, the \$150.00 deductible for in-patient hospital admission shall apply.
  
- C. The County shall have the right to substitute a different insurance carrier or plan to implement a self-insured health benefits plan that provides eligible employees and eligible family members with benefits that are equivalent to or better than the benefits provided under the OMNIA plan.
  
- D. In the event that the County seeks to make any subsequent changes in the delivery of health care benefits during the remainder of this Agreement, the County agrees to provide the Union with thirty (30) days of notice before any such change is to take place, in order to permit the Union

and the County to meet and discuss the proposed change and the effect of such change on bargaining unit employees. Any unresolved disputes regarding whether the benefits and coverage of any proposed plan are substantially similar to the current shall be subject to arbitration as set forth in Article 8 (Grievance Procedure) of this contract.

- E. If OMNIA coverage ceases to exist for any reason, this Agreement shall be reopened within thirty days of notice by the insurance company that the plan will be terminated.
- F. Prescription: Prescription plan co-pay shall be \$10.00 for generic prescriptions and \$25.00 for name brand prescriptions (Above co-pay will be applicable to each mail order prescription). A third tier (formulary plan) is added and shall have a \$50.00 co-pay. The stated co-pay shall cover up to a thirty (30) day supply of the prescription; however, where the mail order prescription plan is utilized, the stated co-pay shall cover up to a ninety (90) day supply of the prescription.
- G. Dental: The County dental plan level shall be 50/50 of covered benefit limits, with an employee contribution governed by the schedule contained in Chapter 78.
- H. Optical: The County shall continue optical coverage equivalent to or better than the current plan with an employee contribution governed by the schedule contained in Chapter 78.

I. Retiree Benefits

1. Definitions for Retirement Purposes:

- Employee: Means a person on the County payroll, whether a hiree, elected official or appointee, who at the time of retirement is eligible and/or enrolled in the County's Health Benefits Plan and meets the criteria for retiree benefits.
- Spouse: Means a person lawfully married to or in a civil union with an eligible employee on the date the employee retires and who continues to be married to the employee.
- Veteran: Means a person who has served at least one year of active service in the military of the United States and holds other than a dishonorable discharge from that service.
- Federal Medicare: Means the coverage provided under Title XVIII of the Social Security Act as amended.

2. Retiree Health Benefits:

- Cumberland County shall provide certain health benefits insurance to eligible retired employees and to their eligible spouses or civil union partners on a cost share basis and shall afford to other retired County employees, and their eligible spouses or civil union partners, and to the spouse/civil union partner of an eligible deceased retired employee, who meet the qualifications, opportunity to purchase the health benefits for themselves at full group rates plus an administrative charge. In no case is a child dependent of a retiree eligible to receive retiree benefits.
- Eligible retirees will receive health benefits at the level and in accordance with those provided to current employees unless otherwise required by written agreement or contract.

- Eligibility for Retired Employees and Dependents:

This Plan requires that covered persons who are eligible for Medicare (Retirees), based on individual, spousal, or former spousal eligibility, regardless of premium requirement, must be enrolled under the Medicare program for Part A/Medicare Hospital Insurance and Part B/Medicare Medical Insurance in order to be a participant under this Plan. This Plan will not pay for benefits that would have been paid by Medicare.

Participants are required to enroll in Medicare Part A & Part B by the first day of the calendar month following 30 calendar days of the qualifying event if eligible for enrollment during the Medicare Special Enrollment period, or during the next available Medicare Open Enrollment period (January 1<sup>st</sup> through March 31<sup>st</sup> of each year to be effective by the following July 1<sup>st</sup>) following the qualifying event.

Any prescription drug benefits that may be provided through the Plan are equal to or better than the benefits provided by the standard Medicare Part D plan. In that case, most Medicare eligible participants and/or their Medicare eligible dependents need not enroll in Medicare Part D prescription drug coverage.

A Retired Employee must follow the same rules for enrollment in the Plan as Active Employees. It is the Retired Employee's responsibility to notify the Plan of any changes. If family members cease to be eligible, claims will not be paid. The actual change in coverage will not take place until the Retired Employee has formally requested the change in writing. A Retired Employee may change plans during open enrollment or during a rate change period.

3. Twenty Percent (20%) Cost Share Plan. Eligible retired employees who elect to participate in this plan will receive medical and prescription drug coverage equal to that provided to current eligible employees. To be eligible for the 20% Cost Share Plan, the employee must:

- Retire from active employment with Cumberland County under the NJ State Pension Program; and
- Be eligible and/or enrolled in the County's Health Benefits Plan; and
- Have at least 25 years of continuous or 35 years of non-continuous employment service with Cumberland County if a non-veteran, or at least 20 years of continuous or 30 years of non-continuous employment service with Cumberland County if a veteran.

Eligible retirees will receive Health Benefits at the level and in accordance with those provided to current employees unless otherwise required by written agreement or Union contract.

The following retired employees shall be excluded from eligibility even though they would otherwise qualify:

- Retirees who are covered under another group program covering the retiree or his/her spouse or civil union partner until such time as the retiree shall lose such coverage because of a qualifying event (loss of employment resulting in loss of coverage; death of spouse, divorce, etc.) providing the retiree notifies the County of such event in writing within 30 calendar days of the event.
  - All coverage under this plan shall terminate upon the death of the retired employee.
  - The spouse or civil union partner of a deceased eligible retiree who has maintained coverage under this plan shall have the right to continue his/her health coverage under the full pay plan provided he or she elects that coverage within 30 days after the death of the retiree.
  - If a retiree qualifies for retiree coverage, and they are covered by another plan due to enrollment within a spousal or civil union situation outside of County benefits, the retiree must complete the "Retiree Deferred Benefits" form within 30 calendar days of their retirement date. When and if a situation occurs whereas coverage is lost through a qualifying life event, the retiree must inform Cumberland County Human Resources Department within 30 calendar days of the event to enroll into the County Plan.
4. One Hundred Percent (100%) Cost Share Plan:  
 The following retirees/spouse/civil union partner are eligible to enroll:
- Employees who retire from active employment with Cumberland County under the State Pension Program, are eligible and/or enrolled in the County's Health Benefits Plan and have at least ten (10) years of Cumberland County service.
  - The spouse of a deceased retired employee covered under the 20% Cost Share plan or full Cost Share plan at the time of the retiree's death.
  - The cost of the plan shall be a sum equal to the full cost of the plan plus 2% to cover administration of the plan.
  - Eligible retired employees will receive health benefits at the level and in accordance with those provided to current employees unless otherwise required by written agreement or Union contract.
5. Miscellaneous Retired Employee Information:
- Employees who are eligible for retiree health benefits shall have 30 calendar days after the date of retirement from the County employment to elect coverage.
  - Eligible retired employees will receive health benefits at the level and in accordance with those provided to current employees unless otherwise required by written agreement or Union contract.
  - If the retired employee fails to make the cost share premium payment when due, the coverage shall be terminated within 30 days from date of notice. Once terminated, through lack of premium payment, the retired employee shall not be eligible for reinstatement of coverage.
  - The Department of Human Resources or their designee shall administer Open Enrollment periods each year. During this period, changes in enrollment, changes in plans, changes in dependent coverage, waiver of coverage, etc. may be made. Applicable regulations regarding life qualifying events also apply.

J. Life Insurance

The Employer shall provide full-time employees with life insurance coverage. The County Group Life Insurance Policy death benefit shall be in the amount of \$7,500.00. When an authorized Leave of Absence without pay due to illness or other emergency, leave is granted, life insurance shall be continued for the first thirty (30) days of said leave.

K. Employee Liability

The Employer shall hold employee harmless from any loss, claim or liability to any third person or persons for bodily injury or property damage arising out of an act of negligence or negligent failure to act by any employee within the scope of an in the course of his employment to the extent insurable under the provisions of Comprehensive General Liability policy approved by the State of New Jersey and available for purchase. Said coverage shall include the undertaking of the defense of any such-claim against the employee.

L. Part-Time Employees: Employees hired after January 1, 2017 must work at least 30 hours per week to be eligible for health benefits. Employees hired before January 1, 2017 who work 20 hours or more per week and who currently receive health benefits as allowed in prior contracts shall continue to receive health benefits.

M. A description of the plan benefits is attached hereto as Attachment B.

N. Employees shall continue to contribute toward their prescription benefits in accordance with the schedule contained in Chapter 78.

O. When an employee has dependent(s) covered under the County Health Benefits Plan and such dependent(s) subsequently become ineligible to participate in the County Health Benefits Plan due to age, death, divorce, (or) otherwise, the employee shall, within thirty (30) days of the event triggering the dependent's ineligibility, notify the County Department of Personnel & Human Resources of the change in coverage. If the Employee fails to give said notification, the employee may be required to

reimburse the County for expenditures made relating to the insurance coverage of said dependent(s) during the period of ineligibility. Moreover, the employee's failure to provide timely notice is grounds for discipline.



**ARTICLE 23**  
**LIFE INSURANCE**

The Employer shall provide full-time employees with life insurance coverage. The County Employee Group Life Insurance Policy death benefit shall be in the amount of \$7,500.00.

When an authorized leave of absence without pay due to illness or other emergency leave is granted, life insurance shall be continued for the first thirty (30) days of said leave.

When an employee is injured on the job, life insurance benefits may be continued by the County at its discretion for a period not to exceed one (1) year from the date of injury, provided said injury is recognized as eligible for worker's compensation.

**ARTICLE 24**  
**CREDITS FOR EMPLOYEES**

A. The Employer agrees to relieve the employee's expense of a physical examination when it is required by the Employer.

B. Effective January 1, 2013, mileage allowance for authorized use of personal automobiles will be at the rate of forty-two cents (\$0.42) per mile.

C. It is agreed that the Employer will pay to all Road Department employees covered by this Agreement, a sum of \$12.00 for each mealtime the employee would normally experience while he/she was performing emergency work, such as removing the ice and/or snow after his/her normal workday ended.

D. Public Health Nurses shall receive the sum of \$35.00 per year as a coat allowance. Said allowance shall be paid on or about December 15 of each year to employees whose names appear as being currently employed.

**ARTICLE 25**  
**RETIREMENT**

A permanent employee who enters retirement and has to his/her credit any earned and unused accumulated sick leave shall be entitled to receive fifty percent (50%) of his/her accumulated sick time as supplemental pay, said payment not to exceed \$9,000.00. This payment shall be paid in a lump sum after the effective date of retirement, or at a mutually agreed time within reason between the retired employee and the Employer.

## **ARTICLE 26**

### **SENIORITY**

A. Seniority once an employee becomes a permanent employee is defined as an employee's total length of continuous service with the Employer, beginning with their original date of hire, provided that such service was not interrupted except by authorized leave of absence and except as modified by the N.J. Civil Service Commission (Formerly N.J. Department of Personnel). Employees promoted to positions outside this Agreement shall maintain their seniority in prior position for a period of one (1) year.

B. If a question arises concerning two (2) or more employees who were hired on the same date, preference shall be given in accordance with N.J. Civil Service Commission Rules and Regulations or in alphabetical order, whichever is applicable.

**ARTICLE 27**  
**GRIEVANCE PROCEDURE**

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, equitable solutions to the problems which arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Administration and having the grievance adjusted without the intervention of the Union.
3. There shall be no meeting of management which results in disciplinary action unless the employee has been given the right to have a Union representative present with him.

B. Definition

The term "Grievance" means any complaint, dispute or controversy concerning the interpretation, application or operation of this Agreement. Only one (1) subject matter can be conferred in any one (1) grievance, and the article number must be specified on the Grievance Form.

Where the grievance involves an alleged violation or rights and privileges specified in Civil Service law and rules for which there is a specific appeal to Civil Service, this matter shall be presented to Civil Service directly.

The Employer and the Union agree that, in conjunction with the Grievance Procedure, each will give reasonable consideration to request of the other party for meetings to discuss grievance pending at any step of the grievance procedure.

Any grievance, dispute or complaint that might arise between the parties shall be settled as set forth in the following.

C. Employee Grievances

1. Step 1. The grievance shall be taken up with the employee's Administrative Supervisor, in writing, within five (5) working days of the occurrence or within five (5) working days after he/she would reasonably be expected to know of its occurrence. Failure to act within said five (5) days shall be deemed to constitute an abandonment of the grievance. Upon proper presentation of a grievance, the Supervisor shall then attempt to adjust the matter and shall respond within five (5) working days.

2.

Step 2. If the grievance has not been settled, it shall be presented in writing by the Union and the employee to the Department Head within five (5) working days following the determination of Step 1. The Department Head shall meet with the Union and/or employee and respond in writing within five (5) working days after the receipt of the grievance.

3. Step 3. If the grievance remains unadjusted, it shall be presented by the Union and the employee to the Personnel Director in writing within five (5) working days after the response from the Department Head is due. A hearing may be requested before the Personnel Director.

The Personnel Director will render his/her decision within fifteen (15) working days.

The Union shall have thirty (30) days after this period to submit the grievance to the Public Employment Relations Commission (PERC) to be handled in accordance with rules and regulations. The decision of the Arbitrator shall be final and binding upon both parties. The Arbitrator shall have no authority to render an award which goes beyond the

provisions of this Agreement. The fees and expenses for the Arbitrator shall be shared equally between the parties.

Should employees elect to proceed under this Article, they shall not have the right then to proceed on the same grievance within the Civil Service Rules and Regulations. If the employee proceeds under the Civil Service Rules and Regulations he/she shall have no rights under this Article.

#### D. Employer Grievances

If the Employer has a grievance against the Union, it shall present its grievance to the Union in writing within five (5) working days of the occurrence or within five (5) working days after it would reasonably be expected to know of the occurrence. Failure to act within the said five (5) days shall be deemed to constitute an abandonment of the grievance.

The Union shall respond to the Employer within five (5) working days. If the grievance remains unadjusted, it shall be presented at a meeting of the Employer's representatives and representatives of the Union.

The Union shall render its decision within ten (10) working days.

The Employer shall have thirty (30) days after this period to submit the grievance to the Public Employment Relations Commission (PERC). The decision of the Arbitrator shall be final and binding upon both parties. The Arbitrator shall have no authority to render and award which goes beyond the provisions of this Agreement. The fees and expenses for the Arbitrator shall be shared equally by the parties.

**ARTICLE 28**  
**STEWARDS**

It is agreed that there shall be Stewards representing the following departments and/or areas as follows:

- CATS (1);
- Clerical (2);
- Court House (2);
- Emergency Services/911 (2);
- Engineering/Planning (1);
- Jail (1);
- Library (1);
- Maintenance (2);
- Office on Aging (1);
- Public Health (1);
- Road Department (3).

Stewards in administering the collective bargaining agreement shall conduct their business wherever possible on non-working time. When it is necessary to do it on working time, interference with work shall be kept to an absolute minimum. Stewards shall notify and get approval from their supervisors prior to leaving their work and such approval shall not be unreasonably withheld. Stewards shall be allowed up to two (2) hours off per month with pay nine (9) times per year, if scheduled to work in order to attend meetings which may be scheduled when they are normally working. Stewards shall notify their supervisors of this need at least ten (10) days in advance.



## ARTICLE 29

### CHECKOFF

A. The County agrees to grant rights to dues deductions to the Union and will deduct membership dues from the pay of those employees who individually and voluntarily request in writing that such deductions be made, in amount as determined by the Union. For each employee who signs such an authorization card, the check-off shall commence in the pay period following the filing of the authorization card with the Authority. The Authority shall remit to the Union once a month, the monies collected for this purpose.

B. Employees who have authorized the payroll deduction may revoke such authorization by providing written notice to the Authority, as prescribed by N.J.S.A. 52:14-15.9e, during the ten days following each anniversary date of their employment. Within five days of receipt of such notice, the Authority shall provide notice to the Union of such revocation.

C. The Union agrees to indemnify and save the County harmless from any suit or liability arising because of action taken or not taken by County pursuant to this Article.

D. During the life of this Agreement, the County agrees to deduct from the pay of each employee voluntary contributions to UAW V-CAP, provided that each such employee executes

or has executed the following "Authorization for Assignment and Check-Off of Contributions to UAW V-CAP" form; provided further, however, that the County will continue to deduct the voluntary contributions to UAW V-CAP from the pay of each employee for whom it has on file and revoked "Authorization for Assignment and Check-Off of Contributions to UAW V-CAP" form.

Deductions shall be made only in accordance with the provisions of and in the amounts designated in said "Authorization for Assignment and Check-Off of Contributions to UAW V-CAP" form, together with the provisions of this section of the Agreement.

A properly executed copy of the "Authorization for Assignment and Check-Off of Contributions to UAW V-CAP" form for each employee for whom voluntary contributions to UAW V-CAP are to be deducted hereunder, shall be delivered to the County before any such deductions are made, except as to employees whose authorizations have heretofore been delivered. Deductions shall be made thereafter, only under the applicable "Authorization for Assignment and Check-Off of Contributions to UAW V-CAP" forms, which have been properly executed and are in effect.

Deductions shall be made, pursuant to the forms received by the County from the employee's first union dues period in the first month following receipt of the check-off authorization card and shall continue until the check-off authorization is revoked in writing. The County agrees to remit said deductions promptly to UAW V-CAP, in care of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW).

The County further agrees to furnish UAW V-CAP with the names, addresses, Social Security numbers, and dates of last Authorization of those employees for whom deductions have been made. The County further agrees to furnish UAW V-CAP with a monthly and year-to-date

report of each such employee's deductions. This information shall be furnished along with each remittance on a floppy disk or magnetic tape, in ACSII or some other common format conveniently available to the County's accounting systems.

**ARTICLE 30**  
**MISCELLANEOUS**

1. Perspective applicants referred by the Union for job openings will be considered on an equal basis with other applicants.
2. Job vacancies shall be posted in accordance with Civil Service Rules and Regulations. If all qualifications are otherwise equal, then determining factor in filling a job posting shall be employee seniority.
3. Effective upon the signing of the Collective Negotiations Agreement, the Employer agrees that in the event it determines that a reductions in the work force or involuntary transfers of bargaining unit employees should be implemented, it will provide the Union with advance notice before any such proposed changes are scheduled to take effect, and that the Employer will meet with the Union to discuss the proposed change(s), alternatives to the proposed change(s), and minimizing the effect on senior employees and to discuss the effects of such change(s) on bargaining unit employees.
4. If it is necessary to subcontract work the Union shall be notified in advance of the subcontract which would result in layoffs in order to discuss the reasons for subcontracting.
5. The Union shall be notified of employees who are discharged.
6. Employees who are promoted from positions within the bargaining unit to positions outside the bargaining unit shall retain their seniority rights for a period of one (1) year.
7. The County agrees to reimburse any employee for school tuitions costs incurred by the employee within the unit on the following basis:
  - a. The course must be taken at a school approved by the County before tuition costs are incurred; The course must be directly related to the employee's present work duties;

b. The employee must submit an application for tuition reimbursement at least three (3) weeks prior to the start of the course. Applications shall be submitted to the Personnel Director, County of Cumberland for approval. The County will forward to the UAW office copies of all approved tuition applications.

c. The County will reimburse the employee after successfully completing the approved course with a "B" or higher grade. Proof of a "B" or higher grade and tuition charge are required.

d. In no event shall the County pay tuition reimbursement costs in excess of a sum equal to one-half of one percent of the total annual payroll for any calendar year under this Agreement.

8. Unit members employed as Public Safety Telecommunicators (PST's) within the Department of Emergency Services and Public Protection shall have their paid time leave days converted into hours in the amount as specified under Holidays, Personal Leave, Funeral Leave, Vacation and Sick Leave as provided under this Agreement (i.e. Sick Leave 15 days = 120 hours). PST's shall work revolving two-week schedules consisting of four (4) 12-hour shifts one week, followed by three (3) 12-hour shifts the following week.

9. Pay day shall be every other Friday. This provision will be implemented when uniformity is achieved among the County's negotiated agreements.

## ARTICLE 31

### SALARIES AND WAGES

1. Salary guide as provided for in Attachment C.
2. The salary guide for the year 2020 (contained in the expired Collective Negotiations Agreement) shall remain in full force and effect in 2021. The guide attached as Attachment C shall take effect on January 1, 2022.
3. All members who are actively employed at the time the Memorandum of Agreement was ratified by the parties shall receive a one-time non-base incentive of \$1000 (with applicable deductions) in 2021 which shall be paid within 30 days of the execution of the final Collective Negotiations Agreement.
4. Those employees who are “off-guide” shall receive increases of 2% ('21), 2.25% ('22), 2.25% ('23), 2.5% ('24) and 2.5% ('25).
5. All step movement shall occur on January 1<sup>st</sup> of each calendar year of the contractual term. After January 1, 2021, all newly hired employees shall receive step increases in accordance with the following: Any employee hired on or before June 30<sup>th</sup> of each year shall receive their step increase on January 1<sup>st</sup> of the following year. Any employee hired on or after July 1<sup>st</sup> of each year shall not receive their step increase until January 1<sup>st</sup> of the year following the completion of their first complete twelve (12) month employment period. Thereafter, these employees shall receive their step increase on January 1<sup>st</sup> each year.
6. A UAW member's hourly rate shall be determined by dividing the member's annual salary by the scheduled number of hours to be worked in the particular year of this Agreement. Step advancement beyond the term of the contract shall conform to the applicable law, including but not limited to case law.

## **ARTICLE 32**

### **DURATION**

This Agreement shall be effective as of January 1, 2021 and continue until and through the 31<sup>st</sup> day of December, 2025.


This Agreement shall automatically renew itself on a year-to-year basis after the initial five year term, unless either party gives as least sixty (60) days' notice to terminate or modify this Agreement, and it shall remain in full force and effect during all period of negotiation and until the Agreement is formally agreed to.

Agreements applicable to Health Department employees shall be separately appended to the parties' Agreement unless available for integration within the Agreement.


The parties shall mutually cooperate in the drafting of their Agreement and in obligations of notification required to governmental agencies arising under the EERA and other regulatory requirements. The Union shall have the right to publish true copies of the Agreement for dissemination as it sees fit and to hold out such copies as being the Agreement of the parties; however, the originally executed copies of the Agreement maintained by the parties shall comprise, as replicated, the official copies of the Agreement for legal purposes.

This Agreement between the County of Cumberland, New Jersey and Local 2327 United Auto Workers of America, has been executed this 21 day of September, 2017.

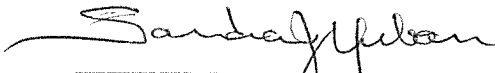
FOR THE COUNTY OF CUMBERLAND:

  
\_\_\_\_\_  
Joseph Derella, Commission Director

  
\_\_\_\_\_  
Kim Wood, County Administrator

  
\_\_\_\_\_  
Paige Desiere, HR/Personnel Director

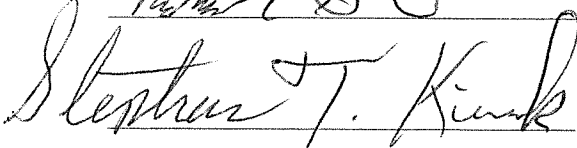
FOR THE UNITED AUTO WORKERS OF AMERICA, LOCAL 2327:

  
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Sandra Urban, President

  
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**ATTACHMENT A**

Cumberland County Personnel Action Request (SP-1)

(Attach request justification to separate page)

Dept \_\_\_\_\_ Dept Head Signature \_\_\_\_\_ Date \_\_\_\_\_

Check Box Indicating Action Sought:

- Check boxes for New Position, Salary Change, Department Transfer, Refill Vacancy, Title Change, Change in Hours per Week.

Complete All Appropriate Blanks:

Employee Name \_\_\_\_\_ Requested Effective Date \_\_\_\_\_

Current Title \_\_\_\_\_ Proposed Title \_\_\_\_\_

Current Salary \_\_\_\_\_ Proposed Salary \_\_\_\_\_ Requested Effective Date \_\_\_\_\_

Current Hours Per Week \_\_\_\_\_ Proposed Hours Per Week \_\_\_\_\_

Employee Being Succeeded \_\_\_\_\_ Termination Date \_\_\_\_\_

Transfer to Department \_\_\_\_\_ Transfer from Department \_\_\_\_\_

Driving required for county business? Yes No Typing examination required? Yes No

Appointed from a civil service list? Yes No

Check Appointment Type:

- Check boxes for Appointed, Elected, Permanent, Interim, Provisional, Temporary.

Check Appropriate Union Affiliation:

- Check boxes for various union affiliations: Non-union, ASAP, CWA (1036 Prosecutor), CWA (1036M), FOP (194), PBA (203), PBA (231), PBA (299), PBA (299S SOA), PBA (396), PBA (396S), UAW (Library), UAW (Health), UAW (OET), UAW (Wall to Wall), UPSEU (Prosecutor).

Approval Signatures: (Note: There are 3 Civil Service Appointing Authorities: the County, Sheriff and Library)

Appointing Authority: \_\_\_\_\_ Approved Not Approved Date: \_\_\_\_\_

Budget Account Number: \_\_\_\_\_

Chief Financial Officer: \_\_\_\_\_ Approved Not Approved Date: \_\_\_\_\_

Freeholder Liaison: \_\_\_\_\_ Approved Not Approved Date: \_\_\_\_\_

County Administrator: \_\_\_\_\_ Approved Not Approved Date: \_\_\_\_\_

Freeholder Director: \_\_\_\_\_ Approved Not Approved Date: \_\_\_\_\_

For Personnel Use Only:

Date SP-1 Received: \_\_\_\_\_ Date SP-1 Logged In: \_\_\_\_\_

Date SP-1 Returned With Signatures \_\_\_\_\_

**ATTACHMENT B**

Benefit Period	PASELWORKB		PNSLWORKB		OIEJWSLWORKB		PNSLWORKB (includes Direct Access)		PNSLWORKB (includes Direct Access)		TNSLWORKB (includes Direct Access)	
	Calendar Year	Coverage Year	Calendar Year	Coverage Year	Calendar Year	Coverage Year	Calendar Year	Coverage Year	Calendar Year	Coverage Year	Calendar Year	Coverage Year
Benefit Period	None	\$100	None	\$300	None	\$500	None	\$100	None	\$150	None	\$500
	Individual		Individual		Individual		Individual		Individual		Individual	
Family	None		None		None		None		None		None	
	100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay	
	100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay	
	100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay	
Contraception												
Individual												
Family												
Benefit Period Maximum	None		Unlimited		Unlimited		Unlimited		Unlimited		Unlimited	
	Unlimited		Unlimited		Unlimited		Unlimited		Unlimited		Unlimited	
	Unlimited		Unlimited		Unlimited		Unlimited		Unlimited		Unlimited	
	Unlimited		Unlimited		Unlimited		Unlimited		Unlimited		Unlimited	
Benefit Period Selection												
Benefit Office (Mds)												
Primary Care Office Visit	100% after \$20 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay	
	100% after \$20 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay	
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	100% after \$20 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay		100% after \$10 copay	
Specialty Office Visit												
Maternity Visits	100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay	
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Allegry Testing and Treatment												
Preventive Care	100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay	
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	100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay	
	100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay		100% after \$20 copay	

Includes: (benefit periods) Limited 4 egg retinal per lifetime

Benefit	IN-NETWORK		OUT-OF-NETWORK		Tier 1 (Includes Blue and Network)		Tier 2 (Includes Blue and Network)	
	80% Limit 60 days per benefit period 90% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)	100% after \$15 copay 100% after \$15 copay 100% after \$15 copay	100% after \$15 copay 100% after \$15 copay 100% after \$15 copay	100% after \$30 copay 100% after \$30 copay 100% after \$30 copay	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)
Physical Rehabilitation Facility Inpatient Services	80% Limit 60 days per benefit period 90% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible (8 hour shifts)	60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after deductible 100% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% after \$30 copay 100% after \$30 copay 100% after \$30 copay	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)
Private Duty Nursing	80% Limit 60 days per benefit period 90% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible (8 hour shifts)	60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after deductible 100% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% after \$30 copay 100% after \$30 copay 100% after \$30 copay	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)
Short-term Therapies: Physical, Occupational, Speech, Respiratory	80% after office copay 80% - Disputable 30 visit maximum per therapy, per benefit period	100% Limit 60 days per benefit period 60% after deductible 60% after deductible (8 hour shifts)	60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after deductible 100% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% after \$30 copay 100% after \$30 copay 100% after \$30 copay	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)
Skilled Nursing Facility Extended Care Center	80% Limit 60 days per benefit period 90% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible (8 hour shifts)	60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after deductible 100% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% after \$30 copay 100% after \$30 copay 100% after \$30 copay	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)
Therapeutic Manipulation (Chiropractic Care)	100% after office copayment 30 visit maximum per benefit period Not Covered	100% Limit 60 days per benefit period 60% after deductible 60% after deductible (8 hour shifts)	60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after deductible 100% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% after \$30 copay 100% after \$30 copay 100% after \$30 copay	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)
Respite Visitation Care (Home & Hardware)	80% Limit 60 days per benefit period 90% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible (8 hour shifts)	60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after deductible 100% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% after \$30 copay 100% after \$30 copay 100% after \$30 copay	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)
Prescription Drugs	80% Limit 60 days per benefit period 90% after deductible	100% Limit 60 days per benefit period 60% after deductible 60% after deductible (8 hour shifts)	60% after deductible 60% after deductible (8 hour shifts) 60% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after deductible 100% after deductible (8 hour shifts)	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% Limit 60 days per benefit period 100% after \$15 copay 100% after \$15 copay	100% after \$30 copay 100% after \$30 copay 100% after \$30 copay	100% after deductible 100% after deductible (8 hour shifts) 100% after deductible (8 hour shifts)

\* Refer to pharmacy summary DMEPOS plan summary as of November 23, 2023. Final benefit summary will be provided upon receipt.

ATTACHMENT C

Title	Minimum		Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
4H Program Assistant	32,930	47,771	32,930	34,579	36,228	37,877	39,526	41,175	42,824	44,473	46,122	47,771	
Account Clerk	31,000	42,000	31,000	32,222	33,444	34,667	35,889	37,111	38,333	39,556	40,778	42,000	
Account Clerk - Principal	37,000	48,000	37,000	38,222	39,444	40,667	41,889	43,111	44,333	45,556	46,778	48,000	
Account Clerk - Sr	34,000	45,000	34,000	35,222	36,444	37,667	38,889	40,111	41,333	42,556	43,778	45,000	
Administrative Clerk	42,613	57,576	42,613	44,276	45,938	47,601	49,263	50,926	52,588	54,251	55,913	57,576	
Agriculture Extension Service Employee	32,930	48,371	32,930	34,579	36,228	37,877	39,526	41,331	43,091	44,851	46,611	48,371	
Analyst Grant Application / Program Monitor	40,213	54,254	40,213	41,773	43,333	44,893	46,453	48,014	49,574	51,134	52,694	54,254	
Assistant Buyer	41,661	56,258	41,661	43,283	44,905	46,527	48,149	49,770	51,392	53,014	54,636	56,258	
Assistant Chief Inspector	50,288	65,733	50,288	52,004	53,720	55,436	57,152	58,869	60,585	62,301	64,017	65,733	
Assistant Engineer, Civil	57,000	74,000	57,000	58,889	60,778	62,667	64,556	66,444	68,333	70,222	72,111	74,000	
Assistant Planner	34,258	45,687	34,258	35,528	36,798	38,068	39,338	40,607	41,877	43,147	44,417	45,687	
Assistant Supervisor - Building Services	37,000	49,000	37,000	38,333	39,667	41,000	42,333	43,667	45,000	46,333	47,667	49,000	
Assistant Supervisor Traffic Maintenance	43,746	59,143	43,746	45,457	47,168	48,878	50,589	52,300	54,011	55,721	57,432	59,143	
Biologist Mosquito Extermination	46,737	63,735	46,737	48,559	50,381	52,203	54,025	56,003	57,936	59,869	61,802	63,735	
Building Maint Wkr / Maint Wkr 1 Grounds	33,000	44,000	33,000	34,222	35,444	36,667	37,889	39,111	40,333	41,556	42,778	44,000	
Building Maintenance Worker	33,000	44,000	33,000	34,222	35,444	36,667	37,889	39,111	40,333	41,556	42,778	44,000	
Building Maintenance Worker - Sr	36,000	47,000	36,000	37,222	38,444	39,667	40,889	42,111	43,333	44,556	45,778	47,000	
Building Maintenance Worker LPL	36,000	47,000	36,000	37,222	38,444	39,667	40,889	42,111	43,333	44,556	45,778	47,000	
Building Service Worker	30,000	39,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	
Building Service Worker - Sr	33,000	42,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000	42,000	
Buyer	53,762	71,510	53,762	55,734	57,706	59,678	61,650	63,622	65,594	67,566	69,538	71,510	
Buyer - Sr	56,762	74,510	56,762	58,734	60,706	62,678	64,650	66,622	68,594	70,566	72,538	74,510	
Cabinet Maker	39,596	53,019	39,596	41,087	42,579	44,070	45,562	47,053	48,545	50,036	51,528	53,019	
Carpenter	36,000	47,000	36,000	37,222	38,444	39,667	40,889	42,111	43,333	44,556	45,778	47,000	
Carpenter/Public Works Repairer	46,000	59,000	46,000	47,444	48,889	50,333	51,778	53,222	54,667	56,111	57,556	59,000	
Clerk 1	29,000	38,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	
Clerk 1 - Bilingual	30,000	39,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	
Clerk 2	31,500	40,500	31,500	32,500	33,500	34,500	35,500	36,500	37,500	38,500	39,500	40,500	

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Title	Minimum		Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Clerk 2 - Bilingual	32,500	41,500		32,500	33,500	34,500	35,500	36,500	37,500	38,500	39,500	40,500	41,500
Clerk 3	34,000	44,000		34,000	35,111	36,222	37,333	38,444	39,556	40,667	41,778	42,889	44,000
Clerk 3 - Bilingual	35,000	45,000		35,000	36,111	37,222	38,333	39,444	40,556	41,667	42,778	43,889	45,000
Code Enforcement Officer	35,405	47,603		35,405	36,760	38,116	39,471	40,826	42,182	43,537	44,892	46,248	47,603
Code Enforcement Officer - Sr	38,663	51,209		38,663	40,057	41,451	42,845	44,239	45,633	47,027	48,421	49,815	51,209
Communications Systems Technician 1	46,000	60,500		46,000	47,611	49,222	50,833	52,444	54,056	55,667	57,278	58,889	60,500
Communications Systems Technician 2	51,000	65,500		51,000	52,611	54,222	55,833	57,444	59,056	60,667	62,278	63,889	65,500
Community Service Aide	29,000	38,000		29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000
Community Service Aide Bilingual	30,000	39,000		30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000
Community Service Substance Abuse Navigators	62,000	82,000		62,000	64,222	66,444	68,667	70,889	73,111	75,333	77,556	79,778	82,000
Community Service Worker	35,000	47,041		35,000	36,338	37,676	39,014	40,352	41,689	43,027	44,365	45,703	47,041
Community Youth Worker	34,363	46,160		34,363	35,674	36,985	38,295	39,606	40,917	42,228	43,538	44,849	46,160
Computer Service Tech	40,050	56,243		40,050	41,849	43,648	45,448	47,247	49,046	50,845	52,645	54,444	56,243
Confidential Aide	32,178	49,575		32,178	34,111	36,044	37,977	39,910	41,843	43,776	45,709	47,642	49,575
Confidential Assistant / Secretary	39,315	53,012		39,315	40,837	42,359	43,881	45,403	46,924	48,446	49,968	51,490	53,012
Coordinator of Volunteers	40,213	54,254		40,213	41,773	43,333	44,893	46,453	48,014	49,574	51,134	52,694	54,254
Counselor Institutions	41,801	56,649		41,801	43,384	44,967	46,550	48,133	49,716	51,299	52,882	54,465	56,048
Counselor Institutions - Sr	53,225	71,743		53,225	55,283	57,340	59,398	61,455	63,513	65,570	67,628	69,685	71,743
County Emergency Management Planner	47,525	64,372		47,525	49,397	51,269	53,141	55,013	56,884	58,756	60,628	62,500	64,372
Custodial Worker LPL	34,000	45,000		34,000	35,222	36,444	37,667	38,889	40,111	41,333	42,556	43,778	45,000
Data Entry Operator 2	34,000	45,000		34,000	35,222	36,444	37,667	38,889	40,111	41,333	42,556	43,778	45,000
Data Processing Technician	50,760	70,507		50,760	52,887	55,015	57,142	59,270	61,397	63,524	65,651	67,778	70,507
Drafting Technician	31,000	42,000		31,000	32,222	33,444	34,667	35,889	37,111	38,333	39,556	40,778	42,000
Drafting Technician - Sr	34,000	45,000		34,000	35,222	36,444	37,667	38,889	40,111	41,333	42,556	43,778	45,000
Electrician	37,390	49,988		37,390	38,790	40,190	41,589	42,989	44,389	45,789	47,188	48,588	49,988
Electrician - Sr	40,836	53,776		40,836	42,274	43,712	45,149	46,587	48,025	49,463	50,900	52,338	53,776
Engineer - Principal	58,000	76,000		58,000	60,000	62,000	64,000	66,000	68,000	70,000	72,000	74,000	76,000



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Title	Maximum		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	Minimum	Maximum										
Engineer - Sr	42,000	57,000	42,000	43,667	45,333	47,000	48,667	50,333	52,000	53,667	55,333	57,000
Engineering Aide	38,000	51,088	38,000	39,333	40,667	42,000	43,333	44,667	46,000	47,333	48,667	51,088
Engineering Aide - Principal	44,000	58,300	44,000	45,556	47,111	48,667	50,222	51,778	53,333	54,889	56,444	58,300
Engineering Aide - Sr	41,000	54,000	41,000	42,444	43,889	45,333	46,778	48,222	49,667	51,111	52,556	54,000
Entomologist Mosquito Extermination	46,957	63,587	46,957	48,805	50,653	52,500	54,348	56,196	58,044	59,891	61,739	63,587
Environmental Health Specialist	44,649	58,527	44,649	46,191	47,733	49,275	50,817	52,359	53,901	55,443	56,985	58,527
Environmental Specialist	44,649	58,527	44,649	46,191	47,733	49,275	50,817	52,359	53,901	55,443	56,985	58,527
Equipment Operator	37,490	50,488	37,490	38,934	40,378	41,823	43,267	44,711	46,155	47,600	49,044	50,488
Equipment Operator / Truck Driver	35,926	51,088	35,926	37,544	39,162	40,780	42,398	44,016	45,634	47,252	48,870	51,088
Execution Clerk	32,799	43,997	32,799	34,043	35,287	36,532	37,776	39,020	40,264	41,509	42,753	43,997
Execution Clerk - Sr	35,405	46,950	35,405	36,688	37,971	39,253	40,536	41,819	43,102	44,384	45,667	46,950
Field Representative - Health Education	38,493	51,504	38,493	39,939	41,384	42,830	44,276	45,721	47,167	48,613	50,058	51,504
Field Representative - Health Education, Sr	44,000	57,000	44,000	45,444	46,889	48,333	49,778	51,222	52,667	54,111	55,556	57,000
Field Representative - Sr Citizens	38,493	51,504	38,493	39,939	41,384	42,830	44,276	45,721	47,167	48,613	50,058	51,504
Fiscal Analyst	43,000	55,000	43,000	44,333	45,667	47,000	48,333	49,667	51,000	52,333	53,667	55,000
Geographic Info Systems Specialist I	46,000	59,000	46,000	47,444	48,889	50,333	51,778	53,222	54,667	56,111	57,556	59,000
Geographic Info Systems Specialist II	43,000	56,000	43,000	44,444	45,889	47,333	48,778	50,222	51,667	53,111	54,556	56,000
Geographic Info Systems Specialist III	40,000	53,619	40,000	41,444	42,889	44,333	45,778	47,209	48,611	50,014	51,416	53,619
Graduate Nurse	57,239	77,855	57,239	59,463	61,687	63,911	66,135	68,359	70,583	72,807	75,031	77,255
Graphic Artist II	44,160	57,984	44,160	45,696	47,232	48,768	50,304	51,840	53,376	54,912	56,448	57,984
Head Nurse	61,190	82,686	61,190	63,578	65,967	68,355	70,744	73,132	75,521	77,909	80,298	82,686
Health Aid, Sr	35,644	46,708	35,644	36,873	38,103	39,332	40,561	41,791	43,020	44,249	45,479	46,708
Health Aide	31,444	42,508	31,444	32,673	33,902	35,131	36,360	37,590	38,819	40,048	41,277	42,506
Health Aide - Bilingual	32,444	43,508	32,444	33,673	34,902	36,131	37,360	38,590	39,819	41,048	42,277	43,506
Health Educator	48,392	62,768	48,392	49,989	51,587	53,184	54,781	56,379	57,976	59,573	61,171	62,768
Heavy Equipment Operator	40,618	55,415	40,618	42,195	43,773	45,350	46,928	48,506	50,084	51,662	53,240	55,415
Inspector Mosquito Extermination	37,490	50,488	37,490	38,934	40,378	41,823	43,267	44,711	46,155	47,600	49,044	50,488

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Title	Minimum		Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Inspector Mosquito Extermination - Sr	40,748	54,094	40,748	42,231	43,714	45,197	46,680	48,162	49,645	51,128	52,611	54,094	54,094
Inspector Mosquito Extermination - Trainee	36,448	39,245	36,448	37,380	38,313	39,245	0	0	0	0	0	0	0
Investigator - Consumer Protection	32,277	43,275	32,277	33,499	34,721	35,943	37,165	38,387	39,609	40,831	42,053	43,275	43,275
Juvenile Detention Officer	37,490	50,488	37,490	38,934	40,378	41,823	43,267	44,711	46,155	47,600	49,044	50,488	50,488
Juvenile Detention Officer - Sr	40,748	52,652	40,748	42,071	43,393	44,716	46,039	47,361	48,684	50,007	51,329	52,652	52,652
Keyboarding Clerk 1	31,000	42,000	31,000	32,222	33,444	34,667	35,889	37,111	38,333	39,556	40,778	42,000	42,000
Keyboarding Clerk 1 - Bilingual	32,000	43,000	32,000	33,222	34,444	35,667	36,889	38,111	39,333	40,556	41,778	43,000	43,000
Keyboarding Clerk 2	34,000	45,000	34,000	35,222	36,444	37,667	38,889	40,111	41,333	42,556	43,778	45,000	45,000
Keyboarding Clerk 2 - Bilingual	35,000	46,000	35,000	36,222	37,444	38,667	39,889	41,111	42,333	43,556	44,778	46,000	46,000
Keyboarding Clerk 3	37,000	48,000	37,000	38,222	39,444	40,667	41,889	43,111	44,333	45,556	46,778	48,000	48,000
Laborer	31,000	42,000	31,000	32,222	33,444	34,667	35,889	37,111	38,333	39,556	40,778	42,000	42,000
Librarian - Reference	42,000	55,000	42,000	43,444	44,889	46,333	47,778	49,222	50,667	52,111	53,556	55,000	55,000
Librarian 1	42,000	55,000	42,000	43,444	44,889	46,333	47,778	49,222	50,667	52,111	53,556	55,000	55,000
Librarian 2	45,000	59,000	45,000	46,556	48,111	49,667	51,222	52,778	54,333	55,889	57,444	59,000	59,000
Librarian 3	48,000	62,000	48,000	49,556	51,111	52,667	54,222	55,778	57,333	58,889	60,444	62,000	62,000
Librarian 4	51,000	65,000	51,000	52,556	54,111	55,667	57,222	58,778	60,333	61,889	63,444	65,000	65,000
Library Assistant	28,000	39,000	28,000	29,222	30,444	31,667	32,889	34,111	35,333	36,556	37,778	39,000	39,000
Library Assistant - Principal	34,000	45,000	34,000	35,222	36,444	37,667	38,889	40,111	41,333	42,556	43,778	45,000	45,000
Library Assistant - Sr	31,000	42,000	31,000	32,222	33,444	34,667	35,889	37,111	38,333	39,556	40,778	42,000	42,000
Library Assistant - Supervising	37,000	49,000	37,000	38,333	39,667	41,000	42,333	43,667	45,000	46,333	47,667	49,000	49,000
Library Associate	35,000	47,000	35,000	36,333	37,667	39,000	40,333	41,667	43,000	44,333	45,667	47,000	47,000
Mail Clerk, Principal	33,320	44,718	33,320	34,586	35,853	37,119	38,386	39,652	40,919	42,185	43,452	44,718	44,718
Maintenance Repairer	33,320	44,718	33,320	34,586	35,853	37,119	38,386	39,652	40,919	42,185	43,452	44,718	44,718
Maintenance Repairer - Sr	36,578	48,324	36,578	37,883	39,188	40,493	41,798	43,104	44,409	45,714	47,019	48,324	48,324
Maintenance Repairer / Carpenter - Sr	47,670	62,605	47,670	49,329	50,989	52,648	54,308	55,967	57,627	59,286	60,946	62,605	62,605
Maintenance Repairer Electric & HVAC	35,820	48,512	35,820	37,230	38,640	40,051	41,461	42,871	44,281	45,692	47,102	48,512	48,512
Maintenance Repairer LPL	35,405	48,203	35,405	36,760	38,116	39,471	40,826	42,181	43,537	44,892	46,247	47,603	47,603
Maintenance Repairer LPL - Sr	38,663	51,209	38,663	40,057	41,451	42,845	44,239	45,633	47,027	48,421	49,815	51,209	51,209

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Title	Minimum		Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Maintenance Worker 1	34,363	46,160	34,363	35,674	36,985	38,295	39,606	40,917	42,228	43,538	44,849	46,160	
Maintenance Worker 2	37,621	49,767	37,621	38,971	40,320	41,670	43,019	44,369	45,718	47,068	48,417	49,767	
Mechanic	35,405	48,203	35,405	36,760	38,116	39,471	40,826	42,181	43,536	44,891	46,246	47,601	
Mechanic - Sr	38,663	51,809	38,663	40,057	41,451	42,845	44,239	45,633	47,027	48,421	49,815	51,209	
Messenger	29,000	38,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	
Narcotic Clinic Aid	31,945	42,644	31,945	33,134	34,323	35,511	36,700	37,889	39,078	40,266	41,455	42,644	
Omnibus Operator	32,277	43,875	32,277	33,499	34,721	35,943	37,209	38,543	39,876	41,209	42,542	43,875	
Painter	37,490	51,088	37,490	38,934	40,378	41,823	43,267	44,711	46,155	47,600	49,044	50,488	
Painter - Sr	40,748	54,094	40,748	42,231	43,714	45,197	46,680	48,162	49,645	51,128	52,611	54,094	
Planner - Principal	47,177	64,562	47,177	49,109	51,040	52,972	54,904	56,835	58,767	60,699	62,630	64,562	
Planner - Sr	40,698	54,533	40,698	42,235	43,772	45,310	46,847	48,384	49,921	51,459	52,996	54,533	
Planner Trainee	31,827	42,564	31,827	33,020	34,213	35,406	36,599	37,792	38,985	40,178	41,371	42,564	
Planning Aide	30,000	39,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	
Plumber	38,493	51,504	38,493	39,939	41,384	42,830	44,276	45,721	47,167	48,613	50,058	51,504	
Plumber - Sr	41,939	55,290	41,939	43,422	44,906	46,389	47,873	49,356	50,840	52,323	53,807	55,290	
Practical Nurse	47,315	63,623	47,315	49,127	50,939	52,751	54,563	56,375	58,187	59,999	61,811	63,623	
Probate Clerk Typin, Principal	38,078	50,824	38,078	39,494	40,910	42,327	43,743	45,159	46,575	47,992	49,408	50,824	
Probate Clerk Typing	33,320	45,318	33,320	34,586	35,853	37,119	38,386	39,653	40,920	42,187	43,454	44,721	
Probate Clerk Typing - Bilingual	34,320	46,318	34,320	36,222	37,444	38,667	39,889	41,111	42,333	43,556	44,778	46,000	
Probate Clerk Typing - Sr	36,578	48,924	36,578	37,883	39,188	40,493	41,798	43,103	44,408	45,713	47,018	48,323	
Program Development Specialist	48,417	65,137	48,417	50,275	52,133	53,990	55,848	57,706	59,564	61,421	63,279	65,137	
Program Specialist Sp Chld Hlth	40,698	54,533	40,698	42,235	43,772	45,310	46,847	48,384	49,921	51,459	52,996	54,533	
Program Specialist Sp Chld Hlth - Sr	44,144	58,321	44,144	45,719	47,294	48,870	50,445	52,020	53,595	55,171	56,746	58,321	
Public Health Epidemiologist	64,000	82,000	64,000	66,000	68,000	70,000	72,000	74,000	76,000	78,000	80,000	82,000	
Public Health Investigator	34,672	48,110	34,672	36,098	37,525	38,951	40,378	41,804	43,231	44,658	46,085	47,512	
Public Health Investigator - Sr	39,660	54,020	39,660	41,256	42,851	44,447	46,042	47,638	49,233	50,829	52,424	54,020	
Public Health Nurse	59,445	79,370	59,445	61,592	63,739	65,887	68,034	70,181	72,328	74,475	76,622	78,769	

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Title	Minimum		Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Public Health Pract Stand Ptnrshp Coord	48,392	63,367	63,367	48,392	49,989	51,586	53,184	54,781	56,534	58,242	59,950	61,659	63,367
Public Safety Telecommunicator	40,000	55,000	55,000	40,000	41,667	43,333	45,000	46,667	48,333	50,000	51,667	53,333	55,000
Public Safety Telecommunicator - Sr	43,000	58,000	58,000	43,000	44,667	46,333	48,000	49,667	51,333	53,000	54,667	56,333	58,000
Public Safety Telecommunicator - Trainee	33,000	36,000	36,000	33,000	36,000								
Purchasing Assistant	31,000	42,000	42,000	31,000	32,222	33,444	34,667	35,889	37,111	38,333	39,556	40,778	42,000
Purchasing Assistant - Principal	37,000	48,000	48,000	37,000	38,222	39,444	40,667	41,889	43,111	44,333	45,556	46,778	48,000
Purchasing Assistant - Sr	34,000	45,000	45,000	34,000	35,222	36,444	37,667	38,889	40,111	41,333	42,556	43,778	45,000
Radio Dispatcher	30,000	39,000	39,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000
Radio Dispatcher - Bilingual	31,000	42,000	42,000	31,000	32,222	33,444	34,667	35,889	37,111	38,333	39,556	40,778	42,000
Recreation Leader	36,448	49,045	49,045	36,448	37,848	39,247	40,647	42,047	43,446	44,846	46,246	47,645	49,045
Registered Environment Hlth Spec	47,766	62,569	62,569	47,766	49,344	50,922	52,500	54,078	55,812	57,501	59,191	60,880	62,569
Registered Environment Hlth Spec - Principal	54,002	68,855	68,855	54,002	55,652	57,303	58,953	60,603	62,254	63,904	65,554	67,205	68,855
Registered Environment Hlth Spec - Sr	50,884	65,412	65,412	50,884	52,498	54,112	55,727	57,341	58,955	60,569	62,184	63,798	65,412
Registered Environment Hlth Spec - Trainee	39,660	0	0	39,660									
Road Inspector	32,277	43,275	43,275	32,277	33,499	34,721	35,943	37,165	38,387	39,609	40,831	42,053	43,275
Road Inspector - Sr	35,535	46,882	46,882	35,535	36,796	38,057	39,317	40,578	41,839	43,100	44,360	45,621	46,882
Secretary to Division Head	35,484	47,603	47,603	35,484	36,831	38,177	39,524	40,870	42,217	43,563	44,910	46,256	47,603
Security Guard	29,000	38,000	38,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000
Site Manager Nutrition Program	33,320	44,718	44,718	33,320	34,586	35,853	37,119	38,386	39,652	40,919	42,185	43,452	44,718
Social Service Assistant	29,000	38,000	38,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000
Social Worker - Aging	41,801	56,048	56,048	41,801	43,384	44,967	46,550	48,133	49,716	51,299	52,882	54,465	56,048
Social Worker - Health	41,801	56,048	56,048	41,801	43,384	44,967	46,550	48,133	49,716	51,299	52,882	54,465	56,048
Social Worker - Institutions	41,801	56,648	56,648	41,801	43,384	44,967	46,550	48,133	49,782	51,556	53,260	54,954	56,648
Social Worker Institutions - Sr	62,800	84,895	84,895	62,800	65,255	67,710	70,165	72,620	75,075	77,530	79,985	82,440	84,895
Sr Citizen Program Aide	29,000	38,000	38,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000
Stock Clerk	29,000	38,000	38,000	29,000	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000
Stock Clerk - Sr	32,000	41,000	41,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000	40,000	41,000

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Title	Minimum		Maximum	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	2021	2022		2023	2024	2025	2026	2027	2028	2029	2030	2031	2032
Storekeeper	31,000	42,000	31,000	32,222	33,444	34,667	35,889	37,111	38,333	39,556	40,778	42,000	
Storekeeper - Sr	34,000	45,000	34,000	35,222	36,444	37,667	38,889	40,111	41,333	42,556	43,778	45,000	
Substance Abuse Counselor 1	37,390	50,588	37,390	38,856	40,190	41,589	42,989	44,544	46,056	47,566	49,077	50,588	
Substance Abuse Counselor 2	39,836	53,776	39,836	41,385	42,934	44,483	46,032	47,580	49,129	50,678	52,227	53,776	
Substance Abuse Counselor Intern	34,000	45,244	34,000	35,222	36,444	37,667	38,889	40,044	41,344	42,644	43,944	45,244	
Supervising Counselor Penal Institutions	63,000	84,000	63,000	65,333	67,667	70,000	72,333	74,667	77,000	79,333	81,667	84,000	
Supervising Heavy Equip Operator	50,288	65,265	50,288	51,952	53,616	55,280	56,944	58,609	60,273	61,937	63,601	65,265	
Supervisor of Accounts	40,000	52,000	40,000	41,333	42,667	44,000	45,333	46,667	48,000	49,333	50,667	52,000	
Teacher Institutions	39,596	53,019	39,596	41,087	42,579	44,070	45,562	47,053	48,545	50,036	51,528	53,019	
Traffic Maintenance Worker	36,969	49,767	36,969	38,391	39,813	41,235	42,657	44,079	45,501	46,923	48,345	49,767	
Traffic Maintenance Worker - Sr	40,227	53,373	40,227	41,688	43,148	44,609	46,070	47,530	48,991	50,452	51,912	53,373	
Traffic Safety Coordinator	40,202	54,106	40,202	41,747	43,292	44,837	46,382	47,926	49,471	51,016	52,561	54,106	
Traffic Signal Electrician	37,490	50,488	37,490	38,934	40,378	41,823	43,267	44,711	46,155	47,600	49,044	50,488	
Traffic Signal Tech I	39,555	52,721	39,555	41,018	42,481	43,944	45,407	46,869	48,332	49,795	51,258	52,721	
Truck Driver	34,363	46,160	34,363	35,674	36,985	38,295	39,606	40,917	42,228	43,538	44,849	46,160	
Tourism Representative	41,448	54,045	41,448	42,848	44,247	45,647	47,047	48,446	49,846	51,246	52,645	54,045	
Weights & Measures - Apprentice	37,000	48,000	37,000	38,222	39,444	40,667	41,889	43,111	44,333	45,556	46,778	48,000	
Weights & Measures - Assist Superintendent	40,000	52,000	40,000	41,333	42,667	44,000	45,333	46,667	48,000	49,333	50,667	52,000	
Weights & Measures - Deputy Superintendent	43,179	56,048	43,179	44,609	46,039	47,469	48,899	50,328	51,758	53,188	54,618	56,048	
Youth Opportunity Coordinator	40,202	54,106	40,202	41,747	43,292	44,837	46,382	47,926	49,471	51,016	52,561	54,106	
<b>Hourly Rate</b>													
Fire Instructor 1	15.00	20.00	20.50	21.00	21.50	22.00	22.50	23.00	23.50	24.00	24.50	25.00	
Fire Instructor 2	20.00	25.00	25.50	26.00	26.50	27.00	27.50	28.00	28.50	29.00	29.50	30.00	
County Radiological Defense Coordinator	17.00	22.00	22.50	23.00	23.50	24.00	24.50	25.00	25.50	26.00	26.50	27.00	