

AN ORDINANCE CREATING A RECLASSIFICATION AND SALARY SCHEDULE
OF CERTAIN TOWNSHIP OF WEST ORANGE EMPLOYEES SETTING FORTH THEIR TITLES,
CLASSIFICATION AND SALARY RANGES AND ADOPTING A SALARY GUIDE AND ESTABLISHING THE
EMPLOYEE'S STATUS AS A TOWNSHIP EMPLOYEE AND UNDER THE GUIDELINES OF THE
NEW JERSEY DEPARTMENT OF PERSONNEL.

BE IT ORDAINED by the Township Council of the Township of West Orange as follows:

SECTION 1. That: an ordinance adopting and creating the reclassification and salary
schedules of certain Township of West Orange Municipal employees, setting a salary guide and establishing the
employee's status as a Township employee and under the guidelines of the New Jersey Department
of Personnel as filed in the office of the Municipal Clerk for the following positions:

SEE APPENDIX 1 - ANNUAL SALARY RANGES - NON UNIFORM TITLES - AFSCME
SEE APPENDIX 2 - ANNUAL SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES
SEE APPENDIX 3 - ANNUAL SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS
SEE APPENDIX 4 - ANNUAL SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS
SEE APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY
SEE APPENDIX 6 - SALARY RANGES - ANNUAL STIPENDS
SEE APPENDIX 7 - ANNUAL SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS
SEE APPENDIX 8 - ANNUAL SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS
SEE APPENDIX 9 - ANNUAL SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS
SEE APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE

SECTION 2. This ordinance and the titles and salary ranges herein provided shall become effective January 1, 2015
and as indicated above in SECTION 1.

SECTION 3. All ordinances and parts of ordinances heretofore enacted which are inconsistent with any provision of this
ordinance are, to the extent of such inconsistency, hereby repealed.

SECTION 4. This ordinance shall take effect upon final passage and publication in accordance with
the laws of the state of New Jersey.

ROBERT D. PARISI, MAYOR

JERRY GUARINO, COUNCIL PRESIDENT

Introduced: June 9, 2015

Adopted: June 23, 2015

Approved as to form and legality on the
basis of the facts set forth.

Karen J. Carnevale, Municipal, Clerk

LEGISLATIVE HISTORY

To combine all previous Salary Ordinances and to implement the 2015 adopted budget

			APPENDIX 1 - ANNUAL SALARY RANGES			NON UNIFORM TITLES - AFSCME			
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT				
	1/1/2015	12/31/2015	50,000	91,500	6,917				
Communications Manager									
	1/1/2015	12/31/2015	75,000	90,000	2,500				
Data Processing Coordinator									
	1/1/2015	12/31/2015	18,000	72,692	9,115				
Data Processing Technician									
	1/1/2015	12/31/2015	25,000	52,016	4,503				
Deputy Municipal Clerk									
	1/1/2015	12/31/2015	20,000	70,767	8,461				
Deputy Municipal Court Administrator									
	1/1/2015	12/31/2015	18,000	70,452	8,742				
	1/1/2016	12/31/2016	18,000	72,952	9,159				
Drafting Technician									
	1/1/2015	12/31/2015	16,000	49,288	5,548				
Drafting Technician/CAD System Operator/Engine									
	1/1/2015	12/31/2015	21,000	56,788	5,965		1411		
Drafting Technician/CAD System Operator									
	1/1/2015	12/31/2015	21,000	54,288	5,548				
Electrical Inspector									
	1/1/2015	12/31/2015	18,200	64,000	7,633				
Electrical Subcode Official									
	1/1/2015	12/31/2015	20,000	74,251	9,042				
Field Representative/Health Education									
	1/1/2015	12/31/2015	18,000	66,526	8,088				
Field Representative/Housing Inspection									
	1/1/2015	12/31/2015	18,000	56,013	6,336				
Field Representative/Property Improvement									
	1/1/2015	12/31/2015	18,000	64,516	7,753				
Field Representative/Property Improvement Billing									
	1/1/2015	12/31/2015	18,000	64,516	7,753				
Fire Inspector									
	1/1/2015	12/31/2015	18,200	64,000	7,633				
Fire Subcode Official									
	1/1/2015	12/31/2015	18,200	72,795	9,099				
Garage Attendant									
	1/1/2015	12/31/2015	17,430	45,038	4,601				
Graduate Nurse, Public Health Nurse									
	1/1/2015	12/31/2015	18,000	62,396	7,399				
Groundskeeper									
	1/1/2015	12/31/2015	15,250	22,799	1,258				
Health Educator									
	1/1/2015	12/31/2015	18,000	66,526	8,088				

			APPENDIX 1 - ANNUAL SALARY RANGES			NON UNIFORM TITLES - AFSCME			
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT				
Housing Assistance Technician									
	1/1/2015	12/31/2015	18,000	77,390	9,898				
Housing Inspector Trainee									
	1/1/2015	12/31/2015	27,500	56,013	4,752				
Keyboarding Clerk 1									
	1/1/2015	12/31/2015	16,000	42,581	4,430				
Keyboarding Clerk 1/Asst. Senior Citiz									
	1/1/2015	12/31/2015	21,000	47,581	4,430				
Keyboarding Clerk 2									
	1/1/2015	12/31/2015	17,000	44,678	4,613				
Keyboarding Clerk 2/Asst. Secretary ABC Board									
	1/1/2015	12/31/2015	17,700	45,378	4,613				
Keyboarding Clerk 3									
	1/1/2015	12/31/2015	17,000	48,254	5,209				
Keyboarding Clerk 3/Deputy Registrar									
	1/1/2015	12/31/2015	19,500	50,754	5,209				
Laborer 1									
	1/1/2015	12/31/2015	18,000	56,449	6,408				
Laborer1/Light									
	1/1/2015	12/31/2015	16,000	45,038	4,840				
Maintenance Worker 1, Grounds									
	1/1/2015	12/31/2015	17,420	22,799	897				
Mason									
	1/1/2015	12/31/2015	18,000	62,457	7,410				
Mechanic									
	1/1/2015	12/31/2015	18,000	66,057	8,010				
Mechanic's Helper									
	1/1/2015	12/31/2015	32,037	58,141	4,351				
Municipal Director of Welfare									
	1/1/2015	12/31/2015	18,000	66,494	8,082				
Municipal Director of Welfare/Senior Citizen Program Aide									
	1/1/2015	12/31/2015	25,500	73,994	8,082				
Nursing Supervisor									
	1/1/2015	12/31/2015	63,700	71,954	1,376				
Omnibus Operator									
	1/1/2015	12/31/2015	16,000	41,531	4,255				
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance									
	1/1/2015	12/31/2015	19,000	44,531	4,255				
Parking Enforcement Officer									
	1/1/2015	12/31/2015	21,840	29,120	1,213				
Payroll Clerk									
	1/1/2015	12/31/2015	28,000	49,544	3,591				

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TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT				
Personnel Assistant									
	1/1/2015	12/31/2015	18,000	70,735	8,789				
Personnel Officer									
	1/1/2015	12/31/2015	18,000	76,676	9,779				
Planner Trainee									
	1/1/2015	12/31/2015	25,000	49,515	4,086				
Plumbing Inspector									
	1/1/2015	12/31/2015	18,200	64,000	7,633				

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	1/1/2015	12/31/2015	75,000	90,000	2,500				
Data Processing Coordinator									
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Data Processing Technician									
	1/1/2015	12/31/2015	25,000	52,016	4,503				
Deputy Municipal Clerk									
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Deputy Municipal Court Administrator									
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	1/1/2015	12/31/2015	21,000	56,788	5,965		1411		
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Electrical Inspector									
	1/1/2015	12/31/2015	18,200	64,000	7,633				
Electrical Subcode Official									
	1/1/2015	12/31/2015	20,000	74,251	9,042				
Field Representative/Health Education									
	1/1/2015	12/31/2015	18,000	66,526	8,088				
Field Representative/Housing Inspection									
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Fire Inspector									
	1/1/2015	12/31/2015	18,200	64,000	7,633				
Fire Subcode Official									
	1/1/2015	12/31/2015	18,200	72,795	9,099				
Garage Attendant									
	1/1/2015	12/31/2015	17,430	45,038	4,601				
Graduate Nurse, Public Health Nurse									
	1/1/2015	12/31/2015	18,000	62,396	7,399				
Groundskeeper									
	1/1/2015	12/31/2015	15,250	22,799	1,258				
Health Educator									
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	1/1/2015	12/31/2015	19,500	50,754	5,209				
Laborer 1									
	1/1/2015	12/31/2015	18,000	56,449	6,408				
Laborer1/Light									
	1/1/2015	12/31/2015	16,000	45,038	4,840				
Maintenance Worker 1, Grounds									
	1/1/2015	12/31/2015	17,420	22,799	897				
Mason									
	1/1/2015	12/31/2015	18,000	62,457	7,410				
Mechanic									
	1/1/2015	12/31/2015	18,000	66,057	8,010				
Mechanic's Helper									
	1/1/2015	12/31/2015	32,037	58,141	4,351				
Municipal Director of Welfare									
	1/1/2015	12/31/2015	18,000	66,494	8,082				
Municipal Director of Welfare/Senior Citizen Program Aide									
	1/1/2015	12/31/2015	25,500	73,994	8,082				
Nursing Supervisor									
	1/1/2015	12/31/2015	63,700	71,954	1,376				
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	1/1/2015	12/31/2015	19,000	44,531	4,255				
Parking Enforcement Officer									
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Payroll Clerk									
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Personnel Officer									
	1/1/2015	12/31/2015	18,000	76,676	9,779				
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Plumbing Inspector									
	1/1/2015	12/31/2015	18,200	64,000	7,633				
Plumbing Subcode Official									
	1/1/2015	12/31/2015	18,200	72,795	9,099				
Principal Account Clerk									
	1/1/2015	12/31/2015	18,000	69,820	8,637				
Principal Assessing Clerk									
	1/1/2015	12/31/2015	18,000	69,820	8,637				
Principal Account Clerk/DPT/Accounts Payable									
	1/1/2015	12/31/2015	18,000	69,820	8,637				
Public Health Nurse									
	1/1/2015	12/31/2015	18,000	65,266	7,878				
Public Works Repairer									
	1/1/2015	12/31/2015	18,000	62,457	7,410				
Pumping Station Attendant									
	1/1/2015	12/31/2015	18,000	66,057	8,010				
Pumping Station Operator									
	1/1/2015	12/31/2015	18,000	66,057	8,010				
Pumping Station Repairer/Mechanic									
	1/1/2015	12/31/2015	20,000	65,231	7,538				
Records Support Technician 1									
	1/1/2015	12/31/2015	25,000	52,016	4,503				
REHS Public Health									
	1/1/2015	12/31/2015	40,000	70,225	5,037				
REHS Public Health Trainee									
	1/1/2015	12/31/2015	40,000	70,225	5,037				
Secretarial Assistant									
	1/1/2015	12/31/2015	18,000	52,547	5,758				
Senior Architect									
	1/1/2015	12/31/2015	24,000	103,345	13,224				
Senior Body & Fender Mechanic									
	1/1/2015	12/31/2015	18,000	73,418	9,236				
Senior Field Rep/Property Improvement									
	1/1/2015	12/31/2015	18,000	68,441	8,407				
Senior Mason									
	1/1/2015	12/31/2015	18,000	51,114	5,519				

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TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT				
Senior Mechanic									
	1/1/2015	12/31/2015	18,000	73,418	9,236				
Senior Payroll Clerk									
	1/1/2015	12/31/2015	18,000	61,361	7,227				
Senior Police Records Clerk									
	1/1/2015	12/31/2015	18,000	50,619	5,436				
Senior Public Health Nurse									
	1/1/2015	12/31/2015	34,265	68,907	5,774				
Senior Public Works Repairer									
	1/1/2015	12/31/2015	18,000	64,749	7,792				

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Data Processing Technician									
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Deputy Municipal Clerk									
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Deputy Municipal Court Administrator									
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Electrical Inspector									
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Electrical Subcode Official									
	1/1/2015	12/31/2015	20,000	74,251	9,042				
Field Representative/Health Education									
	1/1/2015	12/31/2015	18,000	66,526	8,088				
Field Representative/Housing Inspection									
	1/1/2015	12/31/2015	18,000	56,013	6,336				
Field Representative/Property Improvement									
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Field Representative/Property Improvement Billing									
	1/1/2015	12/31/2015	18,000	64,516	7,753				
Fire Inspector									
	1/1/2015	12/31/2015	18,200	64,000	7,633				
Fire Subcode Official									
	1/1/2015	12/31/2015	18,200	72,795	9,099				
Garage Attendant									
	1/1/2015	12/31/2015	17,430	45,038	4,601				
Graduate Nurse, Public Health Nurse									
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Health Educator									
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Laborer 1									
	1/1/2015	12/31/2015	18,000	56,449	6,408				
Laborer1/Light									
	1/1/2015	12/31/2015	16,000	45,038	4,840				
Maintenance Worker 1, Grounds									
	1/1/2015	12/31/2015	17,420	22,799	897				
Mason									
	1/1/2015	12/31/2015	18,000	62,457	7,410				
Mechanic									
	1/1/2015	12/31/2015	18,000	66,057	8,010				
Mechanic's Helper									
	1/1/2015	12/31/2015	32,037	58,141	4,351				
Municipal Director of Welfare									
	1/1/2015	12/31/2015	18,000	66,494	8,082				
Municipal Director of Welfare/Senior Citizen Program Aide									
	1/1/2015	12/31/2015	25,500	73,994	8,082				
Nursing Supervisor									
	1/1/2015	12/31/2015	63,700	71,954	1,376				
Omnibus Operator									
	1/1/2015	12/31/2015	16,000	41,531	4,255				
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance									
	1/1/2015	12/31/2015	19,000	44,531	4,255				
Parking Enforcement Officer									
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Payroll Clerk									
	1/1/2015	12/31/2015	28,000	49,544	3,591				

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TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT				
Personnel Assistant									
	1/1/2015	12/31/2015	18,000	70,735	8,789				
Personnel Officer									
	1/1/2015	12/31/2015	18,000	76,676	9,779				
Planner Trainee									
	1/1/2015	12/31/2015	25,000	49,515	4,086				
Plumbing Inspector									
	1/1/2015	12/31/2015	18,200	64,000	7,633				
Plumbing Subcode Official									
	1/1/2015	12/31/2015	18,200	72,795	9,099				
Principal Account Clerk									
	1/1/2015	12/31/2015	18,000	69,820	8,637				
Principal Assessing Clerk									
	1/1/2015	12/31/2015	18,000	69,820	8,637				
Principal Account Clerk/DPT/Accounts Payable									
	1/1/2015	12/31/2015	18,000	69,820	8,637				
Public Health Nurse									
	1/1/2015	12/31/2015	18,000	65,266	7,878				
Public Works Repairer									
	1/1/2015	12/31/2015	18,000	62,457	7,410				
Pumping Station Attendant									
	1/1/2015	12/31/2015	18,000	66,057	8,010				
Pumping Station Operator									
	1/1/2015	12/31/2015	18,000	66,057	8,010				
Pumping Station Repairer/Mechanic									
	1/1/2015	12/31/2015	20,000	65,231	7,538				
Records Support Technician 1									
	1/1/2015	12/31/2015	25,000	52,016	4,503				
REHS Public Health									
	1/1/2015	12/31/2015	40,000	70,225	5,037				
REHS Public Health Trainee									
	1/1/2015	12/31/2015	40,000	70,225	5,037				
Secretarial Assistant									
	1/1/2015	12/31/2015	18,000	52,547	5,758				
Senior Architect									
	1/1/2015	12/31/2015	24,000	103,345	13,224				
Senior Body & Fender Mechanic									
	1/1/2015	12/31/2015	18,000	73,418	9,236				
Senior Field Rep/Property Improvement									
	1/1/2015	12/31/2015	18,000	68,441	8,407				
Senior Mason									
	1/1/2015	12/31/2015	18,000	51,114	5,519				

APPENDIX 2 - ANNUAL SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES										
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT					
Assistant Township Attorney	1/1/2015	12/31/2015	31,500	31,500	(0.00)					
Assistant Comptroller	1/1/2015	12/31/2015	20,000	86,324	11,054					
	1/1/2016	12/31/2016	20,000	87,074	11,179					
Assistant Director of Public Works	1/1/2015	12/31/2015	20,000	97,117	12,853					
Assistant Director of Public Works/Recycling Center Manager/Clean Communities	1/1/2015	12/31/2015	25,000	104,117	13,186					
Business Administrator	1/1/2015	12/31/2015	30,000	155,954	20,992					
Chief Financial Officer	1/1/2015	12/31/2015	60,000	147,852	14,642					
	1/1/2016	12/31/2016	60,000	155,352	15,892					
Chief Judge of the Municipal Court	1/1/2015	12/31/2015	20,000	38,500	3,083					
Communications Manager	1/1/2015	12/31/2015	75,000	90,000	2,500					
Construction Official	1/1/2015	12/31/2015	22,000	102,318	13,386					
Deputy Municipal Department Head	1/1/2015	12/31/2015	55,000	97,000	7,000					
Director of Planning and Development	1/1/2015	12/31/2015	36,000	116,960	13,493					
Director of Public Works	1/1/2015	12/31/2015	40,000	149,312	18,219					
Director of Recreation	1/1/2015	12/31/2015	34,000	120,022	14,337					
Fire Chief	1/1/2015	12/31/2015	66,923	148,371	40,724					
Fire Director	1/1/2015	12/31/2015	40,000	150,826	18,471					
Health Officer	1/1/2015	12/31/2015	38,000	114,444	12,741					
Health Officer/Right to Know Coordinator	1/1/2015	12/31/2015	42,850	119,294	12,741					
Judge of the Municipal Court	1/1/2015	12/31/2015	20,000	34,000	2,333					
Municipal Clerk	1/1/2015	12/31/2015	67,500	121,422	8,987					
Municipal Court Administrator	1/1/2015	12/31/2015	40,000	103,072	10,512					
Municipal Engineer/Director of Public Works	1/1/2015	12/31/2015	40,000	149,312	18,219					
Municipal Engineer/Director of Public Works/Assessment Search Officer	1/1/2015	12/31/2015	42,500	151,812	18,219					
Municipal Department Head	1/1/2015	12/31/2015	36,000	116,960	13,493					
Optometrist	1/1/2015	12/31/2015	40,950	76,786	5,973					
Police Chief	1/1/2015	12/31/2015	84,651	160,571	37,960					

[illegible]

			APPENDIX 3 - ANNUAL SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS								
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT						
Assistant Supervisor											
	1/1/2015	12/31/2015	20,000	70,903	8,484						
Assistant Supervisor Public Works											
	1/1/2015	12/31/2015	20,000	74,903	9,151						
Assistant Supervisor of Public Works/Certified Pool Operator											
	1/1/2015	12/31/2015	25,000	79,903	9,151						
Assstant Supervisor of Public Works/Parking Meter Collector											
	1/1/2015	12/31/2015	22,000	74,903	8,817						

[illegible]

APPENDIX 4 - ANNUAL SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS											
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT						
Communications Operator	1/1/2015	12/31/2015	20,000	45,423	4,237						
Communications Operator - Bilingual	1/1/2015	12/31/2015	18,000	51,911	5,652						
Communications Operator Hired after 1/31/2014	1/1/2015	12/31/2015	20,000	45,423	3,178						
Communications Operator - Bilingual Hired after 1/31/2014	1/1/2015	12/31/2015	18,000	51,911	4,239						
Public Safety Telecommunications Operator	1/1/2015	12/31/2015	20,000	45,423	4,237						
Public Safety Telecommunications Operator -	1/1/2015	12/31/2015	20,000	45,423	4,237						
Public Safety Telecommunications Operator Hired after 1/31/2014	1/1/2015	12/31/2015	20,000	45,423	3,178						
Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014	1/1/2015	12/31/2015	20,000	45,423	3,178						
Senior Communications Operator	1/1/2015	12/31/2015	20,000	64,672	7,445						
Senior Communications Operator Hired after 1/31/2014	1/1/2015	12/31/2015	20,000	64,672	5,584						
Part time employee hourly rates are determined by dividing the Minimum and Maximum rates by the # of annual hours a full time employee in the would work											
Part time employees have no annual increment for their hourly rate											

			APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT			
Engineering Aide Hourly								
	1/1/2015	12/31/2015	4.00	10.00	-			
Life Guard Hourly								
	1/1/2015	12/31/2015	7.50	13.00	-			
Park Caretaker Hourly								
	1/1/2015	12/31/2015	-	10.55	-			
Recreation Leader Hourly								
	1/1/2015	12/31/2015	4.25	11.00	-			
Recreation Program Coordinator Hourly								
	1/1/2015	12/31/2015	12.00	21.00	-			
Recreation Supervisor Hourly								
	1/1/2015	12/31/2015	12.00	19.00	-			
School Traffic Guard (No Benefits Guard)								
	1/1/2015	12/31/2015	12.74	20.87	5.38			
School Traffic Guard (Benefit Guard) Hourly								
	1/1/2015	12/31/2015	16.05	16.05	-			
Part time employees have	no annual increment for their hourly rate							

			APPENDIX	6 - SALARY RANGES - ANNUAL STIPENDS					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT				
Accountant									
	1/1/2015	12/31/2015	5,000	5,000	-				
Assistant Business Administrator									
	1/1/2015	12/31/2015	5,000	5,000	-				
Assistant Secretary ABC Board									
	1/1/2015	12/31/2015	700	700	-				
Assistant Senior Citizen Program Ai									
	1/1/2015	12/31/2015	5,000	5,000	-				
Assistant Supervising Electrician/Li									
	1/1/2015	12/31/2015	3,200	3,200	-				
CAD System Operator									
	1/1/2015	12/31/2015	5,000	5,000	-				
Certified Pool Operator									
	1/1/2015	12/31/2015	5,000	5,000	-				
Clean Communities Coordinator									
	1/1/2015	12/31/2015	2,000	2,000	-				
COAH Coordinator									
	1/1/2015		2,500	2,500	-				
Commuter Shuttle Grant									
	1/1/2015		2,000	2,000	-				
Communications Manager									
	1/1/2015		8,000	8,000	-				
Fire Official									
	1/1/2015		7,500	7,500	-				
Forester									
	1/1/2015		10,000	10,000	-				
Health Officer (Interlocal Contract)									
	1/1/2015		9,522	9,522	-				
Municipal Alliance Co									
	1/1/2015		2,500	2,500	-				
Municipal Emergency Management Coordinator									
	1/1/2015		4,500	4,500	-				
OPRA Coordinator									
	1/1/2015		1,000	1,000	-				
Parking Meter Collector									
	1/1/2015		2,000	2,000	-				
Planning Board Attorney									
	1/1/2015		3,500	3,500	-				
Pool Manager Annual									
	1/1/2015		8,500	8,500	-				
Public Advocate									
	1/1/2015		3,500	3,500	-				
Public Defender per session									
	1/1/2015		350.00	350.00	-				
Public Works Inspector									
	1/1/2015		10,000	10,000	-				
Pumping Station Operator									
	1/1/2015		6,000	6,000	-				

			APPENDIX	6 - SALARY RANGES - ANNUAL STIPENDS					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT				
Accountant									
	1/1/2015	12/31/2015	5,000	5,000	-				
Assistant Business Administrator									
	1/1/2015	12/31/2015	5,000	5,000	-				
Assistant Secretary ABC Board									
	1/1/2015	12/31/2015	700	700	-				
Assistant Senior Citizen Program Ai									
	1/1/2015	12/31/2015	5,000	5,000	-				
Assistant Supervising Electrician/Li									
	1/1/2015	12/31/2015	3,200	3,200	-				
CAD System Operator									
	1/1/2015	12/31/2015	5,000	5,000	-				
Certified Pool Operator									
	1/1/2015	12/31/2015	5,000	5,000	-				
Clean Communities Coordinator									
	1/1/2015	12/31/2015	2,000	2,000	-				
COAH Coordinator									
	1/1/2015		2,500	2,500	-				
Commuter Shuttle Grant									
	1/1/2015		2,000	2,000	-				
Communications Manager									
	1/1/2015		8,000	8,000	-				
Fire Official									
	1/1/2015		7,500	7,500	-				
Forester									
	1/1/2015		10,000	10,000	-				
Health Officer (Interlocal Contract)									
	1/1/2015		9,522	9,522	-				
Municipal Alliance Co									
	1/1/2015		2,500	2,500	-				
Municipal Emergency Management Coordinator									
	1/1/2015		4,500	4,500	-				
OPRA Coordinator									
	1/1/2015		1,000	1,000	-				
Parking Meter Collector									
	1/1/2015		2,000	2,000	-				
Planning Board Attorney									
	1/1/2015		3,500	3,500	-				
Pool Manager Annual									
	1/1/2015		8,500	8,500	-				
Public Advocate									
	1/1/2015		3,500	3,500	-				
Public Defender per session									
	1/1/2015		350.00	350.00	-				

			APPENDIX	6 - SALARY RANGES - ANNUAL STIPENDS						
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT					
Public Works Inspector										
	1/1/2015		10,000	10,000	-					
Pumping Station Operator										
	1/1/2015		6,000	6,000	-					
Recycling Center Manager										
	1/1/2015		5,000	5,000	-					
Rent Leveling Board Attorney										
	1/1/2015		2,000	2,000	-					
Right to Know Coordinator										
	1/1/2015		4,850	4,850	-					
Secretary, Insurance Fund Commissioner										
	1/1/2015		2,400	2,400	-					
Senior Citizen Program Aide										
	1/1/2015		7,500	7,500	-					
Tax Collector & Tax Search Officer										
	1/1/2015		2,500	2,500	-					
Zoning Board Attorney										
	1/1/2015		3,500	3,500	-					

			APPENDIX 7 - ANNUAL SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS								
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT						
Fire Deputy Chief											
	1/1/2015	12/31/2015	111,310	125,344	14,034						
Fire Deputy Chief with EMT											
	1/1/2015	12/31/2015	114,310	128,344	2,339						
Fire Captain											
	1/1/2015	12/31/2015	94,856	103,593	8,736						
Fire Captain with EMT											
	1/1/2015	12/31/2015	97,856	106,593	1,456						

			APPENDIX	8 - ANNUAL	SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>					
Firefighter										
	1/1/2015	12/31/2015	42,544	85,050	42,506					
Firefighter with EMT										
	1/1/2015	12/31/2015	45,544	88,050	7,084					

			APPENDIX 9 - ANNUAL SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS							
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT					
Deputy Police Chief										
	1/1/2015	12/31/2015	132,486	142,157	9,672					
Police Captain										
	1/1/2015	12/31/2015	117,202	125,743	8,541					
Police Lieutenant										
	1/1/2015	12/31/2015	103,716	111,277	7,561					
Police Sergeant										
	1/1/2015	12/31/2015	92,608	98,480	5,872					

			APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT			
Police Officer								
	1/1/2015	12/31/2015	52,938	87,870	5,822			
Police Officer Hired after 2/28/2014								
	1/1/2015	12/31/2015	52,938	87,870	4,367			
Police Officer Training Step								
	1/1/2015	12/31/2015	43,065	43,065	0			