

MONROE TOWNSHIP, MIDDLESEX COUNTY

ORDINANCE NO.: O-1-2019-004

2019-2022 WHITE COLLAR WORKER SALARY AND WAGE ORDINANCE

ORDINANCE OF THE MONROE TOWNSHIP COUNCIL  
FIXING THE SALARIES AND WAGES FOR VARIOUS OFFICIALS AND EMPLOYEES  
OF THE TOWNSHIP OF MONROE, COUNTY OF MIDDLESEX, AND  
PROVIDING FOR THE MANNER OF PAYMENT THEREOF  
AND RATIFYING SALARIES AND PAYMENTS TO EMPLOYEES AND OFFICIALS  
PREVIOUSLY PAID

BE IT ORDAINED by the Township Council of the Township of Monroe, County of Middlesex, State of New Jersey as follows:


SECTION 1. The following annual salaries, wages and fees shall be paid to the various members of the White Collar Workers of the Township of Monroe as hereinafter specified, to be effective January 1, 2019, *nunc pro tunc*.

SECTION 2. All Ordinances or parts of Ordinances inconsistent with the provisions of this Ordinance shall be and the same are hereby repealed.

SECTION 3. If any section, paragraph, subdivision, clause or provision of this Ordinance shall be adjudged invalid, such adjudication shall apply only to the section, paragraph, subdivision, clause or provision so adjudged and the remainder of the Ordinance shall be deemed valid and effective.

SECTION 4. This Ordinance shall take effect upon final passage and publication as provided by law.

SO ORDAINED, as aforesaid.



STEPHEN DALINA, Council President

RECORDED VOTE – INTRODUCTION – January 14, 2019						
COUNCIL	MOTION	SECOND	AYE	NAY	ABSTAIN	ABSENT
Councilman Baskin		X	X			
Councilwoman Cohen	X		X			
Councilman Dipierro			X			
Council V. President Schneider			X			
Council President Dalina						X

NOTICE

Notice is hereby given that the foregoing Ordinance was introduced and passed on first reading at a meeting of the Monroe Township Council held on January 14, 2019. Said Ordinance will again be read and considered for final passage at the next scheduled meeting of the Monroe Township Council to be held on February 4, 2019 at 6:30 p.m. at the Monroe Township Municipal Building, 1 Municipal Plaza, Monroe Township, New Jersey 08831. At said time and place all persons having an interest in the foregoing Ordinance will be granted an opportunity to be heard concerning the same prior to consideration for final passage by the Council.



PATRICIA REID, Township Clerk

RECORDED VOTE – SECOND READING & FINAL ADOPTION– February 4, 2019						
COUNCIL	MOTION	SECOND	AYE	NAY	ABSTAIN	ABSENT
Councilman Baskin						X
Councilwoman Cohen			X			
Councilman Dipierro		X	X			
Council V. President Schneider	X		X			
Council President Dalina			X			

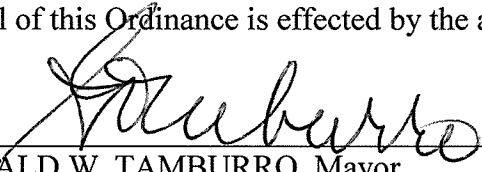
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PREVIOUSLY PAID**

**MAYORAL APPROVAL**

By virtue of the Optional Municipal Charter Law of 1950 and Chapter 3, Section 19 of the Code of the Township of Monroe, my approval of this Ordinance is effected by the affixing of my signature hereto.

  
 \_\_\_\_\_  
 GERALD W. TAMBURRO, Mayor

Date signed: 2/5/19

**WHITE COLLAR SALARY AND WAGES**

<b>POSITION</b>	<b>Step1 2019</b>	<b>Step2 2019</b>	<b>Step3 2019</b>	<b>Step 4 2019</b>
Account Clerk	41,670	43,397	45,214	47,111
Senior Account Clerk	48,451	50,615	53,005	55,621
Principal Account Clerk	-	57,319	58,976	60,731
Principal Account Clerk/Purchasing w/ Rpps	60,357	61,200	62,043	62,882
Accounts Payable/Budget Clerk	43,399	45,215	47,123	49,146
Senior Account Payable/Budget Clerk	63,303	66,439	69,206	75,231
Animal Control Officer	45,589	55,362	65,140	74,914
Assistant Ambulance Billing Coord.	-	-	62,993	70,218
Bus Driver	42,981	44,774	46,658	49,434
Senior Bus Driver	50,093	52,425	54,986	57,706
Violations Clerk	43,986	45,828	47,761	49,804
Chief Violations Clerk	47,515	49,590	51,873	54,390
Chief Violations Clerk/Certified	-	-	-	59,970
Clerk	36,345	37,807	39,337	40,949
Senior Clerk	42,640	44,414	46,277	48,237
Clerk Typist	37,452	38,971	40,556	42,232
Senior Clerk Typist	43,986	45,828	47,761	49,804
DPW Office Coordinator	62,348	65,438	68,530	71,622
Office Coordinator/Secy.	57,384	60,093	62,371	66,286
Emergency Medical Technician	44,488	57,952	61,181	64,213
Sr. Emergency Medical Technician	-	-	62,993	70,218
Operations Co-ord/ Sr. EMT	73,283	76,652	80,020	83,387
Evidence Custodian - Permanent P.T.	29.34	-	-	-
Inter Library Loan/Hold Tech.	55,508	57,621	59,784	61,927
Library At Home Services Coordinator	58,938	61,859	64,927	68,147
Library Communicatons Coordinator	18.00	18.90	19.85	20.84
Library Computer Support/Hold Assistant	63,264	65,506	67,746	69,987
Library Print Media Services Assistant	63,264	65,506	67,746	69,987
Library Aide	14.06	14.63	15.19	15.76
Senior Library Aide	15.42	16.19	17.00	17.85
Junior Library Assistant - P.T.	18.58	19.30	20.07	26.25
Library Assistant PT/Hourly	18.58	19.30	20.06	20.88
Library Assistant FT	42,137	43,121	45,731	47,667
Library Senior Assistant FT	46,208	48,084	50,079	52,112
Library Supervisory Assistant	55,508	57,621	59,784	61,927
Library Administrative Assistant	48,451	50,615	52,993	55,621
Library Senior Administrative Assistant	57,661	59,902	62,144	64,384
Outreach Coordinator	56,812	59,624	62,573	65,696
Payroll Clerk	44,943	46,838	48,826	52,512
Senior Payroll Clerk/Pensions & Benefits	62,348	65,438	68,530	74,594
Police Computer System Admin.	70,617	74,307	78,190	82,280
Records Clerk	40,404	42,074	43,823	45,651
Senior Records Clerk	46,921	48,935	51,161	53,614
Police Records Coordinator	57,384	60,093	62,371	66,286
Public Relations Coordinator	50,246	52,593	55,172	56,215
School Crossing Guard	19.34	21.80	24.11	27.32
Secretary II	42,981	44,780	46,658	48,626
Secretary I	48,494	50,668	53,059	55,688
Tax Clerk *	38,017	39,561	41,186	42,891
Tax Clerk Certified *	43,510	45,054	46,679	48,384
Senior Tax Clerk *	44,675	46,552	48,521	50,805
Senior Tax Clerk Certified *	50,168	52,044	54,014	56,297
Principal Tax Clerk Certified *	56,608	57,728	58,848	59,970
Tech. Assistant to Construction Official	57,384	60,093	62,371	66,286
Telecommunications Officer	58,237	61,090	64,089	69,101
Administrative Telecommunications Officer	72,176	75,759	79,522	83,472
Transportation Coordinator	62,307	65,396	68,640	72,047

**WHITE COLLAR SALARY AND WAGES**

<b>POSITION</b>	<b>Step1 2019</b>	<b>Step2 2019</b>	<b>Step3 2019</b>	<b>Step 4 2019</b>
Transportation Operations Coordinator	69,574	73,028	76,659	80,460
Utility Accounting Clerk	48,451	50,615	53,005	55,621
Utility Accountant (CMFO Cert. Required)	-	66,180	68,122	70,061
Utility Sr. Accounting Clerk	-	56,274	59,209	62,298
Utility Bookkeeper Accounting Assistant	56,274	59,209	62,298	65,387
Utility Administrative Asst.	42,981	44,780	46,658	48,626
Utility Senior Administrative Asst.	-	50,668	53,059	55,688
Utility Engineering Administrative Asst.	62,348	65,438	68,530	71,622
Utility AP/Payroll Clerk	45,926	48,194	50,580	53,083
Utility Customer Service Representative	48,446	50,970	53,624	56,419
Utility Technical Engineering Assistant	44,511	50,117	54,848	59,573
Utility Senior Technical Engineering Assistant	64,303	69,030	73,760	78,495
Utility I.S. Technician	46,041	49,933	53,826	57,716
Utility I.S. Specialist	-	59,947	65,475	71,404
Utility Senior I.S. Specialist	74,240	81,374	87,320	93,265

\* Tax Clerks and Tax Assessing Clerks shall be combined in title to Tax Clerks. Upon receiving their notice of certification, employees shall receive a \$5,000 stipend until they complete Step 4 of their current title.

Principal Tax Clerk Certified includes the \$5,000 stipend and the stipend shall not be paid on top of the above salary.

Tax Clerk shall proceed to Senior Tax Clerk after completing Step 4.

Senior Tax Clerk Certified shall proceed to Principal Tax Clerk Certified after completing Step 4.

**WHITE COLLAR SALARY AND WAGES**

	<u>Step1</u>	<u>Step2</u>	<u>Step3</u>	<u>Step 4</u>
<u>POSITION</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>	<u>2020</u>
Account Clerk	43,224	44,994	46,857	48,801
Senior Account Clerk	50,175	52,393	54,843	57,524
Principal Account Clerk	-	59,264	60,963	62,762
Principal Account Clerk/Purchasing w/ Rpps	62,378	63,243	64,107	64,967
Accounts Payable/Budget Clerk	44,996	46,858	48,814	50,887
Senior Account Payable/Budget Clerk	65,398	68,612	71,449	77,624
Animal Control Officer	47,241	57,259	67,281	77,299
Assistant Ambulance Billing Coord.	-	-	65,080	72,486
Bus Driver	44,568	46,406	48,337	51,182
Senior Bus Driver	51,858	54,248	56,873	59,661
Violations Clerk	45,598	47,486	49,468	51,562
Chief Violations Clerk	49,215	51,342	53,682	56,262
Chief Violations Clerk/Certified Clerk	-	-	-	61,982
Senior Clerk	37,766	39,265	40,833	42,485
Clerk Typist	44,219	46,037	47,946	49,955
Senior Clerk Typist	38,901	40,458	42,082	43,800
DPW Office Coordinator	45,598	47,486	49,468	51,562
Office Coordinator/Secy.	64,419	67,586	70,756	73,925
Emergency Medical Technician	59,331	62,108	64,443	68,456
Sr. Emergency Medical Technician	46,113	59,913	63,223	66,331
Operations Co-ord/ Sr. EMT	-	-	65,080	72,486
Evidence Custodian - Permanent P.T.	75,628	79,081	82,533	85,984
Inter Library Loan/Hold Tech.	30.34	-	-	-
Library At Home Services Coordinator	57,408	59,574	61,791	63,988
Library Communications Coordinator	60,924	63,918	67,063	70,363
Library Computer Support/Hold Assistant	18.00	18.90	19.85	20.84
Library Print Media Services Assistant	65,358	67,656	69,952	72,249
Library Aide	65,358	67,656	69,952	72,249
Senior Library Aide	14.68	15.26	15.83	16.42
Junior Library Assistant - P.T.	15.42	16.19	17.00	17.85
Library Assistant PT/Hourly	19.31	20.05	20.84	21.67
Library Assistant FT	19.31	20.05	20.83	21.67
Library Senior Assistant FT	43,703	44,712	47,387	49,371
Library Supervisory Assistant	47,876	49,799	51,843	53,927
Library Administrative Assistant	57,408	59,574	61,791	63,988
Library Senior Administrative Assistant	50,175	52,393	54,830	57,524
Outreach Coordinator	59,615	61,912	64,210	66,506
Payroll Clerk	58,745	61,627	64,650	67,851
Senior Payroll Clerk/Pensions & Benefits	46,579	48,521	50,559	54,337
Police Computer System Admin.	64,419	67,586	70,756	76,971
Records Clerk	72,895	76,677	80,657	84,850
Senior Records Clerk	41,927	43,638	45,431	47,305
Police Records Coordinator	48,607	50,671	52,953	55,467
Public Relations Coordinator	59,331	62,108	64,443	68,456
School Crossing Guard	52,015	54,420	57,064	58,133
Secretary II	20.09	22.62	24.97	28.27
Secretary I	44,568	46,412	48,337	50,354
Tax Clerk *	50,219	52,447	54,898	57,593
Tax Clerk Certified *	39,480	41,063	42,728	44,476
Senior Tax Clerk *	45,110	46,693	48,358	50,106
Senior Tax Clerk Certified *	46,304	48,228	50,247	52,588
Principal Tax Clerk Certified *	51,935	53,858	55,877	58,217
Tech. Assistant to Construction Official	58,536	59,684	60,832	61,982
Telecommunications Officer	59,331	62,108	64,443	68,456
Administrative Telecommunications Officer	60,205	63,130	66,204	71,341
Transportation Coordinator	74,493	78,165	82,023	86,071
	64,377	67,543	70,869	74,361

**WHITE COLLAR SALARY AND WAGES**

<b>POSITION</b>	<b>Step1 2020</b>	<b>Step2 2020</b>	<b>Step3 2020</b>	<b>Step 4 2020</b>
Transportation Operations Coordinator	71,826	75,366	79,088	82,984
Utility Accounting Clerk	50,175	52,393	54,843	57,524
Utility Accountant (CMFO Cert. Required)	-	68,347	70,338	72,325
Utility Sr. Accounting Clerk	-	58,193	61,202	64,368
Utility Bookkeeper Accounting Assistant	58,193	61,202	64,368	67,534
Utility Administrative Asst.	44,568	46,412	48,337	50,354
Utility Senior Administrative Asst.	-	52,447	54,898	57,593
Utility Engineering Administrative Asst.	64,419	67,586	70,756	73,925
Utility AP/Payroll Clerk	47,587	49,911	52,357	54,923
Utility Customer Service Representative	50,170	52,757	55,477	58,342
Utility Technical Engineering Assistant	46,136	51,882	56,732	61,575
Utility Senior Technical Engineering Assistant	66,423	71,268	76,117	80,970
Utility I.S. Technician	47,705	51,694	55,684	59,671
Utility I.S. Specialist	-	61,958	67,624	73,702
Utility Senior I.S. Specialist	76,609	83,921	90,016	96,109

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Principal Tax Clerk Certified includes the \$5,000 stipend and the stipend shall not be paid on top of the above salary.

Tax Clerk shall proceed to Senior Tax Clerk after completing Step 4.

Senior Tax Clerk Certified shall proceed to Principal Tax Clerk Certified after completing Step 4.

**WHITE COLLAR SALARY AND WAGES**

<b>POSITION</b>	<b>Step1 2021</b>	<b>Step2 2021</b>	<b>Step3 2021</b>	<b>Step 4 2021</b>
Account Clerk	44,817	46,631	48,541	50,534
Senior Account Clerk	51,942	54,215	56,727	59,475
Principal Account Clerk	-	61,258	63,000	64,844
Principal Account Clerk/Purchasing w/ Rpps	64,450	65,337	66,222	67,104
Accounts Payable/Budget Clerk	46,633	48,542	50,547	52,672
Senior Account Payable/Budget Clerk	67,545	70,840	73,748	80,077
Animal Control Officer	48,935	59,203	69,476	79,744
Assistant Ambulance Billing Coord.	-	-	67,220	74,811
Bus Driver	46,195	48,079	50,058	52,974
Senior Bus Driver	53,667	56,117	58,807	61,665
Violations Clerk	47,250	49,186	51,217	53,364
Chief Violations Clerk	50,958	53,138	55,537	58,181
Chief Violations Clerk/Certified Clerk	-	-	-	64,044
Senior Clerk	39,223	40,759	42,366	44,060
Clerk Typist	45,837	47,700	49,657	51,716
Senior Clerk Typist	40,386	41,982	43,647	45,408
DPW Office Coordinator	47,250	49,186	51,217	53,364
Office Coordinator/Secy.	66,542	69,788	73,037	76,286
Emergency Medical Technician	61,327	64,173	66,567	70,680
Sr. Emergency Medical Technician	47,778	61,923	65,316	68,502
Operations Co-ord/ Sr. EMT	-	-	67,220	74,811
Evidence Custodian - Permanent P.T.	78,031	81,571	85,109	88,646
Inter Library Loan/Hold Tech.	31.36	-	-	-
Library At Home Services Coordinator	59,356	61,576	63,848	66,100
Library Communications Coordinator	62,960	66,028	69,252	72,635
Library Computer Support/Hold Assistant	18.00	18.90	19.85	20.84
Library Print Media Services Assistant	67,504	69,860	72,213	74,568
Library Aide	67,504	69,860	72,213	74,568
Senior Library Aide	15.31	15.91	16.49	17.10
Junior Library Assistant - P.T.	15.42	16.19	17.00	17.85
Library Assistant PT/Hourly	20.06	20.82	21.63	28.12
Library Assistant FT	20.06	20.82	21.62	22.48
Library Senior Assistant FT	45,308	46,342	49,084	51,118
Library Supervisory Assistant	49,585	51,556	53,652	55,788
Library Administrative Assistant	59,356	61,576	63,848	66,100
Library Senior Administrative Assistant	51,942	54,215	56,713	59,475
Outreach Coordinator	61,618	63,972	66,328	68,681
Payroll Clerk	60,726	63,680	66,779	70,060
Senior Payroll Clerk/Pensions & Benefits	48,256	50,247	52,335	56,208
Police Computer System Admin.	66,542	69,788	73,037	79,408
Records Clerk	75,230	79,106	83,186	87,484
Senior Records Clerk	43,488	45,241	47,079	49,000
Police Records Coordinator	50,335	52,450	54,789	57,366
Public Relations Coordinator	61,327	64,173	66,567	70,680
School Crossing Guard	53,828	56,293	59,003	60,099
Secretary II	20.85	23.45	25.87	29.24
Secretary I	46,195	48,085	50,058	52,125
Tax Clerk *	51,987	54,271	56,783	59,545
Tax Clerk Certified *	40,980	42,602	44,309	46,100
Senior Tax Clerk *	46,750	48,373	50,079	51,871
Senior Tax Clerk Certified *	47,974	49,946	52,016	54,415
Principal Tax Clerk Certified *	53,746	55,717	57,786	60,185
Tech. Assistant to Construction Official	60,512	61,689	62,865	64,044
Telecommunications Officer	61,327	64,173	66,567	70,680
Administrative Telecommunications Officer	62,223	65,221	68,372	73,637
Transportation Coordinator	76,868	80,632	84,586	88,735
	66,499	69,744	73,153	76,733

**WHITE COLLAR SALARY AND WAGES**

<b>POSITION</b>	<b>Step1 2021</b>	<b>Step2 2021</b>	<b>Step3 2021</b>	<b>Step 4 2021</b>
Transportation Operations Coordinator	74,134	77,763	81,578	85,571
Utility Accounting Clerk	51,942	54,215	56,727	59,475
Utility Accountant (CMFO Cert. Required)	-	70,568	72,609	74,646
Utility Sr. Accounting Clerk	-	60,160	63,245	66,490
Utility Bookkeeper Accounting Assistant	60,160	63,245	66,490	69,735
Utility Administrative Asst.	46,195	48,085	50,058	52,125
Utility Senior Administrative Asst.	-	54,271	56,783	59,545
Utility Engineering Administrative Asst.	66,542	69,788	73,037	76,286
Utility AP/Payroll Clerk	49,289	51,671	54,178	56,809
Utility Customer Service Representative	51,937	54,588	57,376	60,313
Utility Technical Engineering Assistant	47,802	53,692	58,663	63,627
Utility Senior Technical Engineering Assistan	68,596	73,562	78,532	83,507
Utility I.S. Technician	49,410	53,499	57,589	61,675
Utility I.S. Specialist	-	64,019	69,827	76,057
Utility Senior I.S. Specialist	79,037	86,532	92,779	99,024

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Principal Tax Clerk Certified includes the \$5,000 stipend and the stipend shall not be paid on top of the above salary.

Tax Clerk shall proceed to Senior Tax Clerk after completing Step 4.

Senior Tax Clerk Certified shall proceed to Principal Tax Clerk Certified after completing Step 4.



**WHITE COLLAR SALARY AND WAGES**

<b>POSITION</b>	<b>Step1 2022</b>	<b>Step2 2022</b>	<b>Step3 2022</b>	<b>Step 4 2022</b>
Account Clerk	46,450	48,309	50,267	52,310
Senior Account Clerk	53,753	56,083	58,658	61,474
Principal Account Clerk	-	63,302	65,088	66,978
Principal Account Clerk/Purchasing w/ Rpps	66,574	67,483	68,390	69,294
Accounts Payable/Budget Clerk	48,311	50,268	52,323	54,501
Senior Account Payable/Budget Clerk	69,746	73,124	76,104	82,591
Animal Control Officer	50,671	61,196	71,725	82,250
Assistant Ambulance Billing Coord.	-	-	69,413	77,194
Bus Driver	47,862	49,793	51,822	54,811
Senior Bus Driver	55,521	58,032	60,790	63,719
Violations Clerk	48,944	50,928	53,010	55,211
Chief Violations Clerk	52,744	54,979	57,438	60,148
Chief Violations Clerk/Certified	-	-	-	66,158
Clerk	40,716	42,290	43,938	45,674
Senior Clerk	47,495	49,405	51,411	53,521
Clerk Typist	41,908	43,544	45,251	47,056
Senior Clerk Typist	48,944	50,928	53,010	55,211
DPW Office Coordinator	68,718	72,045	75,375	78,706
Office Coordinator/Secy.	63,373	66,290	68,744	72,960
Emergency Medical Technician	49,485	63,984	67,461	70,727
Sr. Emergency Medical Technician	-	-	69,413	77,194
Operations Co-ord/ Sr. EMT	80,494	84,123	87,749	91,375
Evidence Custodian - Permanent P.T.	32.41	-	-	-
Inter Library Loan/Hold Tech.	61,352	63,628	65,957	68,265
Library At Home Services Coordinator	65,047	68,191	71,496	74,963
Library Communicatons Coordinator	18.00	18.90	19.85	20.84
Library Computer Support/Hold Assistant	69,704	72,119	74,531	76,945
Library Print Media Services Assistant	69,704	72,119	74,531	76,945
Library Aide	15.96	16.57	17.17	17.79
Senior Library Aide	15.42	16.19	17.00	17.85
Junior Library Assistant - P.T.	20.83	21.61	22.43	29.09
Library Assistant PT/Hourly	20.83	21.61	22.42	23.30
Library Assistant FT	46,953	48,013	50,824	52,908
Library Senior Assistant FT	51,337	53,357	55,506	57,695
Library Supervisory Assistant	61,352	63,628	65,957	68,265
Library Administrative Assistant	53,753	56,083	58,643	61,474
Library Senior Administrative Assistant	63,671	66,084	68,499	70,911
Outreach Coordinator	62,757	65,785	68,961	72,324
Payroll Clerk	49,975	52,016	54,156	58,126
Senior Payroll Clerk/Pensions & Benefits	68,718	72,045	75,375	81,906
Police Computer System Admin.	77,623	81,596	85,778	90,184
Records Clerk	45,088	46,885	48,768	50,738
Senior Records Clerk	52,106	54,274	56,671	59,313
Police Records Coordinator	63,373	66,290	68,744	72,960
Public Relations Coordinator	55,686	58,213	60,991	62,114
School Crossing Guard	21.64	24.30	26.78	30.24
Secretary II	47,862	49,800	51,822	53,941
Secretary I	53,799	56,140	58,715	61,546
Tax Clerk *	42,517	44,180	45,929	47,765
Tax Clerk Certified *	48,431	50,095	51,843	53,680
Senior Tax Clerk *	49,686	51,707	53,829	56,288
Senior Tax Clerk Certified *	55,602	57,622	59,743	62,202
Principal Tax Clerk Certified *	62,537	63,744	64,949	66,158
Tech. Assistant to Construction Official	63,373	66,290	68,744	72,960
Telecommunications Officer	64,291	67,364	70,594	75,990
Administrative Telecommunications Officer	79,302	83,160	87,213	91,466
Transportation Coordinator	68,674	72,000	75,494	79,164

**WHITE COLLAR SALARY AND WAGES**

	<b>Step1</b>	<b>Step2</b>	<b>Step3</b>	<b>Step 4</b>
<b>POSITION</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>	<b>2022</b>
Transportation Operations Coordinator	76,500	80,220	84,130	88,223
Utility Accounting Clerk	53,753	56,083	58,658	61,474
Utility Accountant (CMFO Cert. Required)	-	72,845	74,937	77,025
Utility Sr. Accounting Clerk	-	62,177	65,339	68,665
Utility Bookkeeper Accounting Assistant	62,177	65,339	68,665	71,991
Utility Administrative Asst.	47,862	49,800	51,822	53,941
Utility Senior Administrative Asst.	-	56,140	58,715	61,546
Utility Engineering Administrative Asst.	68,718	72,045	75,375	78,706
Utility AP/Payroll Clerk	51,034	53,475	56,045	58,742
Utility Customer Service Representative	53,748	56,465	59,323	62,333
Utility Technical Engineering Assistant	49,510	55,547	60,642	65,730
Utility Senior Technical Engineering Assistant	70,823	75,914	81,008	86,107
Utility I.S. Technician	51,158	55,349	59,541	63,729
Utility I.S. Specialist	-	66,132	72,085	78,471
Utility Senior I.S. Specialist	81,525	89,208	95,611	102,012

\* Tax Clerks and Tax Assessing Clerks shall be combined in title to Tax Clerks. Upon receiving their notice of certification, employees shall receive a \$5,000 stipend until they complete Step 4 of their current title.

Principal Tax Clerk Certified includes the \$5,000 stipend and the stipend shall not be paid on top of the above salary.

Tax Clerk shall proceed to Senior Tax Clerk after completing Step 4.

Senior Tax Clerk Certified shall proceed to Principal Tax Clerk Certified after completing Step 4.