CITY OF SALEM

SALEM, NEW JERSEY

COLLECTIVE NEGOTIATIONS AGREEMENT

BY AND BETWEEN

THE COMMON COUNCIL OF THE CITY OF SALEM

and

CITY OF SALEM BLUE COLLAR WORKERS ASSOCIATION

January 1, 2024 through December 31, 2027

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PREAMBLE

THIS AGREEMENT, entered into this_____ day of_____,2024, by the Common Council of the City of Salem (hereinafter referred to as the **"EMPLOYER"**), and the City of Salem Blue Collar Workers Association (hereinafter referred to as the **REPRESENTATIVE"**), has as its purpose the promotion of harmonious relations between the Employer and the Representative; and 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 conditions of employment. The use of the word "he" throughout the Contract applies to both male and female employees and is being used as a matter of convenience.

ARTICLE I
RECOGNITION

The Employer recognizes the City of Salem Blue Collar Workers Association (Representative) as the sole bargaining agent for the purpose of establishing salaries, wages, hours, and other conditions of employment for all employees who are members of the Blue Collar Workers Association of the City of Salem.

ARTICLE II
TERM OF AGREEMENT

This Agreement shall be in effect upon execution by the parties hereto and is intended to be a four (4) year agreement, from January 1, 2024 to December 31, 2027. The parties shall commence negotiations for a new agreement no later than October 15, 2027, and shall make a good faith effort to schedule and attend reasonably frequent meetings for the purpose of reaching a successor collective negotiations agreement.

ARTICLE III
EQUAL TREATMENT

The parties hereto agree to refrain from discrimination or favoritism for reasons of sex, nationality, race, age, sexual preference, religion, marital status, mental or physical disabilities, political affiliation, political or representative membership or representative activities, and political status.

ARTICLE IV
WORK RULES AND WORKING CONDITIONS

A. Reasonable work rules shall be established and shall be equitably applied and enforced. The Employer agrees to obey federal and state laws pertaining to the maintenance of safe working conditions. Those items which are subject to negotiations will be referred to the collective bargaining process.

B. For all non-administrative street and water and sewer department employees, their hours of work shall be changed to 6:00 a.m. to 2:30 p.m. from May 1st through October 1st to accommodate warmer weather.

C. The City agrees to make a good faith effort to promote employees into the appropriate Civil Service titles to which they are qualified and for which the City has a demonstrated need. In furtherance thereof, the City agrees to perform employee evaluations twice per year.

D. All employees hired after the execution of this contract, shall be placed in appropriate Civil Service titles, with their salaries paid in accordance with the comparable title listed in the Salary Guide attached to this Agreement.

ARTICLEV
SALARY

A. **INCREASE**

1. **Effective January 1, 2024, a 4% increase for each member, all job titles and steps over the salary in effect on December 31, 2023.**

2. **Effective January 1, 2025, a 3% increase for each member, all job titles and steps over the salary in effect on December 31, 2024.**

3. **Effective January 1, 2026, a 3.25% increase for each member, all job titles and steps over the salary in effect on December 31, 2025.**

4. **Effective January 1, 2027, a 3.5% increase for each member, all job titles and steps over the salary in effect on December 31, 2026.**

Annual salary guides for years 2024 through 2027, reflective of the above increases are attached to this contract.

B. **OVERTIME-** All members of the bargaining unit shall be paid at a rate of one and one-half their usual hourly rate for hours worked in excess of eight hours per day or forty hours per week. Overtime schedules are to be posted in order to give each employee an equal opportunity to request overtime. Compensatory time may be taken in lieu of overtime upon consent of the Employer and employee's supervisor to be used within the calendar year.

C. **LONGEVITY** - As of January 1, 2013, longevity payments were rolled into the base salary for all members of the bargaining unit for all purposes, including pension and overtime, and paid out as part of the base salary in accordance with the City's regular payroll practices.

D. **OFF-DUTY PAYMENTS-** Members of the unit shall receive time and one-half their base hourly rate as compensation when called or recalled to duty from an off-duty status, and shall receive a minimum of three hours compensation at time and one-half as set forth herein. If

recalled in the same off-duty period before the three hour minimum has been exhausted, the second or any subsequent recall shall be treated as a part of the original call-in. If the employee has already worked the three hour minimum, any subsequent recall shall be treated as a new call-in for purposes of the three hour minimum. Any time worked in excess of the three hour minimum shall be at time and a half for all hours actually worked.

Hold-overs and scheduled overtime shall not be construed as a call-in.

E. **EMPLOYEES ON PROGRESSION RATE SCHEDULE-** Allemployees shall be on the progression rate schedule for the position held.

ARTICLE VI
SHIFT DIFFERENTIAL

An amount shall be added to the hourly rate of unit members' salary according to the following schedule effective for the life of this contract:

SHIFT NO. 1 (11:00 p.m. to 7:00 a.m.)	**$0.90 per hour**
SHIFT NO. 2 (7:00 a.m. to 3:00 p.m.)	**$0.00 per hour**
SHIFT NO. 3 (3:00 p.m. to 11:00 p.m.)	**$0.85 per hour**

The shift differential shall not be paid to employees regularly assigned to work day shift who work overtime.

ARTICLE VII
HOLIDAYS

A. The following holidays shall be recognized with straight time pay if a member is not scheduled for work, and double time if the member is scheduled for work, with the exception of Election Day, when the employee shall be paid straight time for the day, and awarded another day

at the employee's choice, as a floating holiday, to be paid at straight time.

PRESIDENTS DAY	**LABOR DAY**
GOOD FRIDAY	**COLUMBUS DAY**
MEMORIAL DAY	**VETERAN'S DAY**
MARTIN LUTHER KING DAY	**GENERAL ELECTION DAY**
THE DAY AFTER THANKSGIVING	**CHRISTMAS EVE**

JUNETEENTH HOLIDAY WILL BE SAME AS SALEM COUNTY

B. The following four (4) recognized paid holidays shall be designed as ***major holidays*** and members shall be compensated at ***two and one half times*** their regular base pay for hours actually worked:

NEW YEAR'S DAY (Jan.1'	**THANKSGIVING DAY**
INDEPENDENCE DAY (July 4th)	**CHRISTMAS DAY (Dec. 25")**

Never is this to be interpreted as triple time and one half under any circumstances.

ARTICLE VIII
SICK LEAVE AND INJURY LEAVE

A. **SERVICE CREDIT FOR LEAVE**

(1) All permanent employees or full-time provisional employees shall be entitled to sick leave with full pay based on their aggregate years of service.

(2) Sick leave may be utilized by employees when they are unable to perform their work because of injury, illness, or disability from any cause.

(3) If any employee is incapacitated and unable to work because of injury, he shall be entitled to injury leave with full pay during the period which he is unable to perform his duties, as certified by the member's own physician subject to verification by a physician chosen by the City. Such payments shall be reduced by the amount of any workman's compensation award under

Chapter 15 of Title 34 of the revised statutes made for temporary disability because of the same injury or illness requiring such leave.

B. **AMOUNT OF LEAVE**

(1) The minimum sick leave with pay shall accrue to any full-time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter.

(2) Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

(3) In charging an employee with sick leave, the smallest unit to be considered is one hour.

C. **REPORTING ABSENCE ON SICKLEAVE**

(1) If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified as soon as possible prior to the employee's starting time.

Failure to notify the supervisor may be cause for denial of the sick leave for that absence and constitute cause for disciplinary action.

D. **VERIFICATION OF SICK LEAVE**

(1) An employee who shall be absent on sick leave for five (5) consecutive working days shall be required to submit acceptable medical evidence substantiating the illness. The City may require proof of illness of an employee on sick leave. Abuse of sick leave shall be cause for disciplinary action.

(2) In case of absence due to exposure to contagious disease, a certificate of clearance from the Department of Health shall be required.

(3) The City may require that an employee who has been absent because of personal illness, as a condition for his return to duty, be examined at the expense of the City. Such examination shall establish whether the employee is capable of performing his normal duties and further establish that his return will not jeopardize the health of other employees.

(4) If an employee is absent from work for reasons that entitle him to sick leave, the Department Head or his designated representative shall be notified as early as possible, but no later than one (1) hour prior to the start of the scheduled work shift, utilizing an answering machine specifying the time called. An employee who is absent for five (5) consecutive days or more and who does not notify the Department Head or some other reasonable representative of the Employer on any of the first five (5) days may be subject to dismissal barring extenuating circumstances.

(5) Habitual absenteeism or tardiness may be cause for progressive discipline.

(6) Any employee who calls in sick and engaged in outside employment during his working hours shall be subject to disciplinary action.

E. **UNUSED SICKLEAVE-** Upon retirement, a unit member shall receive his current daily salary times one-half the number of unused sick days he has accumulated, not to exceed Fifteen Thousand ($15,000) dollars. Employees hired after December 29, 2011 shall receive a cap of Ten Thousand ($10,000) dollars. Employees hired after the date of the execution of this contract shall be capped at five thousand ($5,000) dollars.

ARTICLE IX
VACATION

Annual vacation leave with pay shall be earned at the following rates:

- one (1) to five (5) years of service - thirteen (13) working days
- six (6) to ten (10) years of service - sixteen (16) working days

- eleven (11) to fifteen (15) years of service - nineteen (19) working days
- sixteen (16) to twenty (20) years of service - twenty-two (22) working days
- twenty-one (21) to twenty-five (25) years of service - twenty-six (25) working days
- twenty-six (26) to thirty (30) years of service - twenty-eight (28) working days
- thirty-one (31) to thirty-five (35) years of service – thirty-one (31) working days
- thirty-six (36) to forty (40) years of service – thirty-four (34) working days
- forty-one (41) to forty-five (45) years of service – thirty-seven (37) working days
- forty-six (46) to fifty (50) years of service – forty (40) working days

In charging an employee with vacation leave, the smallest unit shall be two (2) hours.

ARTICLEX
BEREAVEMENT LEAVE

In case of death in the immediate family, a member shall be granted leave with pay at his regular rate of pay for four (4) scheduled working days starting on the date of death or on the day following the death, exclusive of any scheduled day off. Upon return to work, the unit member shall submit a slip from the Funeral Director to the unit member's supervisor.

Immediate family shall be defined as the member's husband, wife, child, step-child, foster-child, mother, father, legal guardian, step-mother, step-father, mother-in-law, father-in-law, brother, sister, step-brother, step-sister, brother-in-law, sister-in-law, grandmother or grandfather, civil union, domestic partner or relative who permanently resides in the house. All of the above relationships are construed as being based on current marital status existing when the death occurs.

ARTICLE XI
PERSONAL LEAVE

Each employee shall be entitled to be absent from employment three (3) days per year with pay to conduct personal business in units of at least two (2) hours, provided that three (3) days prior notice is given, unless said notice is waived by his supervisor for good cause shown or where not detrimental to the work of the department or where a bona fide emergency is demonstrated to be the basis for the request.

ARTICLE XII
HEALTH AND WELFARE INSURANCE AND PHYSICAL EXAMINATION

A. The City shall pay the premium for full coverage for health insurance for bargaining unit members and their families subject to premium sharing contributions under P.L. 2011, Chapter 78 as set forth in Section H below. At the time of signing, the City is a participant in the New Jersey State Health Benefits Plan and it is understood that the polices and regulations (present and future) of said plan cannot be altered by the City.

B. The City shall provide the dental plan as negotiated with the Representative. Said dental plan is administered by Blue Cross and Blue Shield of New Jersey and is more fully described in documents in the City's possession.

C. Health coverage for retired employees will be provided according to the policies and regulations (present and future) of the New Jersey State Health Benefits Plan.

D. The employee may at his or he option have an annual physical examination, provided at the City's expense, unless the employee is eligible to receive the physical examination through the City's health insurance program, at no cost to the employee, after payment by the employee of any co-payment.

E. The City shall reimburse not more than once every two years, the cost of an eye exam and purchase of eye glasses, not to exceed four hundred ($400) dollars total, inclusive of any co-payments up to a maximum of fifty ($50) dollars, to be paid upon submission of a voucher for unit members and their eligible dependents.

F. The City shall provide the State Health Prescription Drug Plan.

G. The City will remain enrolled in the New Jersey State Disability Insurance Program for the life of the contract.

H. Effective January 1, 2014, all active unit employees who have not withdrawn from the City's health insurance program, shall contribute towards the cost of health insurance in accordance with the provisions of P.L. 2011, Chapter 78. These payments shall be made on a pre-tax basis pursuant to an I.R.S. §125 Salary Reduction Premium-Only Plan, in accordance with the City's regular payroll practices. This contribution shall not be made by any active employee who has opted-out of medical and prescription insurance coverage, or by any retiree.

I. Effective January 1, 2015, pursuant to P.L. 201I, Chapter 78, the City shall provide a flexible spending account (FSA) to permit employees to voluntarily set aside, on a pre-tax basis, a portion of their earnings to pay for qualified medical, prescription, vision and dental expenses not otherwise covered by their health care plan, pursuant to Section 125 of the Internal Revenue Code, 26 U.S.C. §125.

J. Employees with coverage from spouse or another health plan may opt out of health, prescription, and dental coverage and receive $5,000 if opt-out of all three plans and/or a percentage of opt-out of one or two plans. Payment shall be prorated for months employees actually opt-out.

ARTICLE XIII
SAFETY AND WORK EQUIPMENT

The City of Salem shall supply to each member of the unit the following safety equipment and work clothing:

By April 1st of each year:

(a) Safety glasses, where appropriate to the job, including the cost of eye examination, unless otherwise provided by the City, at no cost to the employee, under the City's health plan, after payment by the employee of any co-payment, and prescription safety glasses for those employees who wear prescription glasses.

(b) One pair of safety shoes/boots at a cost not to exceed $225.00.

(c) Safety equipment ruined during the performance of job duties *will be* replaced as needed by the member's department.

(d) One issue of work clothes consisting of either five (5) light-weight summer shirts and pants, or five (5) light summer shirts and work jean pants, either option at the discretion of the employee. In addition, work clothes shall include one issue of rain gear and boots.

By October 1st of each year:

(a) One pair of either insulated coveralls, or Carhartt bib overalls, or pants with Carhartt jacket or clothing suitable for the job, such as hooded sweatshirt, etc., not exceeding the cost of insulated coveralls or Carhartt clothing. Each employee has the option to choose the type of work clothing suitable to him or her.

(b) One issue of work clothes consisting of five (5) winter shirts and pants; One pair insulated-boots, to be replaced every other year, the replacement item to be turned in to the appropriate superintendent. These boots are to be purchased with a limit of $225.00 per pair.

ARTICLE XIV
EDUCATION AND OTHER BENEFITS

A. The City of Salem shall provide reimbursement of up to fifteen hundred ($1,500) dollars for tuition and class materials for successfully completed job-related education credits approved in advance by the Department Head.

B. CDL licenses (starting with B and up) will be paid for by the City.

C. The City encourages work related, approved training related to job development. The City will increase the O&E lines for each department subject to the availability of funds in future budgets.

ARTICLE XV
GRIEVANCE PROCEDURE

A grievance is defined as any violation of this Agreement only.

When an employee has a grievance, he should discuss his problem with his immediate supervisor. Ifhe does not receive any satisfactory answer thereto, he should pursue the following procedure with the assurance from the administration that no prejudicial action will result:

Step 1: The employee shall present in writing the text of the grievance to his immediate agent for the Blue Collar Workers Association and Department Head within twenty-four (24) days of the day of the grievance occurrence;

Step 2: If no mutually satisfactory solution is developed to a written problem within seven (7) calendar days after Step 1, the employee with his agent may make arrangements to meet with the City Administrator. If the City Administrator position is vacant, the employee will go to the next step.

Step 3: If no mutually satisfactory solution is developed to a written problem within ten (10) working days after Step 2, the employee with his agent may make arrangements to meet with

the appropriate Common Council committee. Copies of the written grievance shall be provided to all participants.

Step 4: If the grievance has not been settled within twenty (20) working days after Step 3, the employee with the agent (B.C.W.A.) will then arrange a hearing with the Merit System Board, This step can only be taken on those grievances which are appealable to the Merit System Board under the provisions of the New Jersey Statutes Title XI and the Department of Personnel rules.

ARTICLE XVI
NOTICE OF CHANGE OF SCHEDULE

At least seven (7) days (168 hours) posted notice of change of work schedule will be given except in cases of emergency. Where such notice is not posted, employee will be given eight (8) hours of pay in addition to that otherwise entitled, except where notice is not possible because of emergency.

ARTICLE XVII
PERSONNEL FILES

The personnel file of individual employees shall be confidential and the file contents will not be revealed to other employees without his consent, except for the supervisor of an employee or those whose duties require such knowledge. Each employee shall have the right to inspect his file, upon request and at a reasonable hour, accompanied if he wishes, by an officer of the City Blue Collar Workers Association.

ARTICLE XVIII
LEAVE OF ABSENCE

The Common Council may grant leave of absence without pay to a permanent employee. Leave of absence shall be for a period of up to six (6) months, which the Common Council may extend for up to one (1) additional six (6) month period. Request for leave of absence shall be submitted in writing setting forth the reasons for the request, the date of leave requested, and expected return.

ARTICLE XIX
DRUG TESTING

It is recognized that the City has a responsibility to the public and to its employees to maintain a substance-abuse free environment. In order to facilitate this responsibility, it is agreed that unit members will submit to substance testing when:

(a) an on-duty accident or injury occurs;

(b) when "reasonable suspicion" exists.

It is understood and agreed that these tests must be conducted in accordance with acceptable medical standards and must be conducted in the least intrusive manner appropriate to the situation on a case-by-case basis. It is also understood and agreed that any such tests must be in accordance with acceptable scientific methods and safeguarded to insure the employee's confidentiality and the integrity of the test. This in no way limits the employee having such a test at his own expense to confirm or contest the results of any such test done by the City.

ARTICLE XX
MAINTENANCE OF WORK OPERATIONS

The Union covenants and agrees that during the term of the Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support, nor will any of its members take part in any strike (i.e. the concerted failure to report for duty or willful absence of any employee from his position, or stoppage of work, or absence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slow-down, walk-outorother illegal job action against the Employer. The Union agrees that such action would constitute a material breach of this Agreement.

In the event of a strike, slow-down, walk-out or job action, it is covenanted and agreed that participation in any or all such activity by any Union member shall entitle the Employer to invoke any of the following alternatives:

A. Withdrawal of Union recognition.

B. Withdrawal of dues deduction privileges (if previously granted).

C. Such activity shall be deemed grounds for termination of employment of such employee or employees.

ARTICLE XXI

SUMMER WORK PROGRAM

The Union agrees to allow the City to establish a "Summer Work Program" according to the following guidelines:

1) Hourly rate is $15.00.

2) No more than 30 hours per week

3) Monday through Friday (no weekends)

4) No benefits, paid vacation or sick time provided

5) Duties to include cleaning up City properties, mowing grass, weed wacking, clearing light brush, painting, power washing, maintaining flower beds and similar duties.

ARTICLE XXII
FULLY BARGAINED AGREEMENT

The Employer and the Representative agree that this Agreement is the complete Agreement between them and that no other understandings or agreements shall be binding on the Employer or the Representative during the term of this Agreement unless agreed to in writing between the Employer and the Representative subsequent to the date of the execution of this Agreement.

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

It is the intent of the parties that the provision of this Agreement, except where noted in this Agreement, shall supersede all prior agreements and understandings, written, expressed or implied, between the parties; shall govern their entire relationship; and shall be the sole source of all rights or claims which may be asserted. The parties for the life of this Agreement hereby waive any right to request to negotiate or bargain with respect to any matters contained in this Agreement. It is

mutually understood that this clause is a clear waiver as to any right or claim not expressed in this Agreement.

This Agreement is separate and distinct from and independent of all other agreements entered into between the Representative and other Employer organizations, irrespective of any similarity between this Agreement and any such other agreements. No act or thing done by the parties to such other agreements or notices given under the provisions thereof, shall change or modify this Agreement or in any manner affect the contractual relationship of the parties hereto.

This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing executed by both parties.

2024 Salary Guide 4.00% INCREASE	0-6 mos	7-12 mos	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
Street Department								
Foreman	72,126.82	72,707.90	73,283.39	73,863.36	74,442.20	75,018.82	75,599.90	76,170.92
Sr. Mechanic	71,423.92	72,002.78	72,589.44	73,166.06	73,748.25	74,333.81	74,918.24	75,499.32
Mechanic	61,553.36	63,032.88	64,509.05	65,989.70	67,466.98	68,948.74	70,429.38	71,903.32
Equipment Operator	55,331.31	56,257.69	57,190.76	58,119.38	59,045.76	59,976.61	60,906.34	61,833.83
Motor Boom Driver	42,034.58	43,793.47	45,553.49	47,069.88	49,074.62	50,837.98	52,599.10	54,361.35
Truck Driver	42,034.58	43,793.47	45,553.49	47,069.88	49,074.62	50,837.98	52,599.10	54,361.35
Mechanic Helper	44,165.59	46,404.99	48,648.86	50,782.11	53,126.55	55,367.06	57,605.35	59,850.34
Laborer	40,705.92	42,142.97	43,576.69	45,019.33	46,449.69	47,882.29	49,322.70	50,868.15
Clerk/Typist	27,252.75	29,109.97	30,966.08	33,049.05	34,679.42	36,532.18	38,389.42	0.00
Sr. Clerk Typist	30,129.10	31,931.58	33,734.05	35,756.67	37,339.00	40,223.18	40,939.46	0.00
Water/Sewer Department								
Ass't W/S Utilities Superintendent	76,170.92	77,811.36	79,443.98	81,077.71	82,712.56	84,342.95	85,977.80	87,610.42
Foreman	72,126.82	72,707.90	73,283.39	73,863.36	74,442.20	75,018.82	75,599.90	76,170.92
Sr. W/S Repairer	67,113.86	67,834.62	68,565.45	69,268.34	69,973.46	70,698.69	71,384.82	72,069.83
W/S Repairer	58,299.29	59,272.61	60,243.68	61,214.76	62,189.19	63,162.51	64,136.94	65,106.89
Ass't W/S Plan Repairer	49,010.93	50,340.70	51,668.25	52,989.10	54,317.76	55,636.37	56,971.75	58,295.94
Sr, W/S Plant Operator	67,113.86	67,834.62	68,565.45	69,268.34	69,973.46	70,698.69	71,384.82	72,069.83
W/S Plant Operator	58,299.29	59,272.61	60,243.68	61,214.76	62,189.19	63,162.51	64,136.94	65,106.89
Ass't W/S Plant Operator	49,010.93	50,340.70	51,668.25	52,989.10	54,317.76	55,636.37	56,971.75	58,295.94
Meter Reader/Repairer	49,010.93	50,340.70	51,668.25	52,989.10	54,317.76	55,636.37	56,971.75	58,295.94
Laborer	40,705.92	42,142.97	43,576.69	45,019.33	46,449.69	47,882.29	49,322.70	50,756.40
Lab. Tech, Water Ana/Pcyp	67,002.11	68,679.44	70,361.22	72,036.30	73,714.73	76,926.32	78,604.76	0.00
Machinist	71,423.92	72,002.78	72,589.44	73,166.06	73,748.25	74,333.81	74,918.24	75,499.32
Sewer Equipment Operator	55,331.31	56,257.69	57,190.76	58,119.38	59,045.76	59,976.61	60,904.11	61,833.83
Administration								
Sr. Bk, Mach, Operator	51,363.19	53,041.62	54,721.17	56,394.02	58,074.68	59,752.00	61,431.55	0.00
Principal Account Clerk/Account Clerk 2	45,458.49	48,232.05	51,004.48	53,779.15	56,552.69	59,351.95	61,431.55	0.00
Clerk Typist/Clerk Sten.	27,252.75	29,109.97	30,966.08	33,049.05	34,679.42	36,532.18	38,389.42	0.00
Omnibus Operator	21,955.96	23,238.81	24,508.26	25,774.34	27,038.20	28,306.52	29,571.50	0.00
Sr. Housing Inspector	56,189.52	57,329.33	58,520.55	59,456.99	60,480.59	61,501.95	65,873.48	0.00
Housing Inspector	46,894.44	47,969.45	49,205.36	50,430.10	51,662.67	52,886.29	54,114.38	0.00
Sr. Dispatcher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	59,318.43
Dispatchers	44,582.41	46,165.85	47,753.77	49,334.99	50,927.38	52,599.10	54,094.27	55,730.24
Account Clerk Typist	30,127.99	31,934.93	33,727.35	35,755.54	37,514.43	40,220.94	40,939.46	0.00
Sr. Account Clerk Typist	33,007.70	34,863.81	36,719.91	38,574.91	40,547.24	42,284.89	44,139.89	0.00
Prin, Clerk Typist	33,007.70	34,863.81	36,719.91	38,574.91	40,547.24	42,284.89	44,139.89	0.00
Prin, Payroll Clerk	51,363.19	53,041.62	54,721.17	56,394.02	58,074.68	59,752.00	61,431.55	0.00
Sr. Payroll Clerk	45,458.49	48,232.05	51,004.48	53,779.15	56,552.69	59,351.95	61,431.55	0.00
Payroll Clerk	33,007.70	34,863.81	36,719.91	38,574.91	40,547.24	42,284.89	44,139.89	0.00

2025 Salary Guide 3.00% INCREASE	0-6 mos	7-12 mos	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
Street Department								
Foreman	74,290.62	74,889.13	75,481.89	76,079.26	76,675.47	77,269.38	77,867.90	78,456.05
Sr. Mechanic	73,566.64	74,162.86	74,767.12	75,361.04	75,960.70	76,563.83	77,165.79	77,764.30
Mechanic	63,399.96	64,923.87	66,444.32	67,969.39	69,490.99	71,017.21	72,542.26	74,060.42
Equipment Operator	56,991.25	57,945.42	58,906.49	59,862.96	60,817.13	61,775.91	62,733.53	63,688.85
Motor Boom Driver	43,295.62	45,107.28	46,920.09	48,481.98	50,546.85	52,363.12	54,177.08	55,992.19
Truck Driver	43,295.62	45,107.28	46,920.09	48,481.98	50,546.85	52,363.12	54,177.08	55,992.19
Mechanic Helper	45,490.55	47,797.14	50,108.33	52,305.57	54,720.35	57,028.07	59,333.51	61,645.85
Laborer	41,927.10	43,407.26	44,883.99	46,369.91	47,843.18	49,318.75	50,802.38	52,394.19
Clerk/Typist	28,070.34	29,983.27	31,895.07	34,040.52	35,719.81	37,628.15	39,541.10	0.00
Sr. Clerk Typist	31,032.97	32,889.52	34,746.08	36,829.37	38,459.17	41,429.87	42,167.65	0.00
Water/Sewer Department								
Ass't W/S Utilities Superintendent	78,456.05	80,145.71	81,827.30	83,510.05	85,193.94	86,873.24	88,557.13	90,238.73
Foreman	74,290.62	74,889.13	75,481.89	76,079.26	76,675.47	77,269.38	77,867.90	78,456.05
Sr. W/S Repairer	69,127.28	69,869.66	70,622.42	71,346.39	72,072.66	72,819.65	73,526.36	74,231.92
W/S Repairer	60,048.27	61,050.78	62,051.00	63,051.21	64,054.87	65,057.38	66,061.04	67,060.10
Ass't W/S Plan Repairer	50,481.25	51,850.92	53,218.30	54,578.78	55,947.30	57,305.46	58,680.90	60,044.82
Sr, W/S Plant Operator	69,127.28	69,869.66	70,622.42	71,346.39	72,072.66	72,819.65	73,526.36	74,231.92
W/S Plant Operator	60,048.27	61,050.78	62,051.00	63,051.21	64,054.87	65,057.38	66,061.04	67,060.10
Ass't W/S Plant Operator	50,481.25	51,850.92	53,218.30	54,578.78	55,947.30	57,305.46	58,680.90	60,044.82
Meter Reader/Repairer	50,481.25	51,850.92	53,218.30	54,578.78	55,947.30	57,305.46	58,680.90	60,044.82
Laborer	41,927.10	43,407.26	44,883.99	46,369.91	47,843.18	49,318.75	50,802.38	52,279.09
Lab. Tech, Water Ana/Pcyp	69,012.18	70,739.82	72,472.06	74,197.39	75,926.17	79,234.11	80,962.90	0.00
Machinist	73,566.64	74,162.86	74,767.12	75,361.04	75,960.70	76,563.83	77,165.79	77,764.30
Sewer Equipment Operator	56,991.25	57,945.42	58,906.49	59,862.96	60,817.13	61,775.91	62,731.23	63,688.85
Administration								
Sr. Bk, Mach, Operator	52,904.08	54,632.87	56,362.81	58,085.84	59,816.92	61,544.56	63,274.50	0.00
Principal Account Clerk/Account Clerk 2	46,822.25	49,679.01	52,534.62	55,392.52	58,249.27	61,132.51	63,274.50	0.00
Clerk Typist/Clerk Sten.	28,070.34	29,983.27	31,895.07	34,040.52	35,719.81	37,628.15	39,541.10	0.00
Omnibus Operator	22,614.64	23,935.97	25,243.50	26,547.57	27,849.35	29,155.72	30,458.64	0.00
Sr. Housing Inspector	57,875.20	59,049.21	60,276.17	61,240.70	62,295.00	63,347.01	67,849.68	0.00
Housing Inspector	48,301.28	49,408.53	50,681.52	51,943.00	53,212.55	54,472.88	55,737.81	0.00
Sr. Dispatcher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	61,097.98
Dispatchers	45,919.88	47,550.83	49,186.39	50,815.04	52,455.20	54,177.08	55,717.10	57,402.15
Account Clerk Typist	31,031.83	32,892.97	34,739.17	36,828.21	38,639.87	41,427.57	42,167.65	0.00
Sr. Account Clerk Typist	33,997.93	35,909.72	37,821.51	39,732.16	41,763.66	43,553.44	45,464.08	0.00
Prin, Clerk Typist	33,997.93	35,909.72	37,821.51	39,732.16	41,763.66	43,553.44	45,464.08	0.00
Prin, Payroll Clerk	52,904.08	54,632.87	56,362.81	58,085.84	59,816.92	61,544.56	63,274.50	0.00
Sr. Payroll Clerk	46,822.25	49,679.01	52,534.62	55,392.52	58,249.27	61,132.51	63,274.50	0.00
Payroll Clerk	33,997.93	35,909.72	37,821.51	39,732.16	41,763.66	43,553.44	45,464.08	0.00

2026 Salary Guide 3.25% INCREASE	0-6 mos	7-12 mos	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
Street Department								
Foreman	76,705.07	77,323.03	77,935.06	78,551.84	79,167.42	79,780.64	80,398.60	81,005.87
Sr. Mechanic	75,957.56	76,573.15	77,197.06	77,810.27	78,429.42	79,052.15	79,673.68	80,291.64
Mechanic	65,460.46	67,033.89	68,603.76	70,178.39	71,749.45	73,325.27	74,899.89	76,467.39
Equipment Operator	58,843.46	59,828.64	60,820.95	61,808.51	62,793.69	63,783.63	64,772.37	65,758.74
Motor Boom Driver	44,702.73	46,573.27	48,444.99	50,057.64	52,189.63	54,064.92	55,937.83	57,811.94
Truck Driver	44,702.73	46,573.27	48,444.99	50,057.64	52,189.63	54,064.92	55,937.83	57,811.94
Mechanic Helper	46,969.00	49,350.54	51,736.85	54,005.50	56,498.76	58,881.49	61,261.85	63,649.34
Laborer	43,289.73	44,818.00	46,342.72	47,876.93	49,398.08	50,921.61	52,453.45	54,097.00
Clerk/Typist	28,982.62	30,957.73	32,931.66	35,146.84	36,880.70	38,851.06	40,826.18	0.00
Sr. Clerk Typist	32,041.55	33,958.43	35,875.32	38,026.32	39,709.09	42,776.34	43,538.10	0.00
Water/Sewer Department								
Ass't W/S Utilities Superintendent	81,005.87	82,750.44	84,486.68	86,224.12	87,962.74	89,696.62	91,435.24	93,171.49
Foreman	76,705.07	77,323.03	77,935.06	78,551.84	79,167.42	79,780.64	80,398.60	81,005.87
Sr. W/S Repairer	71,373.91	72,140.43	72,917.64	73,665.14	74,415.02	75,186.29	75,915.97	76,644.46
W/S Repairer	61,999.84	63,034.93	64,067.65	65,100.37	66,136.65	67,171.75	68,208.03	69,239.55
Ass't W/S Plan Repairer	52,121.89	53,536.08	54,947.89	56,352.59	57,765.58	59,167.89	60,588.03	61,996.28
Sr, W/S Plant Operator	71,373.91	72,140.43	72,917.64	73,665.14	74,415.02	75,186.29	75,915.97	76,644.46
W/S Plant Operator	61,999.84	63,034.93	64,067.65	65,100.37	66,136.65	67,171.75	68,208.03	69,239.55
Ass't W/S Plant Operator	52,121.89	53,536.08	54,947.89	56,352.59	57,765.58	59,167.89	60,588.03	61,996.28
Meter Reader/Repairer	52,121.89	53,536.08	54,947.89	56,352.59	57,765.58	59,167.89	60,588.03	61,996.28
Laborer	43,289.73	44,818.00	46,342.72	47,876.93	49,398.08	50,921.61	52,453.45	53,978.16
Lab. Tech, Water Ana/Pcyp	71,255.07	73,038.86	74,827.40	76,608.80	78,393.77	81,809.22	83,594.20	0.00
Machinist	75,957.56	76,573.15	77,197.06	77,810.27	78,429.42	79,052.15	79,673.68	80,291.64
Sewer Equipment Operator	58,843.46	59,828.64	60,820.95	61,808.51	62,793.69	63,783.63	64,769.99	65,758.74
Administration								
Sr. Bk, Mach, Operator	54,623.47	56,408.44	58,194.60	59,973.63	61,760.97	63,544.76	65,330.92	0.00
Prin. Account Clerk/Account Clerk 2	48,343.97	51,293.58	54,241.99	57,192.78	60,142.38	63,119.31	65,330.92	0.00
Clerk Typist/Clerk Sten.	28,982.62	30,957.73	32,931.66	35,146.84	36,880.70	38,851.06	40,826.18	0.00
Omnibus Operator	23,349.61	24,713.89	26,063.92	27,410.37	28,754.45	30,103.28	31,448.55	0.00
Sr. Housing Inspector	59,756.14	60,968.31	62,235.14	63,231.02	64,319.59	65,405.79	70,054.79	0.00
Housing Inspector	49,871.07	51,014.31	52,328.67	53,631.15	54,941.95	56,243.25	57,549.29	0.00
Sr. Dispatcher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	63,083.67
Dispatchers	47,412.28	49,096.23	50,784.94	52,466.53	54,159.99	55,937.83	57,527.90	59,267.72
Account Clerk Typist	32,040.36	33,962.00	35,868.19	38,025.13	39,895.66	42,773.96	43,538.10	0.00
Sr. Account Clerk Typist	35,102.86	37,076.79	39,050.71	41,023.45	43,120.98	44,968.93	46,941.67	0.00
Prin, Clerk Typist	35,102.86	37,076.79	39,050.71	41,023.45	43,120.98	44,968.93	46,941.67	0.00
Prin, Payroll Clerk	54,623.47	56,408.44	58,194.60	59,973.63	61,760.97	63,544.76	65,330.92	0.00
Sr. Payroll Clerk	48,343.97	51,293.58	54,241.99	57,192.78	60,142.38	63,119.31	65,330.92	0.00
Payroll Clerk	35,102.86	37,076.79	39,050.71	41,023.45	43,120.98	44,968.93	46,941.67	0.00

2027 Salary Guide 3.5% INCREASE	0-6 mos	7-12 mos	13-18 mos	19-24 mos	25-30 mos	31-36 mos	37-42 mos	43-48 mos
Street Department								
Foreman	79,389.75	80,029.34	80,662.78	81,301.15	81,938.28	82,572.96	83,212.55	83,841.08
Sr. Mechanic	78,616.07	79,253.21	79,898.95	80,533.63	81,174.45	81,818.98	82,462.25	83,101.85
Mechanic	67,751.57	69,380.08	71,004.89	72,634.63	74,260.68	75,891.65	77,521.38	79,143.74
Equipment Operator	60,902.98	61,922.65	62,949.68	63,971.81	64,991.47	66,016.06	67,039.40	68,060.29
Motor Boom Driver	46,267.33	48,203.33	50,140.57	51,809.66	54,016.26	55,957.19	57,895.65	59,835.36
Truck Driver	46,267.33	48,203.33	50,140.57	51,809.66	54,016.26	55,957.19	57,895.65	59,835.36
Mechanic Helper	48,612.91	51,077.81	53,547.64	55,895.69	58,476.21	60,942.34	63,406.01	65,877.06
Laborer	44,804.87	46,386.63	47,964.71	49,552.63	51,127.01	52,703.87	54,289.33	55,990.40
Clerk/Typist	29,997.01	32,041.25	34,084.26	36,376.97	38,171.52	40,210.85	42,255.10	0.00
Sr. Clerk Typist	33,163.00	35,146.98	37,130.96	39,357.24	41,098.91	44,273.51	45,061.93	0.00
Water/Sewer Department								
Ass't W/S Utilities Superintendent	83,841.08	85,646.71	87,443.72	89,241.97	91,041.44	92,836.00	94,635.47	96,432.50
Foreman	79,389.75	80,029.34	80,662.78	81,301.15	81,938.28	82,572.96	83,212.55	83,841.08
Sr. W/S Repairer	73,872.00	74,665.34	75,469.76	76,243.42	77,019.55	77,817.81	78,573.03	79,327.01
W/S Repairer	64,169.83	65,241.16	66,310.02	67,378.88	68,451.43	69,522.76	70,595.31	71,662.94
Ass't W/S Plan Repairer	53,946.16	55,409.84	56,871.07	58,324.93	59,787.38	61,238.77	62,708.61	64,166.15
Sr, W/S Plant Operator	73,872.00	74,665.34	75,469.76	76,243.42	77,019.55	77,817.81	78,573.03	79,327.01
W/S Plant Operator	64,169.83	65,241.16	66,310.02	67,378.88	68,451.43	69,522.76	70,595.31	71,662.94
Ass't W/S Plant Operator	53,946.16	55,409.84	56,871.07	58,324.93	59,787.38	61,238.77	62,708.61	64,166.15
Meter Reader/Repairer	53,946.16	55,409.84	56,871.07	58,324.93	59,787.38	61,238.77	62,708.61	64,166.15
Laborer	44,804.87	46,386.63	47,964.71	49,552.63	51,127.01	52,703.87	54,289.33	55,867.40
Lab. Tech, Water Ana/Pcyp	73,749.00	75,595.22	77,446.36	79,290.11	81,137.56	84,672.55	86,519.99	0.00
Machinist	78,616.07	79,253.21	79,898.95	80,533.63	81,174.45	81,818.98	82,462.25	83,101.85
Sewer Equipment Operator	60,902.98	61,922.65	62,949.68	63,971.81	64,991.47	66,016.06	67,036.94	68,060.29
Administration								
Sr. Bk, Mach, Operator	56,535.29	58,382.73	60,231.41	62,072.71	63,922.61	65,768.83	67,617.50	0.00
Principal Account Clerk/Account Clerk 2	50,036.01	53,088.85	56,140.46	59,194.53	62,247.36	65,328.49	67,617.50	0.00
Clerk Typist/Clerk Sten.	29,997.01	32,041.25	34,084.26	36,376.97	38,171.52	40,210.85	42,255.10	0.00
Omnibus Operator	24,166.85	25,578.88	26,976.15	28,369.73	29,760.86	31,156.89	32,549.24	0.00
Sr. Housing Inspector	61,847.61	63,102.20	64,413.37	65,444.11	66,570.78	67,694.99	72,506.71	0.00
Housing Inspector	51,616.55	52,799.81	54,160.18	55,508.24	56,864.92	58,211.76	59,563.52	0.00
Sr. Dispatcher	0.00	0.00	0.00	0.00	0.00	0.00	0.00	65,291.59
Dispatchers	49,071.71	50,814.59	52,562.42	54,302.86	56,055.59	57,895.65	59,541.38	61,342.09
Account Clerk Typist	33,161.78	35,150.67	37,123.58	39,356.01	41,292.01	44,271.05	45,061.93	0.00
Sr. Account Clerk Typist	36,331.46	38,374.47	40,417.49	42,459.27	44,630.21	46,542.84	48,584.63	0.00
Prin, Clerk Typist	36,331.46	38,374.47	40,417.49	42,459.27	44,630.21	46,542.84	48,584.63	0.00
Prin, Payroll Clerk	56,535.29	58,382.73	60,231.41	62,072.71	63,922.61	65,768.83	67,617.50	0.00
Sr. Payroll Clerk	50,036.01	53,088.85	56,140.46	59,194.53	62,247.36	65,328.49	67,617.50	0.00
Payroll Clerk	36,331.46	38,374.47	40,417.49	42,459.27	44,630.21	46,542.84	48,584.63	0.00

ARTICLE XXIII

BINDING OBLIGATION, SEVERABILITY AND SAVINGS

The terms and conditions of this Agreement shall supersede and replace any inconsistent previously adopted policy, rule or regulation and said terms and conditions of this Agreement shall constitute a binding obligation of the parties for the duration of this Agreement.

If any provision of this Agreement or any application of this Agreement to any unit member or employee is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

IN WITNESS WHEREOF, the parties hereto have affixed their hands and seals this 18 **day of** June **2024**

ATTEST:

CITY OF SALEM

Mayor Dr Jody Veler

WITNESS:

CITY OF SALEM BLUE COLLAR WORKERS ASSOCIATION

President