

ORDINANCE NO. 2159

AN ORDINANCE AMENDING ORDINANCE NO. 1895, NO. 2004 and NO. 2120 ENTITLED "AN ORDINANCE FIXING SALARIES AND COMPENSATION OF CERTAIN OFFICES, POSITIONS, AND EMPLOYEES IN THE TOWNSHIP OF OCEAN, COUNTY OF MONMOUTH AND STATE OF NEW JERSEY"

BE IT ORDAINED by the Township Council of the Township of Ocean in the County of Monmouth, State of New Jersey that Ordinance #1895 as amended entitled "An Ordinance Fixing Salaries and Compensation of Certain Offices, Positions and Employees in the Township of Ocean, County of Monmouth and State of New Jersey for the year 2001 and Thereafter" is hereby amended and supplemented in the following manner with all other sections not listed to remain the same:

SECTION I

A. FULL TIME EMPLOYEES

The following compensation plan shall apply to all full time employees of the Township of Ocean who are not represented by collective bargaining agent:

- (i) The following titles of positions are hereby placed in the following salary range classifications:

<u>RANGE</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>	<u>TITLE OF POSITION</u>
I	18,299	37,853	Clerk
II	19,305	39,935	Clerk-Typist
III	20,367	42,130	Violations Clerk
IV	21,488	44,448	Sr. Clerk Typist, Deputy Court Administrator II, Park Maintenance Coordinator
V	22,669	46,893	Class I Special Police Officer Sr. Clerk Transcriber
VI	23,916	49,472	Class II Special Police Officer Deputy Court Administrator I Tax Assessing Clerk
VII	25,230	52,192	
VIII	26,618	55,063	Principal Clerk Typist, Control Person, Senior Clerk Cashier, Recreation Program Coordinator, Violations Inspector
IX	28,083	58,091	Dispatcher, Administrative Aide, Planning and Zoning Board Secretary Class II Special Police Officer
X	29,627	61,285	Admin. Secretary, Sr. Housing Inspector, Payroll Administrator Senior Dispatcher
XI	31,257	64,657	
XII	32,976	68,213	Administrative Assistant, Community Services Counselor II, Dep. Director of Finance, Dep. Tax Collector, Dep. Tax Assessor, Dep. Township Clerk

XIII	34,790	71,965	Assistant Foreman, Building Inspector, Community Services Counselor I, Electrical Inspector, Plumbing Inspector, Zoning Officer, Code Enforcement Official
XIV	36,704	75,923	Human Services Program Coordinator
XV	38,722	77,665	Community Services Admin., MIS Director
XVI	40,852	81,937	Sub Code Officials, Municipal Court Administrator, Planning Administrator, Tax Collector, Foreman Recreation Administrator
XVII	43,097	86,443	
XVIII	45,468	91,199	General Foreman
XIX	47,969	96,215	Tax Assessor, Construction Official
XX	50,608	101,507	Asst. Dir. of DPW
XXI	53,391	107,088	
XXII	56,328	112,978	Director of Community Development, Township Clerk
XXIII	59,425	119,192	
XXIV	62,693	125,747	
XXV	66,142	132,663	
XXVI	69,781	139,961	Police Captains
XXVII	73,619	147,657	
XXVIII	77,668	155,780	Chief Fin. Officer, Director of Public Works, Director of Human Services,
XXIX	81,942	164,347	Police Chief
XXX	86,446	173,387	
XXXI	91,200	182,923	Township Manager

The above salary ranges shall be effective January 1, 2010.

- (ii) New probationary employees shall begin their employment with the Township at the minimum of the appropriate salary range classification, unless the Township Manager determines that a higher level of classification range is necessary or appropriate.
- (iii) All employees shall be subject to at least an annual review of the work they have performed throughout the year, in the month preceding each yearly anniversary of their employment, in accordance with the Performance Evaluation Program. Upon satisfactory completion of their duties and recommendation of the Department Director an employee shall receive a salary increase within their salary classification range. This process shall continue during the subsequent years of service until completion of seven years of service for employees who begin work at a minimum salary within their range or for such lesser length of time as shall be determined by the Township Manager for employees who begin employment at a salary level above the minimum.

- (iv) Upon reaching the completion of up to seven years of service or the maximum in the assigned salary range, there will be no further movement.
- (v) Any further adjustment to salaries shall be made by a complete revision to the entire salary plan through an amendment to this ordinance.
- (vi) Employees promoted to a range more than three levels above their prior range shall be subject to the provisions noted above under (iii), (iv) and (v).
- (vii) Employees with starting salaries above the minimum in their range may have their number of steps reduced or eliminated at the discretion of the Township Manager.
- (viii) Supervisory employees promoted from a non-supervisory position will not be subject to (v) above.

SECTION II

B. MERITORIOUS SERVICE

Section I.B.(i) shall be amended in its entirety as follows:

- (i) Reserved

Section I.B.(ii) shall be amended in its entirety as follows:

- (ii) Seven (7) years of service in their current range, or a combined seven (7) years of service in their current range and a range no more than two (2) ranges below their current range for employees in ranges I through XIV, or no longer eligible for step adjustments.

SECTION III

C. PART-TIME EMPLOYEES

Section I.C.(i) shall be amended in its entirety as follows:

- (i) The following part-time positions and offices shall have maximum compensation rates as follows:

Title of Position	Maximum Salary/Wage	Time Unit
Assistant Pool Manager/Eve. Supervisor	\$7,760	Season
Bus / Van Driver	\$22.17	hour
Clean Communities Worker	\$12.89	hour
Clerk-Typist	\$15.52	hour
Code Enforcement Official	\$22.17	hour
Community Services Counselor	\$26.61	hour
Conflict Prosecutor	\$250.00	session
Conflict Public Defender	\$250.00	session
Control Person	\$26.37	hour

Camp Director	\$7,760	season
Program Supervisor	\$22.17	hour
Dispatcher	Up to \$25.00	hour
Electrical Inspector	\$35.27	hour
Manager of Pool & Tennis Facility	\$8,868	season
Mayor	\$5,950	year
Head Lifeguard/Captain	\$16.63	hour
Human Services Dept. Maintenance Worker	\$13.30	hour
Municipal Court Judge (ii)	\$48,750	year
Municipal Prosecutor (ii)	\$36,107	year
Parking Enforcement Officer	\$13.30	hour
Planning Administrator	\$150	applicant paid/ special meeting
Pool Aquatic Personnel	\$11.09	hour
Pool Desk Personnel	\$9.99	hour
Pool Recreation Worker	\$7.77	hour
Program Instructor	\$22.17	hour
Public Defender	\$16,628	year
Recreation Counselor / Aide	\$11.09	hour
School Crossing Guards	\$11.09	hour
Seasonal Maintenance Employee	\$11.09	hour
Seasonal Recreation Facility Mgmt Staff	\$21,420	year
Seasonal Recreation Worker	\$11.09	hour
Specialized Program Instructor	\$107.10	hour
Township Councilmember	\$5,400	year

The above hourly rates or annual salaries shall be effective January 1, 2010.

- (ii) For any special court session including DWI sessions approved by the Township Council, the Municipal Court Judge shall receive \$500.00 per session and the Municipal Prosecutor shall receive \$250.00 per session.

SECTION IV

C. POLICE BENEVOLENT ASSOCIATION

Section I.D.(i) shall be amended in its entirety as follows:

- (i) The following titles or positions shall be paid an annual salary in accordance with the following schedules:

CLASSIFICATION – PATROL OFFICER

SALARY SCHEDULE FOR EMPLOYEES HIRED PRIOR TO NOVEMBER 1, 2004

<u>Months of Service</u>	<u>STEPS</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
37-48 months	IV	\$67,128	\$68,974	\$70,699	\$72,290
49-60 months	V	\$77,218	\$79,342	\$81,325	\$83,155
61+ months	VI	\$87,307	\$89,708	\$91,951	\$94,020

SALARY SCHEDULE FOR EMPLOYEES HIRED AFTER NOVEMBER 1, 2004*

<u>Months of Service</u>	<u>STEPS</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
0-6 months	Probationary A**	\$28,840	\$29,633	\$30,374	\$31,057
7-12 months	Probationary B	\$35,917	\$36,905	\$37,827	\$38,678
13-24 months	I	\$46,194	\$47,465	\$48,651	\$49,745
25-36 months	II	\$56,473	\$58,026	\$59,477	\$60,815
37-48 months	III	\$66,751	\$68,587	\$70,302	\$71,883
49-60 months	IV	\$77,029	\$79,147	\$81,126	\$82,951
61+ months	V	\$87,307	\$89,708	\$91,951	\$94,020

SALARY SCHEDULE FOR EMPLOYEES HIRED AFTER SEPTEMBER 1, 2010*

<u>Months of Service</u>	<u>STEPS</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
0-6 months	Probationary A**	\$28,840	\$29,633	\$30,374	\$31,057
7-12 months	Probationary B	\$35,917	\$36,905	\$37,827	\$38,678
13-24 months	I	\$46,194	\$47,465	\$48,651	\$49,745
25-36 months	II	\$54,417	\$55,913	\$57,311	\$58,601
37-48 months	III	\$62,639	\$64,362	\$65,971	\$67,455
49-60 months	IV	\$70,862	\$72,811	\$74,631	\$76,310
61-72 months	V	\$79,084	\$81,259	\$83,290	\$85,164
73+ months	VI	\$87,307	\$89,708	\$91,951	\$94,020

* The Township reserves the right to start newly hired experienced officers at a salary level up to the level commensurate with their experience

** Employees possessing a Class A NJ Police Certificate upon hire will bypass the Probationary A step and serve their full one year probationary period in the Probationary B step salary classification. Employees possessing a Class II Certificate at hire will be in the Probationary A salary step no longer than three months before serving out the remainder of their one year probationary period in the Probationary B salary step.

Section I.D.(ii) shall be amended in its entirety as follows:

(ii) Differential Program

In recognition of rotating schedules, weekend work, specialized duties including but not limited to detective assignments, crime prevention assignments, traffic assignments and other unique responsibilities; all patrol officers shall be eligible for a differential to be paid in conjunction with the regular payroll schedule in accordance with the following schedule:

2008	\$1,891/year
2009	\$1,941/year
2010	\$1,991/year
2011	\$2,041/year

A patrol officer working less than the full calendar year will only be entitled to the proportion of the year worked multiplied by the above differentials.

Section I.D.(iii) shall be amended in its entirety as follows:

(iii) Baccalaureate Degree Program

A full time member of the Police Benevolent Association shall be eligible for additional pay for a degree compensation program under the following guidelines:

1. An employee shall receive one hundred dollars annually if said employee has obtained an Associates Degree, and shall receive two hundred dollars (\$200) annually for a Bachelors Degree from an accredited college or university.
2. Said degree is granted with a major and/or minor course of study in Criminal Justice, Business Administration, Psychology, Sociology or Social Sciences;
3. Proof of said degree is presented to the Chief of Police;
4. Following authorization by the Chief of Police a single payment as stated above will be granted to eligible employees in accordance with the provisions of the collective bargaining agreement.

SECTION V

E. SUPERIOR OFFICERS ASSOCIATION

The following titles or positions shall be paid an annual salary in accordance with the following schedules:

<u>Position</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Sergeant	\$96,037	\$98,678	\$101,144	\$103,419
Lieutenant	\$104,769	\$107,650	\$110,341	\$112,823

Section I.D.(ii) shall be amended in its entirety as follows:

(iv) Differential Program

In recognition of rotating schedules, weekend work, specialized duties including but not limited to detective assignments, crime prevention assignments, Division Commander responsibilities and other unique responsibilities; all superior officers shall be eligible for a differential to be paid in conjunction with the regular payroll schedule in accordance with the following schedule:

2008	\$1,891/year
2009	\$1,941/year
2010	\$1,991/year
2011	\$2,041/year

A superior officer working less than the full calendar year will only be entitled to the proportion of the year worked multiplied by the above differentials.

Section I.E.(v) shall be amended in its entirety as follows:

(v) Baccalaureate Degree Program

A full time member of the Superior Officers Association shall be eligible for additional pay for a degree compensation program under the following guidelines:

1. An employee shall receive one hundred dollars annually if said employee has obtained an Associate's Degree, and shall receive two hundred dollars (\$200) annually for a Bachelor's Degree from an accredited college or university.
2. Said degree is granted with a major and/or minor course of study in Criminal Justice, Business Administration, Psychology, Sociology or Social Sciences;
3. Proof of said degree is presented to the Chief of Police;
4. Following authorization by the Chief of Police a single payment as stated above will be granted to eligible employees in accordance with the provisions of the collective bargaining agreement.

SECTION VI

J. LONGEVITY

There shall be longevity schedules as follows:

(i) Longevity General:

1. Each employee will be paid, in addition to his/her regular annual wage or salary, a longevity increment based upon years of continuous service.
2. Each employee shall qualify for the longevity increment during the next regular pay period following said employee's anniversary of employment. Each increment shall be paid at the time and thereafter.

(ii) Longevity Schedules:

1. Clerical and Technical Personnel

	2009	2010	2011
Beginning 5 th year through 9 th year	\$1,038	\$1,064	\$1,088
Beginning 10 th year through 14 th year	\$1,559	\$1,598	\$1,635
Beginning 15 th year through 19 th year	\$2,077	\$2,129	\$2,177
Beginning 20 th year through 24 th year	\$2,596	\$2,661	\$2,721
Beginning 25 th year through 29 th year	\$3,123	\$3,201	\$3,273
Beginning 30 th year and thereafter	\$3,636	\$3,727	\$3,811

2. PBA and Supervisory Personnel

	PBA Only			
Upon Completion of Years of Service	2008	2009	2010	2011
6	\$ 873	\$ 897	\$ 920	\$ 940
9	\$1,746	\$1,794	\$1,840	\$1,880
12	\$2,619	\$2,691	\$2,760	\$2,820
15	\$3,492	\$3,588	\$3,680	\$3,760
18	\$4,365	\$4,485	\$4,600	\$4,700
21	\$5,238	\$5,382	\$5,520	\$5,640
24	\$6,111	\$6,279	\$6,440	\$6,580

SECTION VII

All other ordinances or parts of ordinances thereof enacted prior to the adoption of this ordinance are hereby repealed to the extent of such inconsistencies.

SECTION VIII

If any section, paragraph, subparagraph, clause or provision of this ordinance shall be adjudged invalid such adjudicate shall apply only to the section, paragraph, subparagraph, clause or provision so adjudged and the remainder of this ordinance shall be deemed valid and effective.

SECTION IX

This ordinance shall take effect after final passage and publication in accordance with the law.

Record of Vote	Deputy Mayor Hiers	Councilman Garofalo	Councilwoman Schepiga	Councilman Siciliano	Mayor Larkin
Motion To Approve					
Motion to Second					
Approved					
Opposed					
Not Voting/Recuse					
Absent/Excused					

CERTIFICATION

*I hereby certify that this is a true copy of an Ordinance introduced by the Township of Ocean Governing Body at their meeting held on **November 8, 2010.***

Vincent Buttiglieri, RMC/CMC
Township Clerk