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ORDINANCE NO. 2009 – 28

SALARIES, WAGES AND OTHER COMPENSATION FOR EMPLOYEES AND OFFICIALS OF THE TOWNSHIP OF WILLINGBORO

BE IT ORDAINED BY THE TOWNSHIP COUNCIL OF THE TOWNSHIP OF WILLINGBORO IN THE COUNTY OF BURLINGTON AND THE STATE OF NEW JERSEY, AS FOLLOWS:

SECTION 1

1a Establishment of pay grades and classifications for non-contractual supervisors and confidential employees

Grade Classification	Grade Classification
2 Clerk Typist	12 Deputy Township Clerk
4 Clerk Typist/Receptionist	14 Administrative Assistant
7 Senior Clerk Typist	16 Municipal Court Administrator
9 Deputy Municipal Court Administrator	17 Secretary to Manager
Principal Clerk Typist	
School Traffic Guard Supervisor	
Principal Benefits Clerk	

1b Establishment of a schedule of salaries for non-contractual supervisors and confidential employees effective January 1, 2008

		*Longevity											
Grade	Increment	A	B	C	D	E	F	G	H	I	J	K	L
2	800	30,162	31,368	32,623	33,928	35,285	36,697	38,165	39,691	41,279	42,724	44,219	45,767
4	800	32,225	33,514	34,855	36,249	37,699	39,207	40,775	42,406	44,102	45,646	47,243	48,897
6	800	34,490	35,870	37,304	38,797	40,348	41,962	43,641	45,386	47,202	48,854	50,564	52,334
7	800	35,715	37,144	38,629	40,175	41,781	43,453	45,191	46,999	48,878	50,589	52,360	54,192
9	800	38,337	39,870	41,465	43,124	44,849	46,643	48,509	50,449	52,467	54,303	56,204	58,171
10	800	39,957	41,555	43,217	44,946	46,744	48,614	50,558	52,581	54,684	56,598	58,579	60,629
12	1000	42,990	44,710	46,498	48,358	50,292	52,304	54,396	56,572	58,835	60,894	63,025	65,231
14	1000	46,348	48,202	50,130	52,135	54,221	56,389	58,645	60,991	63,430	65,651	67,948	70,326
15	1000	48,149	50,075	52,078	54,161	56,328	58,581	60,924	63,361	65,895	68,202	70,589	73,059
16	1000	49,386	51,361	53,416	55,553	57,775	60,086	62,489	64,989	67,588	69,954	72,402	74,936
17	1000	52,035	54,116	56,281	58,532	60,874	63,309	65,841	68,475	71,213	73,706	76,286	78,956

*Longevity applies to non-contractual employees hired prior to November 1, 1993 only
 All other benefits will follow the AFSCME Contract

SECTION 2

2a Establishment of a schedule of salaries for elected officials

Increased annually for not less than 100% of the cost-of-living adjustment for the Philadelphia-South Jersey area as determined by statistics provided by the US Department of Labor for all consumers CPU-I

	2009
Mayor	15,174
Deputy Mayor	14,605
Councilperson	14,076

SECTION 3

3a Establishment of a schedule of titles and ranges for executive employees

<p>Range I</p> <ul style="list-style-type: none"> Municipal Court Judge Township Prosecutor Township Public Defender Deputy Tax Assessor Assistant Prosecutor Township Solicitor Confidential Aide to Council <p>Range II</p> <ul style="list-style-type: none"> Township Clerk MIS Coordinator Supervisor of Accounts 	<p>Range III</p> <ul style="list-style-type: none"> Director of Parks and Recreation Director of Community Affairs Tax Assessor Tax Collector <p>Range IV</p> <ul style="list-style-type: none"> Director of Public Works Director of Inspections/Construction Official Director of Finance <p>Range V</p> <ul style="list-style-type: none"> Deputy Township Manager Fire and Emergency Chief <p>Range VI</p> <ul style="list-style-type: none"> Township Manager Director of Public Safety
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3b Establishment of annual salaries and longevity increments for executive employees

	*Longevity Increment	Salary Range
Range I	1000	Set Annually by Council Resolution
Range II	1200	Equivalent to Sergeant A Section 8a
Range III	1375	Equivalent to Captain A Section 8a
Range IV	1375	Equivalent to Captain B Section 8a
Range V	1375	Equivalent to Captain C Section 8a
Range VI	1400	Equivalent to Captain C Section 8a plus \$100 per month or as set by Council Resolution

* Ordinance 1981-14

3c Deferred Compensation Contribution

The Township shall match the deferred compensation contribution of eligible executive employees at a rate not to exceed \$1,300 per year for Range II, III, IV and V and \$2,620 per year for Range VI.

3d Health Insurance will be provided upon retirement, after completing 20 years of full-time service in the PERS System.
In the amount of 50% of the total cost up to and including the husband and wife plan.

3e All other benefits for full-time executive employees will follow LESA Contract

3f Uniform Allowance

The uniform allowance for the Fire and Emergency Chief will match the Superior Fire Officer's Contract

SECTION 4

4a Establishment of classifications and pay grades for AFSCME Union Employees effective January 1, 2008

There is hereby established a schedule of classifications and pay grades for employees covered by the AFSCME Union Contract

A-2	Clerk	A-9	Building Maintenance Worker – Low Pressure License
A-4	Account Clerk		Principal Data Machine Operator
	Assessing Clerk		Machine Operator
	Clerk Driver		Principal Account Clerk
	Clerk Typist		Principal Assessing Clerk
	Data Entry Machine Operator		Principal Clerk Transcriber
	Permit Clerk		Principal Clerk Typist
	Social Service Assistant/Typing		Principal Payroll Clerk
	Tax Clerk		Principal Permit Clerk
	Technical Assist. Const. Code Official		Principal Tax Clerk
A-6	Building Maintenance Worker	A-10	Accounting Assistant
	Omnibus Operator		Administrative Clerk
A-7	Crime Prevention Aide/Typing		Animal Control Officer
	Recreation Aide		Recreation Leader
	Senior Account Clerk		Senior Building Maintenance Worker
	Senior Assessing Clerk	A-12	Registrar of Vital Statistics
	Senior Cashier		Supervisor of Criminal Information Records
	Senior Clerk Driver	A-14	Animal Control Officer II
	Senior Clerk Typist		Code Enforcement Officer
	Senior Payroll Clerk		Training Officer
	Senior Police Rec. Clerk Transcriber		Electrical Inspector/Plumbing Sub Code Official
	Senior Permit Clerk	A-15	Recreation Supervisor
	Senior Tax Clerk		Senior Code Enforcement Officer
	Technical Assist. Const. Code Official	A-17	Purchasing Agent
			Fire Official
			Fire Prevention Specialist

4b Establishment of a schedule of salaries effective January 1, 2008

There is hereby established a schedule of salaries for employees covered by the AFSCME Contract

Grade	Increment	A	B	C	D	E	F	G	H	I	J	K	L
2	800	30,162	31,368	32,623	33,928	35,285	36,697	38,165	39,691	41,279	42,724	44,219	45,767
4	800	32,225	33,514	34,855	36,249	37,699	39,207	40,775	42,406	44,102	45,646	47,243	48,897
6	800	34,490	35,870	37,304	38,797	40,348	41,962	43,641	45,386	47,202	48,854	50,564	52,334
7	800	35,715	37,144	38,629	40,175	41,781	43,453	45,191	46,999	48,878	50,589	52,360	54,192
9	800	38,337	39,870	41,465	43,124	44,849	46,643	48,509	50,449	52,467	54,303	56,204	58,171
10	800	39,957	41,555	43,217	44,946	46,744	48,614	50,558	52,581	54,684	56,598	58,579	60,629
12	1000	42,990	44,710	46,498	48,358	50,292	52,304	54,396	56,572	58,835	60,894	63,025	65,231
14	1000	46,348	48,202	50,130	52,135	54,221	56,389	58,645	60,991	63,430	65,651	67,948	70,326
15	1000	48,149	50,075	52,078	54,161	56,328	58,581	60,924	63,361	65,895	68,202	70,589	73,059
16	1000	49,386	51,361	53,416	55,553	57,775	60,086	62,489	64,989	67,588	69,954	72,402	74,936
17	1000	52,035	54,116	56,281	58,532	60,874	63,309	65,841	68,475	71,213	73,706	76,286	78,956

SECTION 5

5a Establishment of grade classifications PWA Union Employees effective January 1, 2007

There is hereby established a schedule of grade classifications for employees covered by the Collective Bargaining Agreement between the Township of Willingboro and the Public Works Association

Grade	Classification
7	Laborer
9	Laborer
10	Truck Driver
12	Equipment Operator
12	Mechanic

5b Establishment of a schedule of annual salaries effective January 1, 2007

There is hereby established a schedule of salaries for employees covered by the PWA Contract

Grade	Increment	2007	2008	2009
7	500	27,000	28,080	29,203
9	650	34,000	35,360	36,774
10	700	45,000	46,800	48,672
12	800	49,000	50,960	52,998

SECTION 6

6a Establishment of pay grades and classifications for WTPWSA Union employees

There is hereby established a schedule of pay grades and classifications for employees covered by the Collective Bargaining Agreement between the Township of Willingboro and the United Workers Union WTPWSA Local 1210

Classification	Grades		
Public Works Supervisor	16A	16B	16C
Supervisor Garage Services	16A	16B	16C
Supervisor Building Services	16A	16B	16C
Supervisor Parks Maintenance	16A	16B	16C

6b Establishment of annual salaries effective January 1, 2007

There is hereby established a schedule of salaries for employees covered by the WTPWSA Contract

Grade	2007	2008	2009
16A	63,000	64,575	66,189
16B	64,000	65,600	67,240
16C	65,000	66,625	68,291

SECTION 7

7a Establishment of pay grades and annual salaries for FOP Union employees effective January 1, 2007

There is hereby established a schedule of pay grades and annual salaries for employees covered by the Collective Bargaining Agreement between the Township of Willingboro and the Fraternal Order of Police Lodge #38

		2007	2008	2009	2010
	A-1	38,606	47,500	47,500	47,500
	A-2	46,177	50,000	50,000	50,000
	B	49,703	53,500	53,500	53,500
	C	52,883	57,500	57,500	57,500
	D	55,912	62,000	62,000	62,000
	E	58,940	67,000	67,000	67,000
	F	66,213	72,500	72,500	72,500
	G	71,700	76,500	81,500	85,500
8 Years	G-1	72,200	77,100	82,100	86,200
12 Years	G-2	72,700	77,600	82,600	86,700
16 Years	G-3	73,200	78,100	83,100	87,200
20 Years	G-4	73,700	78,600	83,600	87,700

SECTION 8

8a Establishment of classifications, pay grades and salaries for LESA Union employees effective January 1, 2007

There is hereby established a schedule of classifications, pay grades and annual salaries for employees covered by the Collective Bargaining Agreement between the Township of Willingboro and the Law Enforcement Supervisors Association

	2007	2008	2009	2010	2011
Sergeant A	73,885	73,885	83,500	85,588	87,727
Sergeant B	76,662	76,662	85,500	87,638	89,828
Sergeant C	81,421	86,917	90,175	94,684	99,418
Increment	1,200	1,200	1,200	1,200	1200
Lieutenant A	80,638	80,638	92,500	94,813	97,183
Lieutenant B	84,094	84,094	94,500	96,863	99,284
Lieutenant C	89,337	95,367	98,940	103,887	109,081
Increment	1,300	1,300	1,300	1,300	1300
Captain A	87,854	87,854	100,500	103,013	105,588
Captain B	90,635	90,635	103,500	106,088	108,740
Captain C	95,747	102,210	106,040	111,342	116,909
Increment	1,375	1,375	1,375	1,375	1375

SECTION 9

9a Establishment of classifications, pay grades and salaries for CWA Union employees effective July 1, 2005

There is hereby established classifications, ranges and pay rates for School Traffic Guards covered by the Collective Bargaining Agreement between the Township of Willingboro and the Communication Workers of America AFL-CIO Local 1034

School Guard Duties	1st Year	2nd Year	3rd Year	4th Year
Class A	14.00	14.35	14.71	15.11
Class B	15.50	15.89	16.28	16.73
Class C	17.00	17.43	17.86	18.35
Class D	18.50	18.96	19.44	19.97

Extra Duties	1st Year	2nd Year	3rd Year	4th Year
Class A	Minimum Wage	Minimum Wage	Minimum Wage	Minimum Wage
Class B	10.10	10.35	10.61	10.90
Class C	12.26	12.57	12.88	13.23
Class D	14.22	14.58	14.94	15.35

SECTION 10 **

10a Establishment of classifications, pay grades and salaries for Special Law Enforcement Officers effective July 1, 2009

There is hereby established classifications, pay grades and salaries for Special Law Enforcement Officers covered by the Collective Bargaining Agreement between the Township of Willingboro and the Law Enforcement Officer Association

	2009	2010	2011	2012	2013
Class 1 A	14.25	14.32	14.39	14.46	14.54
Class 1 B	15.98	16.54	17.12	17.72	18.34
Class 2 A	17.18	17.27	17.35	17.44	17.53
Class 2 B	17.82	18.44	19.09	19.76	20.45

SECTION 11

11a Establishment of classifications, pay grades and salaries for IAFF Union employees effective January 1, 2007

There is hereby established a schedule of annual salaries for Firefighters covered by the Collective Bargaining Agreement between the Township of Willingboro and the Professional Firefighter's Association IAFF Local 3091. Salaries for 2007 through 2009 are covered under a Memorandum of Agreement between the Township of Willingboro and the Professional Firefighters Association IAFF Local 3091

	2010	2011	2012
Pro-A	45,500	45,500	45,500
A-1	48,000	48,000	48,000
A	51,500	51,500	51,500
B	55,500	55,500	55,500
C	59,500	59,500	59,500
D	65,000	65,000	65,000
E	68,750	68,750	68,750
F	72,500	72,500	72,500
G	77,406	80,115	83,320

SECTION 12

12a Establishment of classifications, pay grades and salaries for IAFF Union supervisory employees effective January 1, 2007

There is hereby established a schedule of annual salaries for Firefighters covered by the Collective Bargaining Agreement between the Township of Willingboro and the Professional Firefighter's Association IAFF Local 3091 Superior Fire Officers. Salaries for 2007 through 2009 are covered under a Memorandum of between the Township of Willingboro and the Professional Firefighter's Association IAFF Local 3091 Superior Fire Officers.

	2010	2011	2012
A	86,695	89,729	93,318
B	89,017	92,132	95,818
C	91,339	94,536	98,318