

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

SECTION 2. All terms and conditions included in any authorized collective bargaining agreements and/or employment contracts are hereby included in SECTION 1 above.

SECTION 3. All 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 for that position in Section 1 above.

SECTION 4. Part time employees have no annual increment for their hourly rate in Section 1 above.

SECTION 5. This ordinance and the titles and salary ranges herein provided shall become effective January 1, 2016 and as indicated above in SECTION 1.

SECTION 6. 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enacted which are inconsistent with any provision of this ordinance are, to the extent of such inconsistency, hereby repealed.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 7. 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

VICTOR CIRILLO, COUNCIL PRESIDENT

Introduced: June 14, 2-16

Adopted:

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

Karen J. Carnevale, Municipal, Clerk

LEGISLATIVE HISTORY

Update Salary Ordinance in accordance with the 2016 Adopted Budget, Grants and to add a per session Judge Additional Session range.

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Accountant					
	1/1/2016	12/31/2016	18,635	70,935	8,717
	1/1/2017	12/31/2017	19,008	72,354	8,891
Administrative Analyst					
	1/1/2016	12/31/2016	31,059	87,393	9,389
	1/1/2017	12/31/2017	31,680	89,141	9,577
Administrative Clerk					
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120
Administrative Clerk/HR Coordinator					
	1/1/2016	12/31/2016	18,635	77,423	9,798
	1/1/2017	12/31/2017	19,008	78,971	9,994

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Administrative Secretary					
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120
Administrative Secretary/Registrar of Vital Records					
	1/1/2016	12/31/2016	23,812	77,461	8,942
	1/1/2017	12/31/2017	24,288	79,010	9,120
Animal Attendant					
	1/1/2016	12/31/2016	25,096	52,482	4,564
	1/1/2017	12/31/2017	25,598	53,532	4,656
Animal Control Officer					
	1/1/2016	12/31/2016	18,635	66,097	7,910
	1/1/2017	12/31/2017	19,008	67,419	8,068

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Animal Control Officer					
	1/1/2016	12/31/2016	31,059	57,307	4,375
	1/1/2017	12/31/2017	31,680	58,454	4,462
Assistant Construction Official/Building S					
	1/1/2016	12/31/2016	20,706	81,105	10,067
	1/1/2017	12/31/2017	21,120	82,728	10,268
Assistant Head Nurse					
	1/1/2016	12/31/2016	41,412	71,340	4,988
	1/1/2017	12/31/2017	42,240	72,767	5,088

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Health Officer					
	1/1/2016	12/31/2016	22,777	100,277	12,917
	1/1/2017	12/31/2017	23,232	102,283	13,175
Assistant Municipal Engineer					
	1/1/2016	12/31/2016	26,918	121,280	15,727
	1/1/2017	12/31/2017	27,456	123,706	16,042
Assistant Municipal Tax Collector					
	1/1/2016	12/31/2016	18,635	71,285	8,775
	1/1/2017	12/31/2017	19,008	72,711	8,950

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Planner					
	1/1/2016	12/31/2016	25,883	51,263	4,230
	1/1/2017	12/31/2017	26,400	52,288	4,315
Assistant Purchasing Agent					
	1/1/2016	12/31/2016	20,706	59,016	6,385
	1/1/2017	12/31/2017	21,120	60,197	6,513
Assistant Violations Clerk					
	1/1/2016	12/31/2016	16,565	49,162	5,433
	1/1/2017	12/31/2017	16,896	50,145	5,542

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Building Inspector					
	1/1/2016	12/31/2016	18,842	69,187	8,391
	1/1/2017	12/31/2017	19,219	70,571	8,559
Building Subcode Official					
	1/1/2016	12/31/2016	20,706	82,390	10,281
	1/1/2017	12/31/2017	21,120	84,038	10,486
Chief REHS Public Health					
	1/1/2016	12/31/2016	20,706	85,302	10,766
	1/1/2017	12/31/2017	21,120	87,008	10,981
Chief REHS Public Health/Information Technology					
	1/1/2016	12/31/2016	51,765	94,730	7,161
	1/1/2017	12/31/2017	52,800	96,625	7,304

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Communications Manager					
	1/1/2016	12/31/2016	77,648	93,177	2,588
	1/1/2017	12/31/2017	79,200	95,041	2,640
Data Processing Coordinator					
	1/1/2016	12/31/2016	18,635	75,258	9,437
	1/1/2017	12/31/2017	19,008	76,763	9,626
Data Processing Technician					
	1/1/2016	12/31/2016	25,883	53,852	4,662
	1/1/2017	12/31/2017	26,400	54,929	4,755
Deputy Municipal Clerk					
	1/1/2016	12/31/2016	20,706	73,265	8,760
	1/1/2017	12/31/2017	21,120	74,730	8,935

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Deputy Municipal Court Administrator					
	1/1/2016	12/31/2016	18,635	75,489	9,476
	1/1/2017	12/31/2017	19,008	76,998	9,665
Drafting Technician					
	1/1/2016	12/31/2016	16,565	51,028	5,744
	1/1/2017	12/31/2017	16,896	52,048	5,859
Drafting Technician/CAD System Operator/Engineering Aide					
	1/1/2016	12/31/2016	21,741	58,793	6,175
	1/1/2017	12/31/2017	22,176	59,968	6,299
Drafting Technician/CAD System Operator					
	1/1/2016	12/31/2016	21,741	56,204	5,744
	1/1/2017	12/31/2017	22,176	57,328	5,859
Electrical Inspector					
	1/1/2016	12/31/2016	18,842	66,259	7,903
	1/1/2017	12/31/2017	19,219	67,584	8,061

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Electrical Subcode Official					
	1/1/2016	12/31/2016	20,706	76,872	9,361
	1/1/2017	12/31/2017	21,120	78,410	9,548
Field Representative/Health Education					
	1/1/2016	12/31/2016	18,635	68,875	8,373
	1/1/2017	12/31/2017	19,008	70,252	8,541
Field Representative/Housing Inspection					
	1/1/2016	12/31/2016	18,635	57,990	6,559
	1/1/2017	12/31/2017	19,008	59,150	6,690

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Field Representative/Property Improvement					
	1/1/2016	12/31/2016	18,635	66,794	8,026
	1/1/2017	12/31/2017	19,008	68,130	8,187
Field Representative/Property Improvement Bilingual					
	1/1/2016	12/31/2016	18,635	66,794	8,026
	1/1/2017	12/31/2017	19,008	68,130	8,187
Fire Inspector					
	1/1/2016	12/31/2016	18,842	66,259	7,903
	1/1/2017	12/31/2017	19,219	67,584	8,061
Fire Subcode Official					
	1/1/2016	12/31/2016	18,842	75,365	9,420
	1/1/2017	12/31/2017	19,219	76,872	9,609

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Garage Attendant					
	1/1/2016	12/31/2016	18,054	46,628	4,762
	1/1/2017	12/31/2017	18,415	47,560	4,858
Graduate Nurse, Public Health Nurse					
	1/1/2016	12/31/2016	18,635	64,598	7,661
	1/1/2017	12/31/2017	19,008	65,890	7,814
Groundskeeper					
	1/1/2016	12/31/2016	15,769	23,604	1,306
	1/1/2017	12/31/2017	16,085	24,076	1,332

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Health Educator					
	1/1/2016	12/31/2016	18,635	68,875	8,373
	1/1/2017	12/31/2017	19,008	70,252	8,541
Housing Assistance Technician					
	1/1/2016	12/31/2016	18,635	80,122	10,248
	1/1/2017	12/31/2017	19,008	81,724	10,453
Housing Inspector Trainee					
	1/1/2016	12/31/2016	28,471	57,990	4,920
	1/1/2017	12/31/2017	29,040	59,150	5,018

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Keyboarding Clerk 1					
	1/1/2016	12/31/2016	16,565	44,085	4,587
	1/1/2017	12/31/2017	16,896	44,966	4,678
Keyboarding Clerk 1/Asst. Senior Citizen					
	1/1/2016	12/31/2016	21,741	49,261	4,587
	1/1/2017	12/31/2017	22,176	50,246	4,678
Keyboarding Clerk 2					
	1/1/2016	12/31/2016	17,600	46,255	4,776
	1/1/2017	12/31/2017	17,952	47,180	4,871
Keyboarding Clerk 2/Asst. Secretary ABC Board					
	1/1/2016	12/31/2016	18,325	46,980	4,776
	1/1/2017	12/31/2017	18,691	47,919	4,871

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Keyboarding Clerk 3					
	1/1/2016	12/31/2016	17,600	49,957	5,393
	1/1/2017	12/31/2017	17,952	50,956	5,501
Keyboarding Clerk 3/Deputy Registrar					
	1/1/2016	12/31/2016	20,188	52,546	5,393
	1/1/2017	12/31/2017	20,592	53,597	5,501
Laborer 1					
	1/1/2016	12/31/2016	18,635	58,442	6,634
	1/1/2017	12/31/2017	19,008	59,610	6,767
Laborer1/Light					
	1/1/2016	12/31/2016	16,565	46,628	5,010
	1/1/2017	12/31/2017	16,896	47,560	5,111

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Maintenance Worker 1, Grounds					
	1/1/2016	12/31/2016	10,200	23,604	2,234
	1/1/2017	12/31/2017	10,404	24,076	2,279
Mason					
	1/1/2016	12/31/2016	18,635	64,662	7,671
	1/1/2017	12/31/2017	19,008	65,955	7,825
Mechanic					
	1/1/2016	12/31/2016	18,635	68,389	8,292
	1/1/2017	12/31/2017	19,008	69,757	8,458
Mechanic's Helper					
	1/1/2016	12/31/2016	33,168	60,193	4,504
	1/1/2017	12/31/2017	33,831	61,397	4,594

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Municipal Director of Welfare					
	1/1/2016	12/31/2016	18,635	68,841	8,368
	1/1/2017	12/31/2017	19,008	70,218	8,535
Municipal Director of Welfare/Senior Citizen Program Aide					
	1/1/2016	12/31/2016	26,400	76,606	8,368
	1/1/2017	12/31/2017	26,928	78,138	8,535
Nursing Supervisor					
	1/1/2016	12/31/2016	65,949	74,494	1,424
	1/1/2017	12/31/2017	67,268	75,984	1,453
Omnibus Operator					
	1/1/2016	12/31/2016	16,565	42,997	4,405
	1/1/2017	12/31/2017	16,896	43,857	4,493

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Omnibus Operator/Radio Dispatcher/Inspection & Maintenance					
	1/1/2016	12/31/2016	19,671	46,103	4,405
	1/1/2017	12/31/2017	20,064	47,025	4,493
Parking Enforcement Officer					
	1/1/2016	12/31/2016	22,611	30,148	1,256
	1/1/2017	12/31/2017	23,063	30,751	1,281
Payroll Clerk					
	1/1/2016	12/31/2016	28,988	51,293	3,717
	1/1/2017	12/31/2017	29,568	52,319	3,792
Personnel Assistant					
	1/1/2016	12/31/2016	18,635	73,232	9,099
	1/1/2017	12/31/2017	19,008	74,696	9,281

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Personnel Officer					
	1/1/2016	12/31/2016	18,635	79,383	10,125
	1/1/2017	12/31/2017	19,008	80,971	10,327
Planner Trainee					
	1/1/2016	12/31/2016	25,883	51,263	4,230
	1/1/2017	12/31/2017	26,400	52,288	4,315
Plumbing Inspector					
	1/1/2016	12/31/2016	18,842	66,259	7,903
	1/1/2017	12/31/2017	19,219	67,584	8,061
Plumbing Subcode Official					
	1/1/2016	12/31/2016	18,842	75,365	9,420
	1/1/2017	12/31/2017	19,219	76,872	9,609

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Principal Account Clerk					
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120
Principal Assessing Clerk					
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120
Principal Account Clerk/DPT/Accounts P					
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120

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Public Health Nurse					
	1/1/2016	12/31/2016	18,635	67,570	8,156
	1/1/2017	12/31/2017	19,008	68,922	8,319
Public Works Repairer					
	1/1/2016	12/31/2016	18,635	64,662	7,671
	1/1/2017	12/31/2017	19,008	65,955	7,825
Pumping Station Attendant					
	1/1/2016	12/31/2016	18,635	68,389	8,292
	1/1/2017	12/31/2017	19,008	69,757	8,458

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Pumping Station Operator					
	1/1/2016	12/31/2016	18,635	68,389	8,292
	1/1/2017	12/31/2017	19,008	69,757	8,458
Pumping Station Repairer/Mechanic					
	1/1/2016	12/31/2016	20,706	67,534	7,805
	1/1/2017	12/31/2017	21,120	68,884	7,961
Records Support Technician 1					
	1/1/2016	12/31/2016	25,883	53,852	4,662
	1/1/2017	12/31/2017	26,400	54,929	4,755
Recreation Leader					
	1/1/2016	12/31/2016	10,353.00	44,137.94	5,631
	1/1/2017	12/31/2017	10,560.06	45,020.70	5,743
Recreation Program Coordinator					
	1/1/2016	12/31/2016	10,200.00	76,951.78	11,125
	1/1/2017	12/31/2017	10,404.00	78,490.81	11,348

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REHS Public Health					
	1/1/2016	12/31/2016	41,412	72,704	5,215
	1/1/2017	12/31/2017	42,240	74,158	5,320
REHS Public Health Bilingual					
	1/1/2016	12/31/2016	41,412	72,704	5,215
	1/1/2017	12/31/2017	42,240	74,158	5,320
REHS Public Health Trainee					
	1/1/2016	12/31/2016	41,412	72,704	5,215
	1/1/2017	12/31/2017	42,240	74,158	5,320

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Secretarial Assistant					
	1/1/2016	12/31/2016	18,635	54,402	5,961
	1/1/2017	12/31/2017	19,008	55,490	6,080
Senior Architect					
	1/1/2016	12/31/2016	24,847	106,993	13,691
	1/1/2017	12/31/2017	25,344	109,133	13,965
Senior Body & Fender Mechanic					
	1/1/2016	12/31/2016	18,635	76,010	9,562
	1/1/2017	12/31/2017	19,008	77,530	9,754

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Senior Field Rep/Property Improvement					
	1/1/2016	12/31/2016	18,635	70,857	8,704
	1/1/2017	12/31/2017	19,008	72,274	8,878
Senior Mason					
	1/1/2016	12/31/2016	18,635	52,918	5,714
	1/1/2017	12/31/2017	19,008	53,976	5,828
Senior Mechanic					
	1/1/2016	12/31/2016	18,635	76,010	9,562
	1/1/2017	12/31/2017	19,008	77,530	9,754

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<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Payroll Clerk					
	1/1/2016	12/31/2016	18,635	63,527	7,482
	1/1/2017	12/31/2017	19,008	64,797	7,632
Senior Police Records Clerk					
	1/1/2016	12/31/2016	18,635	52,405	5,628
	1/1/2017	12/31/2017	19,008	53,454	5,741
Senior Public Health Nurse					
	1/1/2016	12/31/2016	35,475	71,339	5,977
	1/1/2017	12/31/2017	36,184	72,766	6,097

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Public Works Repairer					
	1/1/2016	12/31/2016	18,635	67,035	8,067
	1/1/2017	12/31/2017	19,008	68,376	8,228
Senior Public Works Repairer/Parking M					
	1/1/2016	12/31/2016	18,635	69,105	8,412
	1/1/2017	12/31/2017	19,008	70,487	8,580
Senior Pumping Station Operator					
	1/1/2016	12/31/2016	18,635	68,389	8,292
	1/1/2017	12/31/2017	19,008	69,757	8,458
Senior Pumping Station Repairer/Mechan					
	1/1/2016	12/31/2016	20,706	60,003	6,550
	1/1/2017	12/31/2017	21,120	61,204	6,681

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior REHS Public Health					
	1/1/2016	12/31/2016	20,706	84,887	10,697
	1/1/2017	12/31/2017	21,120	86,585	10,911
Senior Sanitary Inspector					
	1/1/2016	12/31/2016	20,706	79,502	9,799
	1/1/2017	12/31/2017	21,120	81,092	9,995
Sewer Repairer 1					
	1/1/2016	12/31/2016	16,565	64,449	7,981
	1/1/2017	12/31/2017	16,896	65,738	8,140
Sewer Repairer 1/Communications Manager					
	1/1/2016	12/31/2016	24,847	72,731	7,981
	1/1/2017	12/31/2017	25,344	74,185	8,140

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Supervising Electrician					
	1/1/2016	12/31/2016	20,706	72,311	8,601
	1/1/2017	12/31/2017	21,120	73,757	8,773
Senior Assessing Clerk					
	1/1/2016	12/31/2016	18,635	52,062	5,571
	1/1/2017	12/31/2017	19,008	53,103	5,682
Tax Searcher					
	1/1/2016	12/31/2016	25,883	66,794	6,819
	1/1/2017	12/31/2017	26,400	68,130	6,955

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Technical Assistant to the Construction Official					
	1/1/2016	12/31/2016	18,635	59,130	6,749
	1/1/2017	12/31/2017	19,008	60,313	6,884
Truck Driver					
	1/1/2016	12/31/2016	18,635	60,193	6,926
	1/1/2017	12/31/2017	19,008	61,397	7,065
Violations Clerk					
	1/1/2016	12/31/2016	31,059	60,720	4,943
	1/1/2017	12/31/2017	31,680	61,934	5,042

APPENDIX 1 - SALARY RANGES - NON UNIFORM TITLES - AFSCME					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Zoning Officer					
	1/1/2016	12/31/2016	18,635	72,285	8,942
	1/1/2017	12/31/2017	19,008	73,731	9,120

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Assistant Comptroller					
	1/1/2016	12/31/2016	20,706	90,136	11,571.74
	1/1/2017	12/31/2017	21,120	91,939	11,803.18
Assistant Township Attorney					
	1/1/2016	12/31/2016	31,500	31,500	-
	1/1/2017	12/31/2017	31,500	31,500	-
Assistant Director of Public Works					
	1/1/2016	12/31/2016	70,456	113,792	7,223
	1/1/2017	12/31/2017	71,865	116,068	7,367
Assistant Director of Public Works/Recycling Center Manager/Clean Communities Coordinator					
	1/1/2016	12/31/2016	70,456	113,792	7,223
	1/1/2017	12/31/2017	71,865	116,068	7,367

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Business Administrator					
	1/1/2016	12/31/2016	31,059	161,459	21,733
	1/1/2017	12/31/2017	31,680	164,688	22,168
Chief Financial Officer					
	1/1/2016	12/31/2016	62,118	160,721	16,434
	1/1/2017	12/31/2017	63,360	163,936	16,763
Chief Judge of the Municipal Court					
	1/1/2016	12/31/2016	20,000	38,500	3,083
	1/1/2017	12/31/2017	20,000	38,500	3,083
Communications Manager					
	1/1/2016	12/31/2016	77,648	93,177	2,588
	1/1/2017	12/31/2017	79,200	95,041	2,640

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Construction Official					
	1/1/2016	12/31/2016	22,777	105,930	13,859
	1/1/2017	12/31/2017	23,232	108,049	14,136
Deputy Municipal Department Head					
	1/1/2016	12/31/2016	35,200	124,258	14,843
	1/1/2017	12/31/2017	35,904	126,744	15,140
Deputy Municipal Department Head/Information Technology					
	1/1/2016	12/31/2016	56,942	100,424	7,247
	1/1/2017	12/31/2017	58,080	102,433	7,392
Director of Planning and Development					
	1/1/2016	12/31/2016	37,271	121,088	13,970
	1/1/2017	12/31/2017	38,016	123,510	14,249
Director of Public Works					
	1/1/2016	12/31/2016	41,412	154,583	18,862
	1/1/2017	12/31/2017	42,240	157,674	19,239

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Director of Recreation					
	1/1/2016	12/31/2016	35,200	124,258	14,843
	1/1/2017	12/31/2017	35,904	126,744	15,140
Fire Chief					
	1/1/2016	12/31/2016	68,261	151,339	41,539
	1/1/2017	12/31/2017	69,627	154,366	42,369
Fire Director					
	1/1/2016	12/31/2016	41,412	156,150	19,123
	1/1/2017	12/31/2017	42,240	159,273	19,505
Health Officer					
	1/1/2016	12/31/2016	39,341	118,484	13,190
	1/1/2017	12/31/2017	40,128	120,854	13,454

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Health Officer/Right to Know Coordinator					
	1/1/2016	12/31/2016	44,363	123,505	13,190
	1/1/2017	12/31/2017	45,250	125,975	13,454
Judge of the Municipal Court					
	1/1/2016	12/31/2016	20,000	34,000	2,333
	1/1/2017	12/31/2017	20,000	34,000	2,333
Municipal Clerk					
	1/1/2016	12/31/2016	69,883	125,708	9,304
	1/1/2017	12/31/2017	71,280	128,222	9,490
Municipal Court Administrator					
	1/1/2016	12/31/2016	41,412	106,711	10,883
	1/1/2017	12/31/2017	42,240	108,845	11,101

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Municipal Engineer/Director of Public Works					
	1/1/2016	12/31/2016	41,412	154,583	18,862
	1/1/2017	12/31/2017	42,240	157,674	19,239
Municipal Engineer/Director of Public Works/Assessment Search Officer					
	1/1/2016	12/31/2016	44,000	157,171	18,862
	1/1/2017	12/31/2017	44,880	160,314	19,239
Municipal Department Head					
	1/1/2016	12/31/2016	37,271	121,088	13,970
	1/1/2017	12/31/2017	38,016	123,510	14,249
Optometrist					
	1/1/2016	12/31/2016	42,396	82,708	6,719
	1/1/2017	12/31/2017	43,243	84,362	6,853

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Police Chief					
	1/1/2016	12/31/2016	86,344	163,783	38,719
	1/1/2017	12/31/2017	88,071	167,058	39,494
Police Director					
	1/1/2016	12/31/2016	57,134	140,648	13,919
	1/1/2017	12/31/2017	58,277	143,461	14,197
Public Health Physician					
	1/1/2016	12/31/2016	42,396	82,708	6,719
	1/1/2017	12/31/2017	43,243	84,362	6,853
Purchasing Agent					
	1/1/2016	12/31/2016	22,777	97,576	12,467
	1/1/2017	12/31/2017	23,232	99,527	12,716

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Superintendent of Municipal Parks					
	1/1/2016	12/31/2016	26,918	95,029	11,352
	1/1/2017	12/31/2017	27,456	96,930	11,579
Superintendent of Public Works					
	1/1/2016	12/31/2016	26,918	106,570	13,275
	1/1/2017	12/31/2017	27,456	108,701	13,541
Tax Assessor					
	1/1/2016	12/31/2016	22,777	115,204	15,405
	1/1/2017	12/31/2017	23,232	117,508	15,713
Tax Collector					
	1/1/2016	12/31/2016	24,847	111,891	14,507
	1/1/2017	12/31/2017	25,344	114,129	14,797

APPENDIX 2 - SALARY RANGES - NON UNIFORM TITLES - MANAGEMENT - EXEMPT EMPLOYEES					
TITLE	FROM	TO	MINIMUM	MAXIMUM	INCREMENT
Township Attorney					
	1/1/2016	12/31/2016	42,500	42,500	-
	1/1/2017	12/31/2017	42,500	42,500	-
Township Council					
	1/1/2016	12/31/2016	12,487	12,487	-
	1/1/2017	12/31/2017	12,487	12,487	-
Township Mayor					
	1/1/2016	12/31/2016	24,971	24,971	-
	1/1/2017	12/31/2017	24,971	24,971	-
Zoning Officer/Planning Supervisor					
	1/1/2016	12/31/2016	18,635	82,561	10,654
	1/1/2017	12/31/2017	19,008	84,212	10,867
* Holiday Pay at 5.38%					

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Supervisor					
	1/1/2016	12/31/2016	20,706	73,406	8,783
	1/1/2017	12/31/2017	21,120	74,874	8,959
Assistant Supervisor Public Works					
	1/1/2016	12/31/2016	20,706	77,547	9,474
	1/1/2017	12/31/2017	21,120	79,098	9,663
Assistant Supervisor of Public Works/Certified Pool Operator					
	1/1/2016	12/31/2016	25,883	82,724	9,474
	1/1/2017	12/31/2017	26,400	84,378	9,663
Asstt Supervisor of Public Works/Parking Meter Collector					
	1/1/2016	12/31/2016	22,777	77,547	9,128
	1/1/2017	12/31/2017	23,232	79,098	9,311
Superviosor of the Department of Public Works					
	1/1/2016	12/31/2016	20,706	81,387	10,113
	1/1/2017	12/31/2017	21,120	83,014	10,316

APPENDIX 3 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER SUPERVISORS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Superviosor of the Department of Public Works/Certified Pool Operator					
	1/1/2016	12/31/2016	25,883	86,564	10,114
	1/1/2017	12/31/2017	26,400	88,295	10,316
Supervising Mechanic					
	1/1/2016	12/31/2016	20,706	81,387	10,113
	1/1/2017	12/31/2017	21,120	83,014	10,316
Sewer Repairer Supervisor					
	1/1/2016	12/31/2016	20,706	81,387	10,113
	1/1/2017	12/31/2017	21,120	83,014	10,316
Tree Maintenance Supervisor					
	1/1/2016	12/31/2016	20,706	81,387	10,113
	1/1/2017	12/31/2017	21,120	83,014	10,316

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Communications Operator					
	1/1/2016	12/31/2016	20,706	47,026	4,387
	1/1/2017	12/31/2017	21,120	47,967	4,474
Communications Operator - Bilingual					
	1/1/2016	12/31/2016	18,635	53,743	5,851
	1/1/2017	12/31/2017	19,008	54,818	5,968
Communications Operator Hired after 1/31/2014					
	1/1/2016	12/31/2016	20,706	47,026	3,290
	1/1/2017	12/31/2017	21,120	47,967	3,356
Communications Operator - Bilingual Hired after 1/31/2014					
	1/1/2016	12/31/2016	18,635	53,743	4,388
	1/1/2017	12/31/2017	19,008	54,818	4,476

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Public Safety Telecommunications Operator					
	1/1/2016	12/31/2016	20,706	47,026	4,387
	1/1/2017	12/31/2017	21,120	47,967	4,474
Public Safety Telecommunications Operator - Trainee					
	1/1/2016	12/31/2016	20,706	47,026	4,387
	1/1/2017	12/31/2017	21,120	47,967	4,474
Public Safety Telecommunications Operator Hired after 1/31/2014					
	1/1/2016	12/31/2016	20,706	47,026	3,290
	1/1/2017	12/31/2017	21,120	47,967	3,356
Public Safety Telecommunications Operator - Trainee Hired after 1/31/2014					
	1/1/2016	12/31/2016	20,706	47,026	3,290
	1/1/2017	12/31/2017	21,120	47,967	3,356

APPENDIX 4 - SALARY RANGES - NON UNIFORM TITLES - TEAMSTER COMMUNICATIONS					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Communications Operator					
	1/1/2016	12/31/2016	20,706	66,955	7,708
	1/1/2017	12/31/2017	21,120	68,294	7,862
Senior Communications Operator Hired after 1/31/2014					
	1/1/2016	12/31/2016	20,706	66,955	5,781
	1/1/2017	12/31/2017	21,120	68,294	5,897

APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Engineering Aide Hourly					
	1/1/2016	12/31/2016	4.00	10.00	-
	1/1/2017	12/31/2017	4.00	10.00	-
Life Guard Hourly					
	1/1/2016	12/31/2016	7.50	13.00	-
	1/1/2017	12/31/2017	7.50	13.00	-
Park Caretaker Hourly					
	1/1/2016	12/31/2016	-	10.55	-
	1/1/2017	12/31/2017	-	10.55	-
Recreation Supervisor Hourly					
	1/1/2016	12/31/2016	12.00	21.00	-
	1/1/2017	12/31/2017	12.00	21.00	-
School Traffic Guard (No Benefits Guard) Hourly					
	1/1/2016	12/31/2016	12.74	20.87	5.38
	1/1/2017	12/31/2017	12.74	20.87	5.38

<u>APPENDIX 5 - SALARY RANGES - NON UNIFORM TITLES-HOURLY</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
School Traffic Guard (Benefit Guard) Hourly					
	1/1/2016	12/31/2016	16.05	16.05	-
	1/1/2017	12/31/2017	16.05	16.05	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Accountant					
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-
Assistant Business Administrator					
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-
Assistant Secretary ABC Board					
	1/1/2016	12/31/2016	700	700	-
	1/1/2017	12/31/2017	700	700	-
Assistant Senior Citizen Program Aide					
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Assistant Supervising Electrician/License					
	1/1/2016	12/31/2016	3,200	3,200	-
	1/1/2017	12/31/2017	3,200	3,200	-
CAD System Operator					
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-
Certified Pool Operator					
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-
Clean Communities Coordinator					
	1/1/2016	12/31/2016	2,000	2,000	-
	1/1/2017	12/31/2017	2,000	2,000	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
COAH Coordinator					
	1/1/2016	12/31/2016	2,500	2,500	-
	1/1/2017	12/31/2017	2,500	2,500	-
Commuter Shuttle Grant					
	1/1/2016	12/31/2016	2,000	2,000	-
	1/1/2017	12/31/2017	2,000	2,000	-
Communications Manager					
	1/1/2016	12/31/2016	8,000	8,000	-
	1/1/2017	12/31/2017	8,000	8,000	-
Fire Official					
	1/1/2016	12/31/2016	7,500	7,500	-
	1/1/2017	12/31/2017	7,500	7,500	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Forester					
	1/1/2016	12/31/2016	10,000	10,000	-
	1/1/2017	12/31/2017	10,000	10,000	-
Health Officer (Interlocal Contract)					
	1/1/2016	12/31/2016	9,712	9,712	-
	1/1/2017	12/31/2017	9,712	9,712	-
Judge Additional Session					
	1/1/2016	12/31/2016	400	400	-
	1/1/2017	12/31/2017	400	400	-
Municipal Alliance Coordinator					
	1/1/2016	12/31/2016	5,000	6,875	-
	1/1/2017	12/31/2017	5,000	6,875	-
Municipal Emergency Management Coordinator					
	1/1/2016	12/31/2016	4,500	4,500	-
	1/1/2017	12/31/2017	4,500	4,500	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
OPRA Coordinator					
	1/1/2016	12/31/2016	1,000	1,000	-
	1/1/2017	12/31/2017	1,000	1,000	-
Parking Meter Collector					
	1/1/2016	12/31/2016	2,000	2,000	-
	1/1/2017	12/31/2017	2,000	2,000	-
Planning Board Attorney					
	1/1/2016	12/31/2016	3,500	3,500	-
	1/1/2017	12/31/2017	3,500	3,500	-
Pool Manager Annual					
	1/1/2016	12/31/2016	8,500	8,500	-
	1/1/2017	12/31/2017	8,500	8,500	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Public Advocate					
	1/1/2016	12/31/2016	3,500	3,500	-
	1/1/2017	12/31/2017	3,500	3,500	-
Public Defender per session					
	1/1/2016	12/31/2016	350.00	350.00	-
	1/1/2017	12/31/2017	350.00	350.00	-
Public Works Inspector					
	1/1/2016	12/31/2016	10,000	10,000	-
	1/1/2017	12/31/2017	10,000	10,000	-
Pumping Station Operator					
	1/1/2016	12/31/2016	6,000	6,000	-
	1/1/2017	12/31/2017	6,000	6,000	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Recycling Center Manager					
	1/1/2016	12/31/2016	5,000	5,000	-
	1/1/2017	12/31/2017	5,000	5,000	-
Rent Leveling Board Attorney					
	1/1/2016	12/31/2016	2,000	2,000	-
	1/1/2017	12/31/2017	2,000	2,000	-
Right to Know Coordinator					
	1/1/2016	12/31/2016	4,850	4,850	-
	1/1/2017	12/31/2017	4,850	4,850	-
Secretary, Insurance Fund Commissioner					
	1/1/2016	12/31/2016	2,400	2,400	-
	1/1/2017	12/31/2017	2,400	2,400	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Senior Citizen Program Aide					
	1/1/2016	12/31/2016	7,500	7,500	-
	1/1/2017	12/31/2017	7,500	7,500	-
Swim Instructor Coordinator					
	1/1/2016	12/31/2016	1,000	1,000	-
	1/1/2017	12/31/2017	1,000	1,000	-
Swim Team Coach					
	1/1/2016	12/31/2016	800	800	-
	1/1/2017	12/31/2017	800	800	-
Tax Colector & Tax Search Officer					
	1/1/2016	12/31/2016	2,500	2,500	-
	1/1/2017	12/31/2017	2,500	2,500	-

<u>APPENDIX 6 - SALARY RANGES - STIPENDS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Zoning Board Attorney					
	1/1/2016	12/31/2016	3,500	3,500	-
	1/1/2017	12/31/2017	3,500	3,500	-

<u>APPENDIX 7 - SALARY RANGES - UNIFORM TITLES - FIRE SUPERIORS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Fire Deputy Chief					
	1/1/2016	12/31/2016	113,537	127,851	14,315
	1/1/2017	12/31/2017	115,807	130,408	14,601
Fire Deputy Chief with EMT					
	1/1/2016	12/31/2016	116,537	130,851	2,386
	1/1/2017	12/31/2017	118,807	133,408	2,433
Fire Captain					
	1/1/2016	12/31/2016	96,754	105,664	8,911
	1/1/2017	12/31/2017	98,689	107,778	9,089
Fire Captain with EMT					
	1/1/2016	12/31/2016	99,754	108,664	1,485
	1/1/2017	12/31/2017	101,689	110,778	1,515

<u>APPENDIX 8 - SALARY RANGES - UNIFORM TITLES - FIREFIGHTERS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Firefighter					
	1/1/2016	12/31/2016	42,703	85,368	4,791
	1/1/2017	12/31/2017	43,557	87,075	4,887
Firefighter with EMT					
	1/1/2016	12/31/2016	45,703	88,368	4,791
	1/1/2017	12/31/2017	46,557	90,075	4,887

<u>APPENDIX 9 - SALARY RANGES - UNIFORM TITLES - POLICE SUPERIORS</u>					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Deputy Police Chief					
	1/1/2016	12/31/2016	135,135	145,000	9,865
	1/1/2017	12/31/2017	137,838	147,900	10,062
Police Captain					
	1/1/2016	12/31/2016	119,546	128,258	8,711
	1/1/2017	12/31/2017	121,937	130,823	8,886
Police Lieutenant					
	1/1/2016	12/31/2016	105,791	113,503	7,712
	1/1/2017	12/31/2017	107,907	115,773	7,867
Police Sergeant					
	1/1/2016	12/31/2016	94,460	100,450	5,989
	1/1/2017	12/31/2017	96,349	102,459	6,109

APPENDIX 10 - SALARY RANGES - UNIFORM TITLES - POLICE					
<u>TITLE</u>	<u>FROM</u>	<u>TO</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>INCREMENT</u>
Police Officer					
	1/1/2016	12/31/2016	53,996	89,628	5,939
	1/1/2017	12/31/2017	55,076	91,420	6,057
Police Officer Hired after 2/28/2014					
	1/1/2016	12/31/2016	53,996	89,628	4,454
	1/1/2017	12/31/2017	55,076	91,420	4,543
Police Officer Training Step					
	1/1/2016	12/31/2016	43,927	43,927	0
	1/1/2017	12/31/2017	44,805	44,805	0