

ORDINANCE NO. 2185

AN ORDINANCE AMENDING ORDINANCE NO. 2159 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 #2159 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 years 2012 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	18,665	41,376	Clerk
II	19,691	43,652	Clerk-Typist
III	20,774	46,051	Violations Clerk
IV	21,918	48,585	Sr. Clerk Typist, Deputy Court Administrator II, Park Maintenance Coordinator, Qualified Purchasing Agent
V	23,122	51,257	Class I Special Police Officer Sr. Clerk Transcriber
VI	24,394	54,076	Class II Special Police Officer Deputy Court Administrator I Tax Assessing Clerk
VII	25,735	57,050	
VIII	27,150	60,188	Principal Clerk Typist, Control Person, Senior Clerk Cashier, Recreation Program Coordinator, Violations Inspector
IX	28,645	63,498	Dispatcher, Administrative Aide, Planning and Zoning Board Secretary
X	30,220	66,989	Admin. Secretary, Sr. Housing Inspector, Payroll Administrator Senior Dispatcher
XI	31,882	70,675	
XII	33,636	74,562	Administrative Assistant, Community Services Counselor II, Records Manager, Dep. Tax Collector, Dep.

			Tax Assessor, Dep. Township Clerk
XIII	35,486	78,663	Assistant Foreman, Building Inspector, Community Services Counselor I, Electrical Inspector, Plumbing Inspector, Zoning Officer, Code Enforcement Official
XIV	37,438	82,989	Human Services Program Coordinator
XV	39,496	84,893	Community Services Admin., MIS Director
XVI	41,669	89,563	Sub Code Officials, Municipal Court Administrator, Planning Administrator, Tax Collector, Foreman Recreation Administrator
XVII	43,959	94,488	
XVIII	46,377	99,687	General Foreman
XIX	48,928	105,170	Tax Assessor, Construction Official
XX	51,620	110,954	Asst. Dir. of DPW, Dep. Director of Finance
XXI	54,459	117,055	
XXII	57,455	123,493	
XXIII	60,614	130,285	Director of Community Development, Township Clerk
XXIV	63,947	137,450	
XXV	67,465	145,010	
XXVI	71,177	152,987	Police Captains
XXVII	75,091	161,399	
XXVIII	79,221	170,278	Chief Fin. Officer, Director of Public Works, Director of Human Services,
XXIX	83,581	179,643	Police Chief
XXX	88,175	189,524	
XXXI	93,024	192,250	Township Manager

The above salary ranges shall be effective January 1, 2012.

- (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 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	\$8,482	Season
Bus / Van Driver	\$24.23	hour
Clean Communities Worker	\$14.09	hour
Clerk-Typist	\$16.96	hour
Code Enforcement Official	\$24.23	hour
Community Services Counselor	\$29.09	hour
Conflict Prosecutor	\$250.00	session
Conflict Public Defender	\$250.00	session
Control Person	\$28.82	hour

Camp Director	\$8,482	season
Program Supervisor	\$24.23	hour
Dispatcher/Class II Officer	\$27.33	hour
Electrical Inspector	\$38.55	hour
Manager of Pool & Tennis Facility	\$9,693	season
Mayor	\$5,950	year
Head Lifeguard/Captain	\$18.18	hour
Human Services Dept. Maintenance Worker	\$14.54	hour
Municipal Court Judge (ii)	\$53.287	year
Municipal Prosecutor (ii)	\$39,467	year
Parking Enforcement Officer	\$14.54	hour
Planning Administrator	\$200.00	applicant paid/ special meeting
Pool Aquatic Personnel	\$12.12	hour
Pool Desk Personnel	\$10.92	hour
Pool Recreation Worker	\$8.49	hour
Program Instructor	\$24.23	hour
Public Defender	\$18,176	year
Recreation Counselor / Aide	\$12.12	hour
School Crossing Guards	\$12.12	hour
Seasonal Maintenance Employee	\$12.12	hour
Seasonal Recreation Facility Mgmt Staff	\$23,414	year
Seasonal Recreation Worker	\$12.12	hour
Specialized Program Instructor	\$117.07	hour
Township Councilmember	\$5,400	year

The above hourly rates or annual salaries shall be effective January 1, 2012.

- (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 JANUARY 1, 2012*

<u>Months of Service</u>	<u>STEPS</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
0-6 months	Probationary A**	\$31,057	\$31,057	\$31,057	\$31,057
7-12 months	Probationary B	\$38,678	\$38,678	\$38,678	\$38,678
13-24 months	I	\$49,745	\$49,745	\$49,745	\$49,745
25-36 months	II	\$60,815	\$60,815	\$60,815	\$60,815
37-48 months	III	\$71,883	\$71,883	\$71,883	\$71,883
49-60 months	IV	\$82,951	\$82,951	\$82,951	\$82,951
61+ months	V	\$97,982	\$99,942	\$102,441	\$105,002

SALARY SCHEDULE FOR EMPLOYEES HIRED AFTER DECEMBER 31, 2011*

<u>Months of Service</u>	<u>STEPS</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
0-6 months	Probationary A**	\$31,057	\$31,057	\$31,057	\$31,057
7-12 months	Probationary B	\$38,678	\$38,678	\$38,678	\$38,678
13-24 months	I	\$44,212	\$44,212	\$44,212	\$44,212
25-36 months	II	\$49,746	\$49,746	\$49,746	\$49,746
37-48 months	III	\$55,280	\$55,280	\$55,280	\$55,280
49-60 months	IV	\$60,814	\$60,814	\$60,814	\$60,814
61-72 months	V	\$66,348	\$66,348	\$66,348	\$66,348
73-84 months	VI	\$71,882	\$71,882	\$71,882	\$71,882
85-96 months	VII	\$77,416	\$77,416	\$77,416	\$77,416
97-108 months	VIII	\$82,950	\$82,950	\$82,950	\$82,950
109-120 months	IX	\$88,484	\$88,484	\$88,484	\$88,484
121+ months	X	\$97,982	\$99,942	\$102,441	\$105,002

* 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.(iii) shall be amended in its entirety as follows:

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 (\$100) 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>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Sergeant	\$107,780	\$109,936	\$112,685	\$115,502
Lieutenant	\$117,578	\$119,930	\$122,929	\$126,002

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

- (iv) 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 two hundred fifty hundred dollars (\$250) annually if said employee has obtained an Associate’s Degree, and shall receive five hundred dollars (\$500) 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

(Employees Hired prior to January 1, 2012)

Upon Completion of Years of Service		2012	2013	2014	2015
4	\$	1,250	1,400	1,435	1,471
9	\$	1,800	1,950	1,999	2,049
14	\$	2,350	2,500	2,563	2,627
19	\$	2,900	3,050	3,126	3,204
24	\$	3,450	3,600	3,690	3,782
29	\$	4,000	4,150	4,254	4,360

(Employees Hired after December 31, 2011)

Upon Completion of Years of Service		2012	2013	2014	2015
9	\$	1,250	1,400	1,435	1,471
13	\$	1,800	1,950	1,999	2,049
17	\$	2,350	2,500	2,563	2,627
21	\$	2,900	3,050	3,126	3,204
25	\$	3,450	3,600	3,690	3,782
29	\$	4,000	4,150	4,254	4,360

2. PBA, SOA and Supervisory Personnel

(Employees hired prior to January 1, 2012)

Upon Completion of Years of Service		2012	2013	2014	2015
6	\$	1,960	2,998	3,073	3,150
9	\$	2,939	3,998	4,098	4,200
12	\$	3,919	4,997	5,122	5,250
15	\$	4,899	5,997	6,146	6,300
18	\$	5,879	6,996	7,171	7,350
21	\$	6,859	7,995	8,195	8,400
24	\$	7,839	8,995	9,220	9,450

(Employees hired after to December 31, 2011)

Upon Completion of Years of Service		2012	2013	2014	2015
11	\$	1,960	2,998	3,073	3,150
14	\$	2,939	3,998	4,098	4,200
17	\$	3,919	4,997	5,122	5,250
20	\$	4,899	5,997	6,146	6,300
23	\$	5,879	6,996	7,171	7,350
26	\$	6,859	7,995	8,195	8,400
29	\$	7,839	8,995	9,220	9,450

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 Siciliano	Councilman Evans	Councilman Garofalo	Councilwoman Schepiga	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 adopted by the Township of Ocean Governing Body at their meeting held on **May 16, 2012.***

Vincent Buttiglieri, RMC/CMC/MMC
Township Clerk