

Township of Lawrence
County of Mercer

Ordinance No. 2266-17

**AN ORDINANCE AMENDING ORDINANCE NO. 2263-17
SALARY ORDINANCE OF THE TOWNSHIP OF LAWRENCE--UNCLASSIFIED AND/OR EXEMPT, SEASONAL,
EMERGENCY (NON-UNION) EMPLOYEES FOR 2017**

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

Section I. Short Title

This ordinance shall be known and may be recited as "The Salary Ordinance of the Township of Lawrence - Unclassified and/or Exempt, Seasonal, Emergency (non-union) Employees for 2017."

Section II. Salaried Employees

The attached list of salaried positions and job titles, Schedule A and Schedule B, are hereby authorized and assigned the appropriate salary ranges for 2017 and are determined by date of hire as an employee of Lawrence Township.

This ordinance will continue the Township's consistent policy of providing comparable fringe benefits to exempt employees during their active service as that provided to Supervisors, CWA Local 1032, through their collective bargaining agreement. The Township will still maintain the flexibility of granting retiree benefits to exempt employees hired after January 1, 2011. Accordingly, employees covered by this ordinance that are eligible for health and/or prescription benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78, P.L. 2011. All employees hired on or after January 1, 2014 shall contribute based upon the year four rates specified by said law and to be made an Appendix to a successor Agreement.

Section III. Part-Time or Seasonal Employees

The following part-time or seasonal positions and job titles are hereby authorized and assigned the following pay maximums commencing January 1, 2017:

Position of Job Title	Basis	2017
Armed Court Attendant	Hourly	\$24.56
Emergency Medical Technician	Hourly	\$21.74
Firefighter	Hourly	\$17.81
Laborer (Seasonal)	Hourly	\$11.17
Life Guard	Hourly	Federal Minimum Wage up to \$15.26
Recreation Aid	Hourly	Federal Minimum Wage up to \$35.75

Position of Job Title	Basis	2017
Recycling Coordinator	Per Annum	\$4,162
Fire Crew Coordinator	Per Annum	\$4,162
School Traffic Guard	Hourly	\$17.07
Secretary/ Board & Committee	Per Annum*	\$1,800.00
Tax Search Officer	Per Annum	\$11,336.00
Zoning Officer	Per Annum	\$5,273.00
Municipal Court Attendee	Hourly	\$22.03
Park Attendant	Hourly	15.26
All Others	Hourly	Federal Minimum Wage up to Step 1 in Applicable Job Title

* Denotes title paid monthly. All other titles bi-weekly.

Section IV. Eligibility

The ranges in Section II of this ordinance shall pertain to individuals employed by the Township of Lawrence on or after the effective date of this ordinance.

Section V. Longevity

- A. Each employee hired before January 1, 2013 and covered by this agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013 with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31, 2013. Longevity shall be pensionable and included as part of the employee's regular pay. Any employee hired on or after January 1, 2014 shall not be eligible to receive longevity pay at any time in the future.

Length of Service

Beginning in year 8 through year 11	\$ 800
Beginning the 12 th year through year 15	\$1,100
Beginning the 16 th year through year 19	\$1,400
Beginning the 20 th year through year 23	\$1,700
Beginning the 24 th year through year 27	\$2,000
Beginning the 28 th year and beyond	\$2,300

Section VI. Other Personnel and Working Conditions

All other functions, responsibilities and rights not specifically enumerated in prior sections of this ordinance shall be judged to be within the province of management, subject only to the laws, rules and regulations of the New Jersey Department of Personnel, the provisions contained in applicable agreements (if any) or policy manuals, and by the issuance of Administrative Directives by the Municipal Manager.

Section VII. Repealer

All other ordinances or parts of ordinances adopted prior to the date of this ordinance that are inconsistent with the provisions of this ordinance, are hereby repealed insofar as they relate to or concern the job classifications, salaries and benefits listed in this ordinance.

Section VIII. Severability

If any section, paragraph, sentence, clause, or phrase of this ordinance shall be declared invalid for any reason, the remaining portions of said ordinance shall not be affected thereby and shall remain in full force and effect.

Section IX. Effective Date

- A. This ordinance shall take effect twenty (20) days after the first publication thereof after final adoption.
- B. All salary or compensation provided for and by this ordinance shall be effective the first day of January.

Adopted: June 20, 2017

Additions are underlined _____

RECORD OF VOTE

COUNCIL	AYE	NAY	PRESENT	ABSENT	ABSTAIN	MOVE	SECOND
Mr. Bobbitt	X					X	
Mr. Kownacki	X						
Ms. Lewis	X						X
Mr. Powers	X						
Mayor Maffei	X						

2017 NON-UNION GRADE, TITLE AND WAGE LISTING
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2017
GRADE 1		
Mayor		13,924
GRADE 2		
Councilperson		10,796
GRADE 3		
Public Defender	1	30,861
	2	32,220
	3	33,578
	4	34,807
	5	36,297
	6	37,655
	7	39,012
	8	40,369
	9	41,726
	10	43,085
	11	51,686
GRADE 4		
Municipal Judge	1	64,042
	2	66,226
	3	68,413
	4	70,595
	5	72,781
	6	74,968
	7	77,152
	8	79,336
	9	81,522
	10	83,708
	11	98,912
GRADE 5		
	1	86,636
	2	88,209
	3	89,783
	4	91,354
	5	92,926
	6	94,501
	7	96,071
	8	97,634
	9	99,195
	10	100,778
	11	102,359
GRADE 6		
Municipal Manager/Qualified Purchasing Agent	1	149,070
	2	
	3	
	4	
	5	
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	9	
	10	
	11	174,995

GRADE AND JOB TITLE	STEP	2017
GRADE 7	1	
Chief of Police	2	
	3	
	4	
	5	
	6	
GRADE 8	1	119,098
Municipal Engineer	2	120,848
	3	122,597
	4	124,865
	5	127,133
	6	128,883
	7	130,635
	8	132,357
	9	134,079
	10	135,802
	11	137,522
GRADE 9	1	103,077
Superintendent of Recreation	2	105,702
Health Officer	3	108,325
Municipal Clerk	4	111,007
	5	113,686
	6	116,365
	7	119,043
	8	121,723
	9	124,402
	10	127,245
	11	130,088
GRADE 10	1	90,594
Director Redevelopment	2	92,614
Fire Sub-Code Official	3	94,636
	4	96,657
	5	98,679
	6	100,701
	7	102,724
	8	104,746
	9	106,768
	10	108,790
	11	110,811
GRADE 11	1	86,022
Tax Collector	2	88,015
	3	90,007
	4	91,998
	5	93,985
	6	95,428
	7	96,872
	8	99,408
	9	101,942
	10	103,933
	11	105,925

GRADE AND JOB TITLE	STEP	2017
GRADE 12	1	73,659
Assistant Municipal Engineer	2	81,212
Assistant Director of Public Works	3	88,764
Principal Planner	4	90,401
	5	92,042
	6	93,678
	7	95,313
	8	96,951
	9	98,592
	10	100,230
	11	101,867
GRADE 13	1	71,599
Executive Secretary	2	73,022
Fire Official	3	74,449
Senior Planner	4	75,873
Management Specialist	5	77,300
Payroll Supervisor	6	78,727
Principal Technician Management Information Systems	7	80,153
Clerk 1/Community Relations Aide	8	81,579
	9	83,004
	10	84,431
	11	85,858
GRADE 14	1	65,230
Assistant Comptroller	2	66,944
Confidential Secretary	3	68,658
Secretary to Municipal Manager	4	70,416
	5	72,175
	6	73,888
	7	75,603
	8	77,317
	9	79,033
	10	80,703
	11	82,372
GRADE 15	1	64,927
Assistant Planner	2	66,178
Supervisor of Accounts	3	67,432
	4	68,685
	5	69,937
	6	71,191
	7	72,442
	8	73,696
	9	74,947
	10	76,199
	11	79,000
GRADE 16	1	58,700
Executive Director, Office on Aging	2	60,338
	3	61,979
	4	63,698
	5	65,415
	6	66,848
	7	68,281
	8	70,375
	9	72,467
	10	74,105
	11	75,742

GRADE AND JOB TITLE	STEP	2017
GRADE 17		
Fire Prevention Specialist	1	54,801
	2	56,149
	3	57,497
	4	58,845
	5	60,193
	6	61,539
	7	62,884
	8	64,231
	9	65,574
	10	66,914
	11	68,253
GRADE 18		
Tax Assessor	1	85,488
Comptroller	2	88,362
Municipal Court Administrator	3	91,235
	4	94,109
	5	96,982-- 1/1/17 Nicole Finacchio
	6	99,856- 8/1/17 Nicole Finacchio
	7	102,729
	8	105,603
	9	108,475
	10	111,348
	11	116,109
GRADE 19		
Deputy Tax Assessor	1	58,701
Municipal Emergency Management Coordinator	2	60,876
Deputy Municipal Clerk	3	63,050
	4	65,224
	5	67,398
	6	69,572
	7	71,744
	8	73,919
	9	76,093
	10	78,268
	11	80,441
GRADE 21		
Municipal Prosecutor	1	40,978
	2	42,450
	3	43,924
	4	45,397
	5	46,870
	6	48,343
	7	49,817
	8	51,291
	9	52,761
	10	54,235
	11	64,820
GRADE 22		
	1	
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	9	
	10	
	11	163,186

2017 NON-UNION GRADE, TITLE AND WAGE LIS.
EMPLOYEES HIRED ON OR BEFORE DECEMBER 31, 2013

SCHEDULE A

GRADE AND JOB TITLE	STEP	2017
GRADE 23		
Chief Financial Officer	1	127,146
	2	129,154
	3	131,162
	4	133,170
	5	135,178
	6	137,185
	7	139,193
	8	141,200
	9	143,207
	10	145,215
	11	147,223
GRADE 24		
Secretary	1	40,822
	2	41,804
	3	42,787
	4	43,768
	5	44,751
	6	45,733
	7	46,716
	8	47,699
	9	48,680
	10	49,662
	11	50,645
		— 4/1/17 Thomas
		— 6/1/17 Thomas
Grade 25		
Assessor Trainee	1	51,804
	2	53,518
	3	55,125
	4	56,735
	5	58,347
	6	59,959
	7	61,568
	8	63,178
	9	64,788
	10	66,397
	11	68,010
Grade 26		
Clerk Driver	1	
	2	
	3	
	4	
	5	
	6	
	7	
	8	
	9	
	10	
	11	25,215
Grade 27		
Director of Public Works	1	127,146
	2	129,154
	3	131,162
	4	133,170
	5	135,178
	6	137,185
	7	139,193
	8	141,200
	9	152,225
	10	153,725
	11	154,725

2017 NON-UNION GRADE, TITLE AND WAGE LIST
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2016

SCHEDULE B

GRADE AND JOB TITLE	STEP	2017
GRADE 1		
Mayor		13,924
GRADE 2		
Councilperson		10,796
GRADE 3		
Public Defender	1	29,095
	2	30,377
	3	31,657
	4	32,816
	5	34,221
	6	35,501
	7	36,780
	8	38,060
	9	39,339
	10	40,620
	11	51,686
GRADE 4		
Municipal Judge	1	60,378
	2	62,438
	3	64,499
	4	66,557
	5	68,617
	6	81,678
	7	84,578
	8	87,478
	9	90,378
	10	93,278
	11	98,912
GRADE 5		
	1	81,679
	2	83,163
	3	84,646
	4	86,128
	5	87,610
	6	89,095
	7	90,575
	8	92,049
	9	93,520
	10	95,012
	11	102,359
GRADE 6		
Municipal Manager/Qualified Purchasing Agent	1	146,506
	2	
	3	
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	5	
	6	
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	8	
	9	
	10	
	11	174,995

2017 NON-UNION GRADE, TITLE AND WAGE LIST
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2016

SCHEDULE B

GRADE AND JOB TITLE	STEP	2017
GRADE 7		
Chief of Police	1	
	2	
	3	
	4	
	5	
	6	
GRADE 8		
	1	112,284
	2	113,934
Director of Public Works	3	115,583
Municipal Engineer	4	117,721
	5	119,860
	6	121,510
	7	123,161
	8	124,785
	9	126,408
	10	128,032
	11	137,522
GRADE 9		
Superintendent of Recreation	1	97,180
Health Officer	2	99,655
Municipal Clerk	3	102,127
	4	104,656
	5	107,182
	6	109,708
	7	112,233
	8	114,759
	9	117,285
	10	119,965
	11	130,088
GRADE 10		
Director of Redevelopment	1	85,412
Fire Sub-Code Official	2	87,316
	3	89,222
	4	91,127
	5	93,034
	6	94,940
	7	96,847
	8	98,753
	9	100,660
	10	102,566
	11	110,811
GRADE 11		
Tax Collector	1	81,101
	2	82,980
	3	84,858
	4	86,735
	5	88,609
	6	89,969
	7	91,330
	8	93,721
	9	96,110
	10	97,987
	11	105,925

2017 NON-UNION GRADE, TITLE AND WAGE LIST
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2016

SCHEDULE B

GRADE AND JOB TITLE	<u>STEP</u>	<u>2017</u>
GRADE 12	1	69,445
Assistant Municipal Engineer	2	76,566
Assistant Director of Public Works	3	83,686
Principal Planner	4	85,229
	5	86,777
	6	88,319
	7	89,860
	8	91,405
	9	92,952
	10	94,495
	11	101,867
GRADE 13	1	67,503
Executive Secretary	2	68,845
Fire Official	3	70,190
Senior Planner	4	71,532
Management Specialist	5	72,878
Payroll Supervisor	6	74,223
Principal Technician Management Information Systems	7	75,567
Clerk 1/Community Relations Aide	8	76,912
	9	78,255
	10	79,600
	11	85,858
GRADE 14	1	61,499
Assistant Comptroller	2	63,114
Confidential Secretary	3	64,730
Secretary to Municipal Manager	4	66,387
	5	68,045
	6	69,661
	7	71,278
	8	72,894
	9	74,512
	10	76,086
	11	82,372
GRADE 15	1	61,213
Assistant Planner	2	62,392
Supervisor of Accounts	3	63,574
	4	64,756
	5	65,936
	6	67,118
	7	68,297
	8	69,480
	9	70,660
	10	71,840
	11	79,000
GRADE 16	1	55,342
Executive Director, Office on Aging	2	56,886
Principal Payroll Clerk	3	58,434
	4	60,054
	5	61,672
	6	63,024
	7	64,374
	8	66,349
	9	68,322
	10	69,865
	11	75,742

2017 NON-UNION GRADE, TITLE AND WAGE LIST
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2016

SCHEDULE B

GRADE AND JOB TITLE	<u>STEP</u>	<u>2017</u>
GRADE 17	1	51,666
Fire Prevention Specialist	2	52,937
	3	54,208
	4	55,479
	5	56,750
	6	58,018
	7	59,287
	8	60,556
	9	61,822
	10	63,086
	11	68,253
GRADE 18	1	80,598
Tax Assessor	2	83,307
Comptroller	3	86,015
Municipal Court Administrator	4	88,725
	5	91,434
	6	94,143
	7	96,852
	8	99,561
	9	102,269
	10	104,977
	11	116,109
GRADE 19	1	55,343
Deputy Tax Assessor	2	57,394
Municipal Emergency Management	3	59,443
Coordinator	4	61,493
Deputy Municipal Clerk	5	63,542
	6	65,591
	7	67,640
	8	69,690
	9	71,740
	10	73,791
	11	80,441
GRADE 21	1	38,634
Municipal Prosecutor	2	40,021
	3	41,411
	4	42,800
	5	44,189
	6	45,577
	7	46,967
	8	48,357
	9	49,743
	10	51,133
	11	64,820
GRADE 22	1	
	2	
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	10	
	11	163,196

2017 NON-UNION GRADE, TITLE AND WAGE LIS.
EMPLOYEES HIRED ON OR AFTER JANUARY 1, 2016

SCHEDULE B

GRADE AND JOB TITLE	<u>STEP</u>	<u>2017</u>
GRADE 23		
Chief Financial Officer	1	119,872
Director of Public Works	2	121,765
	3	123,658
	4	125,551
	5	127,445
	6	129,336
	7	131,229
	8	133,122
	9	135,014
	10	136,907
	11	147,223
GRADE 24		
Secretary	1	38,486
	2	39,413
	3	40,339
	4	41,264
	5	42,191
	6	43,117
	7	44,043
	8	44,970
	9	45,895
	10	46,821
	11	50,645
Grade 25		
Assessor Trainee	1	48,935
	2	50,456
	3	51,971
	4	53,489
	5	55,009
	6	56,529
	7	58,046
	8	59,563
	9	61,081
	10	63,042
	11	68,940
Grade 26		
Clerk Driver	1	
	2	
	3	
	4	
	5	
	6	
	7	
	8	
	9	
	10	
	11	25,215