

SALARY ORDINANCE NO. 17-14

AN ORDINANCE TO AMEND ORDINANCE 16-11 ESTABLISHING SALARIES, HOLIDAYS, BENEFITS AND CERTAIN JOB REGULATIONS OF OFFICERS AND EMPLOYEES OF THE TOWNSHIP OF JEFFERSON, COUNTY OF MORRIS, STATE OF NEW JERSEY

BE IT ORDAINED by the Township Council of the Township of Jefferson in the County of Morris and State of New Jersey, they being the Governing Body of said township as follows:

SECTION ONE: Ordinance **16-11** is hereby amended and supplemented so as to establish compensation to be paid to township employees and officers and further set forth in Section Three thereof.

SECTION TWO: Sections of Ordinance **16-11** and any and all ordinances are hereby amended to read as follows: All salaries or rate of compensation hereafter shall be effective **January 1, 2013** through **December 31, 2016**, under different dates as mentioned in specific contracts and in accordance with current contracts and shall pertain to employees of the Township of Jefferson.

SECTION THREE: Sections of Ordinance **16-11** and any and all ordinances are hereby amended to read as follows:

- (A) The holidays for **2013 through 2016** shall be as per contract presently in existence for that period.
- (B) Police Chief, Deputy Chief, Police Captain, and all Uniformed Officers are not entitled to longevity. All full-time Township employees not covered by a collective bargaining contract, and hired on or before November 1, 1997, shall be eligible for longevity awards in accordance with the agreement for OPEIU LOCAL 32 Blue Collar Unit, **\$1,775.00**, for OPEIU LOCAL 32 White Collar Unit, **\$1,775.00**, and **\$1,875.00** for OPEIU LOCAL 32 Foremen when total longevity is reached. All eligible members shall have longevity become a part of their base salary. Longevity shall be based on each base annual wage. The first day of July is the day upon which the total number of years of service shall be measured. Employees hired after November 1, 1997 for OPEIU LOCAL 32 White Collar Unit, November 1, 1997 for OPEIU LOCAL 32 Blue Collar Unit and April 15, 1992 for OPEIU LOCAL 32 Foremen shall not be eligible for longevity, unless specifically provided for in their Collective Bargaining Contract. PBA Local 190 members have no exception to longevity payment.
- (C) Employees in positions deemed to be unclassified by the New Jersey Civil Service Commission will earn sick leave benefits in accordance with section 7 of the contract between the Township of Jefferson, and PBA Local 190 (excepting paragraphs B-1 and B-2).
- (D) All specific salaries, holidays, vacation, longevity and other allotments of benefits to be granted to the individual members of OPEIU LOCAL 32, International Union of Production, Clerical, and Public Employees, White Collar Unit, OPEIU LOCAL 32 Blue Collar Unit, New Jersey Civil Service Association OPEIU LOCAL 32 Foremen's Unit, P.B.A. Local 190, and Professional Staff Employees with certain agreements affecting the Municipal Corporation of the State of New Jersey, through their bargaining agents, or direct contract to the governing body.

The annual salary, salary range and term of payment of the following officers and employees of the Township of Jefferson shall be as follows:

<u>TITLE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
OFFICE OF THE CLERK		
Council President	3,500	5,947
Council Member	3,000	4,957
Township Clerk	37,450	99,623
Deputy Township Clerk	18,000	78,461
Principal Clerk	18,000	50,611
Senior Clerk Typist	18,000	46,374
Deputy Township Clerk P/T	3,000	7,949
Clerk Typist P/T	Min wage	19.9102 p/h
Advisory Board Secretary P/T	Min wage	15.1837 p/h
Assistant Municipal Clerk	18,000	56,954
 OFFICE OF THE MAYOR		
Mayor	8,000	9,680
 ADMINISTRATION		
Township Administrator	45,000	143,385
Administrative/Confidential Secretary	Min Wage	76,259
Receptionist/Typist,	19,890	37,450
Clerk/Typist,	19,890	37,450
Clerk Typist P/T	Min wage	19.9102 p/h
Clerk P/T	Min wage	19.9102 p/h
Wedding/Civil Union Services	Min	200.00 per service
 FINANCE		
Chief Financial Officer	45,000	108,709
Senior Personnel Technician	19,000	72,907
Principal Payroll/Personnel Clerk	19,000	46,374
Supervisor of Accounts	17,000	51,143
Assistant Municipal Treasurer	26,000	70,891
Assistant Purchasing Agent	21,000	64,598
Senior Purchasing Assistant	21,000	46,374
Senior Clerk Typist	18,000	46,374
Clerk/Typist,	Min. Wage	37,450
Clerk Typist P/T	Min. wage	19.9102 p/h
 TAX ASSESSOR		
Tax Assessor	37,450	130,822
Assessing Clerk	15,000	36,588
Principal Clerk Typist	18,000	52,076

Clerk/Typist,	Min. Wage	37,450
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TAX COLLECTOR

Municipal Tax Collector/Cashier	15,000	95,200
Account Clerk/Typist	15,000	46,374
Account Clerk	14,000	46,374
Senior Clerk Typist	18,000	46,374
Principal Clerk/Typist	15,000	52,076
Clerk Typist P/T	Min wage	19.9102 p/h

OFFICE OF THE DIRECTOR DPW

Principal Clerk/Typist	15,000	52,076
Senior Clerk Typist	18,000	46,374

MUNICIPAL COURT

Judge of the Municipal Court	40,000	52,151
Municipal Court Administrator	25,000	87,297
Deputy Court Administrator	15,000	50,164
Deputy Court Administrator Bi-Lingual English/Spanish	15,000	53,665
Assistant Court Administrator	15,000	50,164
Violations Clerk	15,000	35,310
Senior Clerk Typist	18,000	46,374
Clerk/Typist	15,000	37,450
Clerk P/T	15,000	28,847

PLANNING BOARD

Technical Assistant Land Use Clerk Typist P/T	Min. Wage	25.1930 per hour
Senior Clerk Typist	Min wage	22.0000 per hour
	18,000	50,184

BOARD OF ADJUSTMENT

Technical Assistant Land Use Clerk/Typist P/T	Min. Wage	25.1930 per hour
Senior Clerk Typist	Min. Wage	22.0000 per hour
	18,000	50,184

ENVIRONMENTAL COMMISSION

Clerk P/T	Min wage	35.00 per meeting
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FIRE PREVENTION BUREAU

Fire Official	1,000	79,842
Fire Inspectors P/T	Min. Wage	33.0000 per hour
Clerk Typist P/T	Min wage	22.0000 p/h

POLICE DEPARTMENT Hired on or before 08/01/2011

Chief of Police	120,229.00	193,215.00
Deputy Chief	114,504.00	177,101.00
Captain	114,504.00	160,842.00
Lieutenant Step 1	118,277.00	139,366.00
Lieutenant Step 2	123,909.00	145,897.00
Sergeant Step 1	107,525.00	126,893.00
Sergeant Step 2	112,645.00	132,832.00
Academy Step	39,413.00	45,716.00
Police Officer Step 1	47,295.00	54,858.00
Police Officer Step 2	55,178.00	82,185.00
Police Officer Step 3	63,061.00	95,657.00
Police Officer Step 4	70,944.00	98,250.00
Police Officer Step 5	78,826.00	111,541.00
Police Officer Step 6	86,709.00	119,777.00
Police Officer Step 7	94,591.00	120,953.00

Officers working outside employment shall be paid by the following schedule:

Police Officer	75.0000 per hour	75.0000 per hour
Sergeant	75.0000 per hour	75.0000 per hour
Lieutenant	75.0000 per hour	75.0000 per hour
Captain	75.0000 per hour	75.0000 per hour
Deputy Chief	75.0000 per hour	75.0000 per hour
Chief of Police	75.0000 per hour	75.0000 per hour

POLICE DEPARTMENT CIVILIAN EMPLOYEES

Police Administrative Clerk	22,000	54,985
Principal Clerk/Typist	27,851	52,767
Senior Police Records Clerk	27,851	52,076
Police Records Clerk	14,000	33,739
Special Law Enforcement Officer, p/t	Min. Wage	28.8814 per hr
Senior Telecommunications Operator	14.1648 per hr	30.0268 per hr
Communications Operator	14.1648 per hr	28.1525 per hr
Communications Operator p/t	14.1648 per hr	22.0000 per hr
Clerk Typist P/T	Min wage	19.9102 p/h
Clerk P/T, Seasonal	Min. Wage	17.1200 per hour
Prosecutor	1,000.00 per session	1342.06 per session

COMMUNICATIONS

Communications Coordinator	1,200 per yr.	10,193 per yr.
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OFFICE OF EMERGENCY MANAGEMENT

Office of Emergency Management Coordinator	2,000 per yr	25,000 per yr
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CONSTRUCTION CODE OFFICIAL

Construction Official	31,000	141,902
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Zoning Officer	4,321	7,510
Supervising Clerk	18,000	52,767
Tech Asst. to Construction Official	18,000	49,326
Senior Clerk Typist	18,000	49,326
Clerk Typist	Min wage	37,450
Clerk Typist P/T	Min wage	19.9102 p/h
Electrical Sub-Code Official	10.000 per hr.	47.8682 per hr.
Code Enforcement Officer	10.000 per hr.	30.8635 per hr.
Electrical Inspector p/t	10.000 per hr.	29.4250 per hr.
Construction/Bldg Inspector p/t	10.000 per hr.	37.0149 per hr.

PLUMBING SUB-CODE

Plumbing Sub code Official p/t	10.00 p/hr.	32.9060 p/hr.
Plumbing Inspector p/t	10.00 p/hr.	32.9060 p/hr.

DIVISION OF ROADS

Principal Clerk	18,000	52,076
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HEALTH & WELFARE

Health Officer	32,000	100,113
Principal Sanitary Inspector	23,000	71,626
Senior Sanitary Inspector	23,000	58,060
Sanitary Inspector	23,000	48,071
Public Health Nurse	15.00 p/hr	32.1566 p/hr.
Registrar Vital Statistics/Admin Clerk	29,751	46,527
Principal Clerk/Typist/Reg. Vital Stats.	15,000	52,076
Principal Clerk/Typist	15,000	52,076
Senior Clerk Typist	18,000	49,326
Clerk/Typist	Min Wage	37,450
Clinic Nurse	8.00 p/hr	19.8052 p/hr.
Environmental Health Specialist	500. per mo	1,329. per mo.

ANIMAL CONTROL

Animal Control Officer	8.00 p/hr	30.0268 p/hr.
Animal Control Officer, P/T	10.00 p/hr	23.5400 p/hr.
Animal Attendant, P/T	10.00 p/hr	15.3498 p/hr.

RECREATION

Director of Recreation	38,000	93,599
Recreation Leader	18.9377 p/hr	25.6156 p/hr
Recreation Program Coordinator	16,000	61,506
Principal Clerk/Typist	15,000	52,076
Senior Clerk Typist	18,000	49,326
Clerk Typist,	Min Wage	37,450
Recreation Clerk P/T	10.00 p/hr	20.0000 p/hr
Recreation Aides, P/T,	Min Wage	14.1240 p/hr
Recreation Leader, P/T	Min Wage	23.5400 p/hr

Recreation Maintenance Worker	21.4273 p/hr	28.7374 p/hr
Senior Recreation Maintenance Worker	23.3499 p/hr	30.8185 p/hr
Laborer, P/T	Min Wage	25.6156 p/hr
Recreation Board Secretary	Min Wage	12.7304 p/hr
Park Attendant p/t	Min Wage	16.6154 p/hr

PARKS DEPARTMENT

Director of Parks	38,000	79,875
Asst. Supervisor Recreation Maint.	23.3499 p/hr	34.8975 p/hr
Recreation Maintenance Worker	21.4273 p/hr	28.7374 p/hr
Senior Recreation Maintenance Worker	23.3499 p/hr	30.8185 p/hr
Laborer	18.9377 p/hr	25.6156 p/hr
Laborer, P/T	Min Wage	23.8857 p/hr

DIAL-A-RIDE

Supervisor Omni Bus	30,000	45,339
Operator		
Assistant Supervisor Omni Bus	22,000	38,957
Operator		
Omni Bus Operator	10.00 p/hr	19.6439 p/hr
Omni Bus Operator, P/T, Occasional	10.00 p/hr	16.6929 p/hr

FIRE SUB-CODE OFFICIAL

Fire Sub Code Official p/t	1,000	14,834
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WATER & SEWER

Director of Utilities	3,000	112,005
Administrative Clerk	18,000	52,767
Principal Clerk	18,000	52,076
Water Meter Reader	Min wage	18.6700 p/hr
Senior Sewage Plant Operator	34.5850 p/hr	43.3678 p/hr
Water & Sewer Operator	32.3224 p/hr	40.5306 p/hr
Water & Sewer Repairer	28.0088 p/hr	35.8614 p/hr
Laborer	18.9377 p/hr	25.6156 p/hr
Account Clerk	14,000	43,797

DEPARTMENT OF PUBLIC WORKS

Director of DPW	47,356	124,759
Superintendent of Roads	47,356	111,876
Supervisor Roads	38,000	102,187
Assistant Road Supervisor	38,000	80,376
Land Surveyor	38,000	80,376
Senior Construction Inspector	38,000	80,376
Municipal Recycling Coordinator	2,000	4,480
Public Works Inspector	22.3871 p/hr	35.5930 p/hr

Heavy Equipment Operators	30.3997 p/hr	42.2945 p/hr
Mechanics	26.9365 p/hr	37.7158 p/hr
Senior Repairmen/Masons	24.3728 p/hr	35.1185 p/hr
Senior Mechanics	29.1179 p/hr	41.1498 p/hr
Laborer	18.9377 p/hr	28.1772 p/hr
Mechanic's Helper	18.9377 p/hr	28.1772 p/hr
Truck Driver	24.3728 p/hr	35.1185 p/hr
Heavy Truck Driver	25.6547 p/hr	36.6446 p/hr
Supervising Heavy Equipment Operator	31.8937 p/hr	44.3914 p/hr
Engineering Aid	25,000	45,000
Senior Engineering Aid	35,000	79,972
Supervising Diesel Mechanic	30.5480 p/hr	43.1012 p/hr
Garage Attendant	16.3741 p/hr	23.6028 p/hr
Senior Recycling Operator	25.4403 p/hr	32.7518 p/hr
Equipment Operator	26.9365 p/hr	37.7158 p/hr
Road Repairer/Mason	20.2195 p/hr	29.7035 p/hr
Recycling Operator/Seasonal/P/T	16.7463 p/hr	25.9231 p/hr
Diesel Mechanic	24.3728 p/hr	35.1185 p/hr
Building Maint. Worker P/T	Min Wage	17.8401 p/hr
Laborer/P/T	Min Wage	25.5566 p/hr
Principal Clerk	18,000	52,076

PUBLIC LIBRARY

Library Director	54,154	93,500
Senior Librarian	26.00 p/hr	43.56 p/hr
Librarian	20.10 p/hr	28.60 p/hr
Supervising Library Assistant	15.47 p/hr	26.62 p/hr
Principal Library Assistant	13.30 p/hr	22.30 p/hr
Senior Library Assistant	11.40 p/hr	16.79 p/hr
Library Assistant	8.78 p/hr	14.62 p/hr
Principal Account Clerk	11.40 p/hr	20.13 p/hr
Messenger	81.24 per week	135.40 per week
Building Maintenance Worker	10.00 p/hr	15.00 p/hr

Please be advised that Minimum Wage listed above on all pages reflect State Minimum Wage. In addition, individuals taking minutes for ad hoc, advisory board or regular boards will be paid \$35.00 per meeting.

SECTION FOUR: Normal pay periods for Township employees and officials will be bi-weekly provided that the Township Administrator may establish suitable pay periods as approved by Council or as noted above.

SECTION FIVE: The Township further reserves the right to pay an hourly or salary wage to any new employee between the minimum and maximum amounts set forth in the Ordinance for the title of employment.

SECTION SIX: All Ordinances or parts of Ordinances which may be inconsistent with the terms of the Ordinance are repealed only to the extent of such inconsistency.

SECTION SEVEN: This Ordinance shall take effect after publication and final passage according to law.

**TOWNSHIP COUNCIL OF THE
TOWNSHIP OF JEFFERSON**

ATTEST:

LORI A. HARVIN, Clerk

RICHARD W. YOCUM, President

INTRODUCED: July 16, 2014

ADOPTED: August 13, 2014

RUSSELL W. FELTER, MAYOR

DATE AND TIME PRESENTED TO MAYOR FOR SIGNATURE:
