

**AN ORDINANCE FIXING THE SALARIES TO BE PAID TO
CERTAIN OFFICERS AND EMPLOYEES
OF THE TOWNSHIP OF PENNSAUKEN
IN THE COUNTY OF CAMDEN, STATE OF NEW JERSEY**

BE IT ORDAINED by the Township Committee of the Township of Pennsauken, in the County of Camden and State of New Jersey that Ordinance No. 2020-13 is hereby amended to reflect salary increases to schedule D. Schedules A, B, C, E & F and their sections from Ordinance 2020-13 are hereby readopted without change.

SCHEDULE A:

SECTION 1. That the annual salaries to be paid to the members of the Superior Officers Association serving as Captains, Lieutenants and Sergeants of the Police Department of the Township of Pennsauken are hereby fixed at the following amounts.

A. All bargaining unit members as of January 1, 2017 will remain on the current step structure and advance through each step of the salary guide until retirement, including in the event of any promotions. Those officers shall have their salaries increased by 2.5% effective July 1, 2018; 2% effective July 1, 2019; 2% effective July 1, 2020; 2% effective July 1, 2021; and 2% effective July 1, 2022. Those Police Officers shall be paid as follows:

B. EFFECTIVE JULY 1, 2018:

	Sergeants	Lieutenants	Captains
Step 1	\$ 120,665.00	\$ 132,023.00	\$ 139,309.00
Step 2	\$ 124,284.00	\$ 135,983.00	\$ 143,487.00
Step 3	\$ 125,491.00	\$ 137,302.00	\$ 144,880.00
Step 4	\$ 126,698.00	\$ 138,624.00	\$ 146,274.00
Step 5	\$ 127,904.00	\$ 139,943.00	\$ 147,667.00
Step 6	\$ 129,111.00	\$ 141,264.00	\$ 149,060.00

C. EFFECTIVE JANUARY 1, 2019:

	Sergeants	Lieutenants	Captains
Step 1	\$ 123,078.00	\$ 134,664.00	\$ 142,095.00
Step 2	\$ 126,770.00	\$ 138,702.00	\$ 146,356.00
Step 3	\$ 128,000.00	\$ 140,048.00	\$ 147,777.00
Step 4	\$ 129,232.00	\$ 141,397.00	\$ 149,199.00
Step 5	\$ 130,462.00	\$ 142,742.00	\$ 150,620.00
Step 6	\$ 131,693.00	\$ 144,089.00	\$ 152,041.00

D. EFFECTIVE JULY 1, 2020:

	Sergeants	Lieutenants	Captains
Step 1	\$ 125,540.00	\$ 137,357.00	\$ 144,937.00
Step 2	\$ 129,305.00	\$ 141,476.00	\$ 149,284.00
Step 3	\$ 130,561.00	\$ 142,849.00	\$ 150,733.00
Step 4	\$ 131,817.00	\$ 144,225.00	\$ 152,183.00
Step 5	\$ 133,071.00	\$ 145,597.00	\$ 153,632.00
Step 6	\$ 134,327.00	\$ 146,971.00	\$ 155,082.00

E. EFFECTIVE JULY 1, 2021:

	Sergeants	Lieutenants	Captains
Step 1	\$ 128,051.00	\$ 140,104.00	\$ 147,836.00
Step 2	\$ 131,892.00	\$ 144,306.00	\$ 152,269.00
Step 3	\$ 133,172.00	\$ 145,706.00	\$ 153,747.00
Step 4	\$ 134,453.00	\$ 147,109.00	\$ 155,227.00
Step 5	\$ 135,732.00	\$ 148,509.00	\$ 156,705.00
Step 6	\$ 137,014.00	\$ 149,910.00	\$ 158,183.00

F. EFFECTIVE JULY 1, 2022:

	Sergeants	Lieutenants	Captains
Step 1	\$ 130,612.00	\$ 142,906.00	\$ 150,792.00
Step 2	\$ 134,529.00	\$ 147,192.00	\$ 155,315.00
Step 3	\$ 135,835.00	\$ 148,620.00	\$ 156,822.00
Step 4	\$ 137,142.00	\$ 150,051.00	\$ 158,331.00
Step 5	\$ 138,447.00	\$ 151,479.00	\$ 159,839.00
Step 6	\$ 139,754.00	\$ 152,908.00	\$ 161,347.00

H. All members promoted into the bargaining unit after July 2, 2013 will be paid pursuant to the salary schedule set forth below:

	Sergeants	Lieutenants	Captains
Effective 7/1/2018	\$ 118,735.00	\$ 123,935.00	\$ 129,135.00
Effective 7/1/2019	\$ 121,110.00	\$ 126,414.00	\$ 131,718.00
Effective 7/1/2020	\$ 123,532.00	\$ 128,942.00	\$ 134,352.00
Effective 7/1/2021	\$ 126,003.00	\$ 131,521.00	\$ 137,039.00
Effective 7/1/2022	\$ 128,523.00	\$ 134,151.00	\$ 139,780.00

SECTION 2. Other contractual agreements related to fringe benefits directly affecting compensation of Superior Officers shall be in accordance with the contract executed by the Superior Officers and the Township of Pennsauken.

SECTION 3. Rates of pay shall be paid retroactively to the commencing date of salary schedule, or the date of hire if subsequent to that date.

SCHEDULE B:

SECTION 1. The annual salaries to be paid to the members of the Fraternal Order of Police serving as Patrolmen and Detectives of the Police Department of the Township of Pennsauken are fixed at the following amounts.

Except for the pay scale for all officers hired after January 1, 2019, which is fixed for calendar year 2019, all existing titles and steps shall be increased retroactive to January 1, 2019 and paid in accordance with the following salary Increases and schedules:

- A. Effective January 1, 2019, all salaries and steps covered by this agreement shall be increased 3%.

Effective January 1, 2020, all salaries and steps shall be increased and paid in accordance with the following salary increases and salary schedules, including all employees hired after January 1, 2019:

- B. Effective January 1, 2020, all salaries and steps covered by this agreement shall be increased 3%.
- C. Effective January 1, 2021, all salaries and steps covered by this agreement shall be increased 3%.
- D. Effective January 1, 2022, all salaries and steps covered by this agreement shall be increased 3%.

In addition, all officers subject to the pay scale for members hired from January 5, 2010 through December 31, 2018, will be advanced one (1) step in the pay scale retroactive to January 1, 2019 per the list of officers and step movement in the December 4, 2018 Memorandum of Understanding.

This advancement in the pay scale will be in addition to the officer's regular advancement occurring on his/her anniversary.

Base Salary for Patrol Officers Hired Prior to January 5, 2010

	<u>1/1</u> <u>2019</u>	<u>1/1</u> <u>2020</u>	<u>1/1</u> <u>2021</u>	<u>1/1</u> <u>2022</u>
Cadet:	\$ 55,892	\$ 57,569	\$ 59,296	\$ 61,075
Step 2:	\$ 59,244	\$ 61,021	\$ 62,852	\$ 64,738
Step 3:	\$ 63,718	\$ 65,630	\$ 67,598	\$ 69,626
Step 4:	\$ 69,306	\$ 71,385	\$ 73,527	\$ 75,733
Step 5:	\$ 78,295	\$ 80,644	\$ 83,063	\$ 85,555
Step 6:	\$ 85,202	\$ 87,758	\$ 90,391	\$ 93,103
Step 7:	\$ 92,110	\$ 94,873	\$ 97,719	\$100,651
Step 8:	\$107,694	\$110,925	\$114,253	\$117,680
Step 9:	\$108,737	\$111,999	\$115,359	\$118,820
Step 10:	\$109,783	\$113,076	\$116,469	\$119,963
Step 11:	\$110,831	\$114,156	\$117,581	\$121,108
Step 12:	\$119,722	\$123,314	\$127,013	\$130,823

**Base Salary for Patrol Officers Hired From January 5, 2010
Through December 31, 2018**

	<u>1/1</u> <u>2019</u>	<u>1/1</u> <u>2020</u>	<u>1/1</u> <u>2021</u>	<u>1/1</u> <u>2022</u>
Cadet:	\$ 53,241	\$ 54,838	\$ 56,483	\$ 58,178
Step 2:	\$ 55,892	\$ 57,569	\$ 59,296	\$ 61,075
Step 3:	\$ 59,244	\$ 61,021	\$ 62,852	\$ 64,738
Step 4:	\$ 63,718	\$ 65,630	\$ 67,598	\$ 69,626
Step 5:	\$ 69,306	\$ 71,385	\$ 73,527	\$ 75,733
Step 6:	\$ 73,801	\$ 76,015	\$ 78,295	\$ 80,644
Step 7:	\$ 78,295	\$ 80,644	\$ 83,063	\$ 85,555

Base Salary for Patrol Officers Hired From January 5, 2010
Through December 31, 2018 (CONTINUED)

	<u>1/1</u> <u>2019</u>	<u>1/1</u> <u>2020</u>	<u>1/1</u> <u>2021</u>	<u>1/1</u> <u>2022</u>
Step 8:	\$ 85,202	\$ 87,758	\$ 90,391	\$ 93,103
Step 9:	\$ 92,110	\$ 94,873	\$ 97,719	\$100,651
Step 10:	\$ 99,853	\$102,849	\$105,934	\$109,112
Step 11:	\$107,694	\$110,925	\$114,253	\$117,680
Step 12:	\$108,737	\$111,999	\$115,359	\$118,820
Step 13:	\$109,783	\$113,076	\$116,469	\$119,963
Step 14:	\$110,831	\$114,156	\$117,581	\$121,108
Step 15:	\$119,722	\$123,314	\$127,013	\$130,823

Base Salary for Detectives

	<u>1/1</u> <u>2019</u>	<u>1/1</u> <u>2020</u>	<u>1/1</u> <u>2021</u>	<u>1/1</u> <u>2022</u>
Step 1:	\$ 112,946	\$ 116,334	\$ 119,824	\$ 123,419
Step 2:	\$ 116,335	\$ 119,825	\$ 123,420	\$ 127,123
Step 3:	\$ 117,461	\$ 120,985	\$ 124,614	\$ 128,352
Step 4:	\$ 118,591	\$ 122,149	\$ 125,813	\$ 129,588
Step 5:	\$ 119,722	\$ 123,314	\$ 127,013	\$ 130,823

Base Salary for Patrol Officers Hired After January 1, 2019

	<u>1/1</u> <u>2019</u>	<u>1/1</u> <u>2020</u>	<u>1/1</u> <u>2021</u>	<u>1/1</u> <u>2022</u>
Step 1:	\$ 52,000	\$ 53,560	\$ 55,167	\$ 56,822
Step 2:	\$ 55,000	\$ 56,650	\$ 58,350	\$ 60,100
Step 3:	\$ 58,000	\$ 59,740	\$ 61,532	\$ 63,378
Step 4:	\$ 63,000	\$ 64,890	\$ 66,837	\$ 68,842
Step 5:	\$ 68,000	\$ 70,040	\$ 72,141	\$ 74,305
Step 6:	\$ 74,000	\$ 76,220	\$ 78,507	\$ 80,862
Step 7:	\$ 81,500	\$ 83,945	\$ 83,463	\$ 89,057
Step 8:	\$ 90,000	\$ 92,700	\$ 95,491	\$ 98,345
Detective:	\$ 97,200	\$100,116	\$103,119	\$106,213

SECTION 2. For the purposes of this salary schedule, the "Cadet" salary shall be applicable to any Officer hired by the Township until that Officer has completed training at the Police Academy or has been employed for a full year by the Township, whichever comes later. After completion of training at the Academy, the salary scale shall be applied with reference to the anniversary date of hire, so that, for example, in the event that an Officer does not complete Academy training until fifteenth (15th) month after the date of hire, he/she shall be paid at the 2nd Step until the completion of Academy training, and at the 3rd step salary commencing on the twenty-fourth (24th) month after his/her date of hire.

SECTION 3. All bargaining unit employees shall be subject To the salary schedules set forth above depending on their date of Hire. Advancement through to the eighth (8th) step within the salary guide for Patrolmen hired prior to January 5, 2010 and advancement through the twelfth (12th) step within the salary guide for Patrolmen hired after from January 5, 2010 through December 31, 2018 shall occur on the anniversary date of the bargaining unit employee's commencement of employment with the Township of Pennsauken as a Police Officer. For all Officer's hired prior to January 5, 2010, progression beyond the eighth (8th) step shall be in accordance with the June 19, 2002 settlement agreement reached regarding the 2002 contract, and progression beyond the twelfth (12th) step for officers hired from January 5, 2010 through December 31, 2018 shall be in accordance with the MOA reached regarding the 2010 contract. For all officers hired after January 1, 2019, advancement through to the eight (8th) step within the salary guide shall occur on the anniversary date of the bargaining unit employee's commencement of employment with the Township of Pennsauken as a Police Officer.

SECTION 3 (CONT'D). Detective pay for officers hired and appointed after January 1, 2019 will be subject to the new eight (8) step salary schedule negotiated for officers hired after January 1, 2019.

SECTION 4. Other contractual agreements related to fringe benefits directly affecting compensation of officers and employees shall remain in force as adopted by the Township Committee.

SCHEDULE C:

SECTION 1. The annual salaries to be paid to certain members of the Pennsauken Career Fire Fighters Association, Fire Fighters Mutual Benevolent Association (FMBA) Local 64 employed by the Township as Fire Fighters or Fire Inspectors are hereby fixed at the following amounts.

BASE SALARY

A. All bargaining unit members employed as Firefighters or Fire Inspectors will remain on the current step structure and advance through each step of the salary guide per the past practice established between the parties (either January 1 or anniversary date) as applicable to each individual bargaining unit member. These members shall have their salaries increased by 2.5% effective January 1, 2019; 2.25% effective January 1, 2020; 2.25% effective January 1, 2021; 2.25% effective January 1, 2022 and 2.5% effective January 1, 2023 and shall be subject to the following pay scale:

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Step 1	\$41,712	\$42,651	\$43,611	\$44,592	\$45,707
Step 2	\$45,712	\$46,741	\$47,793	\$48,868	\$50,090
Step 3	\$49,713	\$50,832	\$51,976	\$53,145	\$54,474
Step 4	\$53,712	\$54,921	\$56,157	\$57,421	\$58,857
Step 5	\$60,031	\$61,382	\$62,763	\$64,175	\$65,779

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Step 6	\$65,917	\$67,400	\$68,917	\$70,468	\$72,230
Step 7	\$71,508	\$73,117	\$74,762	\$76,444	\$78,355
Step 8	\$76,217	\$77,932	\$79,685	\$81,478	\$83,515
Step 9	\$81,513	\$83,347	\$85,222	\$87,139	\$89,318
Step 10	\$87,950	\$89,929	\$91,952	\$94,021	\$96,372

SECTION 2. Other contractual agreements related to fringe benefits directly affecting compensation of FMBA Local 64 members shall be in accordance with the contract executed by the Pennsauken Career Fire Fighters Association and the Township of Pennsauken.

SECTION 3. Rates of pay set forth in this Ordinance shall be paid retroactively to those officers and employees who are actively engaged in the service of the Township at the time of passage of this Ordinance or the date of hire if subsequent to that date.

SCHEDULE D:

SECTION 1. Effective January 1, 2021, unless otherwise noted, the compensation of each employee whose title is listed in this Section shall be determined and fixed based upon the following schedule and shall be payable as set forth in this Section:

FULL-TIME CLASSIFIED SALARIED POSITIONS

<u>POSITION</u>	<u>PAYABLE</u>	<u>ANNUAL SALARY</u>
MUNICIPAL ADMINISTRATOR (EFFECTIVE 6/3 THROUGH 12/31/2021)	WEEKLY	\$205,000
ADMINISTRATIVE/PERSONNEL ASSISTANT	WEEKLY	\$105,576
DIRECTOR OF MUNICIPAL SERVICES	WEEKLY	\$125,880
DIRECTOR OF REGULATORY AFFAIRS	WEEKLY	\$125,880

FULL-TIME CLASSIFIED SALARIED POSITIONS (CONT'D)

<u>POSITION</u>	<u>PAYABLE</u>	<u>ANNUAL SALARY</u>
BUILDING & HOUSING DEPT. MANAGER	WEEKLY	\$ 79,860
CHIEF FINANCIAL OFFICER - RETIRING	WEEKLY	\$177,588
CHIEF FINANCIAL OFFICER - NEW HIRE (EFFECTIVE 8/9 THROUGH 12/31/21)	WEEKLY	\$145,000
CHIEF OF POLICE (EFFECTIVE 1/1 THROUGH 6/30/21)	WEEKLY	\$184,500
ACTING CHIEF OF POLICE (EFFECTIVE 7/19 THROUGH 12/31/21)	WEEKLY	\$165,000
MUNICIPAL CLERK	WEEKLY	\$ 77,744
DEPUTY COURT ADMINISTRATOR	WEEKLY	\$ 70,000
DEPUTY TAX COLLECTOR	WEEKLY	\$ 73,800
DIRECTOR OF STAFF OPERATIONS, GOLF COURSE (EFFECTIVE 4/19 THROUGH 12/31/21)	WEEKLY	\$ 70,000
CLERK, GOLF COURSE	WEEKLY	\$ 45,696
CONSTRUCTION OFFICIAL	WEEKLY	\$123,616
ASSISTANT CONSTRUCTION OFFICIAL	WEEKLY	\$125,952
MAINTENANCE REPAIRER (EFFECTIVE 1/15 THROUGH 12/31/21)	WEEKLY	\$ 58,240
MAINTENANCE REPAIRER - ELECTRICAL, HEATING & AC (EFFECTIVE 12/7/20 THROUGH 12/31/21)	WEEKLY	\$ 58,240
MAINTENANCE SUPERVISOR (EFFECTIVE 1/15 THROUGH 2/28/2021)	WEEKLY	\$ 63,700
MUNICIPAL COURT ADMINISTRATOR	WEEKLY	\$ 80,000
ECONOMIC DEVELOPMT/ASSOC.DIRECTOR	WEEKLY	\$116,168
MUNICIPAL ENGINEER	WEEKLY	\$ 94,552
FIRE CHIEF	WEEKLY	\$185,000
MANAGER, GOLF FACILITIES	WEEKLY	\$131,248
GOLF SUPERINTENDENT	WEEKLY	\$111,036
GREENSKEEPER	WEEKLY	\$ 69,288
SENIOR GROUNDSKEEPER	WEEKLY	\$ 59,404
GROUNDSKEEPER	WEEKLY	\$ 58,836

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FULL-TIME CLASSIFIED SALARIED POSITIONS (CONT'D)

<u>POSITION</u>	<u>PAYABLE</u>	<u>ANNUAL SALARY</u>
GRUNDSKEEPER TRAINEE	WEEKLY	\$ 38,376
SENIOR HOUSING INSPECTOR	WEEKLY	\$ 54,388
HOUSING INSPECTOR	WEEKLY	\$ 50,492
PUBLIC WORKS DIRECTOR	WEEKLY	\$ 98,400
PUBLIC WORKS SUPERINTENDENT	WEEKLY	\$110,432
SECRETARY TO MAYOR/TWP. COMMITTEE	WEEKLY	\$ 81,220
SPECIAL LAW ENFORCEMENT OFFICER - CLASS I - FULL TIME	WEEKLY	\$ 45,760
SUPERVISOR - POLICE, FIRE & MUNICIPAL AUTO REPAIRS	WEEKLY	\$ 94,856
SUPERVISOR - PUBLIC WORKS	WEEKLY	\$ 76,484
CLERK-PURCHASING (EFFECTIVE 9/28/20 THROUGH 6/30/21)	WEEKLY	\$ 42,000
(EFFECTIVE 7/1 THROUGH 12/31/21)	WEEKLY	\$ 43,052
TAX ASSESSOR	WEEKLY	\$113,892
TAX COLLECTOR	WEEKLY	\$ 92,252
TECHNICAL ASSISTANT LAND USE	WEEKLY	\$104,400
TREASURER	WEEKLY	\$120,672

SECTION 2. Effective January 1, 2021 the compensation of each employee whose position title is listed in this Section shall be determined and fixed based upon the following schedule and shall be payable as set forth in this Section:

PART-TIME SALARIED POSITIONS

<u>POSITION</u>	<u>PAYABLE</u>	<u>ANNUAL SALARY</u>
ACTING MUNICIPAL MAGISTRATE	PER SESSION(4 HRS)	\$ 250.00
ACTING TOWNSHIP ADMINISTRATOR (EFFECTIVE 1/1 THROUGH 9/3/2021)	WEEKLY	\$ 36,500
MUNICIPAL COORDINATOR OF AGING	WEEKLY	\$ 26,300
CLERK - ACCOUNTS PAYABLE	WEEKLY	\$ 3,640

PART-TIME SALARIED POSITIONS (CONT'D)

<u>POSITION</u>	<u>PAYABLE</u>	<u>ANNUAL SALARY</u>
CLERK TYPIST/TELEPHONE OPERATOR	WEEKLY	\$ 42,708
COORDINATOR-MUNICIPAL POOL	WEEKLY	\$ 2,500
HOUSING RENTAL COORDINATOR	WEEKLY	\$ 7,532
MAYOR	MONTHLY/ANNUALLY	\$ 18,528
DEPUTY MAYOR	MONTHLY/ANNUALLY	\$ 17,204
MUNICIPAL MAGISTRATE	WEEKLY	\$ 80,284
PLANNING BOARD SOLICITOR	MONTHLY	\$ 13,616
MUNICIPAL PROSECUTOR	WEEKLY	\$ 32,860
PROSECUTOR - D.W.I./CONFLICT	PER SESSION (4 HRS)	\$ 250.00
PUBLIC DEFENDER	WEEKLY	\$ 31,200
PUBLIC DEFENDER - D.W.I./CONFLICT	PER SESSION (4 HRS)	\$ 150.00
RECREATION PROGRAM SPECIALIST (PER PROGRAM)	ANNUALLY	\$100-400
EMERGENCY MGMT COORDINATOR	WEEKLY	\$ 11,508
TOWNSHIP COMMITTEEMAN	MONTHLY/ANNUALLY	\$ 16,280
WORKERS' COMPENSATION COORDINATOR	WEEKLY	\$ 5,200
ZONING BOARD SOLICITOR	MONTHLY	\$ 13,616

PART-TIME (OTHER THAN SALARY RATED)

<u>POSITION</u>	<u>PAYABLE</u>	<u>RATE</u>
CHAIRMAN PLANNING BOARD	ANNUALLY	\$ 500.00
CHAIRMAN ZONING BOARD	ANNUALLY	\$ 500.00
SPECIAL LAW ENFORCEMENT OFFICER - CLASS I	WEEKLY	\$22.00 HOUR
SPECIAL LAW ENFORCEMENT OFFICER - CLASS II	WEEKLY	\$30.00 HOUR
CLERK	WEEKLY	\$12.00-\$15.00 HOUR
CLERK - PRO SHOP	WEEKLY	\$15.00 HOUR
CLERK TYPIST	WEEKLY	\$12.00-\$20.00 HOUR
EMT DRIVER - PER DIEM	WEEKLY	\$15.00-\$18.00 HOUR

PART-TIME (OTHER THAN SALARY RATED)

<u>POSITION</u>	<u>PAYABLE</u>	<u>RATE</u>
EMT DRIVER - PERMANENT	WEEKLY	\$18.00-\$20.00 HOUR
FIRE FIGHTER - PART-TIME	WEEKLY	\$15.00 HOUR
FIRE MARSHALL - PART-TIME	WEEKLY	\$25.00 HOUR
FIRE PREVENTION SPECIALIST	WEEKLY	\$17.00-\$19.00 HOUR
GOLF RANGER/STARTER	WEEKLY	\$12.00-\$15.00 HOUR
GROUNDSKEEPER	WEEKLY	\$12.00-\$15.00 HOUR
LAWN MAINTENANCE WORKER	WEEKLY	\$11.10-\$12.00 HOUR
LIFEGUARD	WEEKLY	\$11.10-\$13.00 HOUR
LIFEGUARD/MAINTENANCE REPAIRER	WEEKLY	\$11.10-\$15.00 HOUR
PARK MAINTENANCE WORKER/SEASONAL	WEEKLY	\$11.10-\$12.00 HOUR
PLANNING BOARD MEMBER	MONTHLY	\$65.00/MEETING
RECREATION SUPERVISOR	WEEKLY	\$12.00-\$15.00 HOUR
RECREATION SUPERVISOR-SWIMMING	WEEKLY	\$12.00-\$15.00 HOUR
SCHOOL TRAFFIC GUARD	WEEKLY	\$31.00/DAY
SEC'Y, ENVIRONMENTAL COMMISSION	MONTHLY	\$100.00/MEETING
SECRETARY, PLANNING BOARD	MONTHLY	\$100.00/MEETING
SECRETARY, RENT STABILIZATION	MONTHLY	\$35.00/MEETING
SEC'Y, SHADE TREE COMMISSION	MONTHLY	\$100.00/MEETING
SECRETARY, ZONING BOARD	MONTHLY	\$100.00/MEETING
ZONING BOARD MEMBER	MONTHLY	\$65.00/MEETING

SECTION 3. During the Year 2021 salaries shall be disbursed each Friday in Fifty-Two (52) equal installments, if paid on a weekly basis. If paid bi-weekly, there shall be twenty-six (26) installments, payable on an every other week basis. If paid monthly, there shall be twelve (12) installments, payable on the last weekly pay day of each month. If paid quarterly, there shall be four (4) installments, payable on the last weekly pay day of each quarter.

SECTION 4. The annual salaries of the officers and employees whose positions are listed in Schedule "D" shall be compensated at the salary set forth herein and shall become effective upon passage of this ordinance and the expiration of the legal estoppel period, except if noted otherwise, and paid retroactively to January 1, 2021 for existing employees. All changes to part-time (other than salary rated) employees shall take place after the passage of this ordinance and the expiration of the legal estoppel period. These rates of pay shall apply only to those officers and employees who are actively engaged in the service of the Township at the time of the passage of this Ordinance. Employees hired after January 1, 2021 shall be paid retroactively to the date of their hiring.

SCHEDULE E:

The hourly rates or annual salaries payable to certain employees of the Township holding positions/titles bargained for by the American Federation of State, County, and Municipal Employees, AFSCME Council 71 be fixed as follows:

SECTION 1. Effective with the dates set forth in the salary guides attached and incorporated into this Ordinance as Appendix "A", the compensation of each employee whose position/title is listed in this section will be determined and fixed based on the salary grades and levels, in the case of Emergency Medical Service employees (EMS), steps and levels, as set forth in Appendix "A". Initial placement in the salary guides and subsequent progression within said guides shall be in accordance with the Memorandum of Agreement reached regarding the 2014 contract.

Any new employee hired during the term of this agreement, excluding EMS, shall be governed by the aforementioned salary guides except that during the first two (2) years of such

employment, a new employee shall be paid at a phased in rate of 80%, eighty percent, 85%, eighty-five percent, 90%, ninety percent and 95%, ninety-five percent of the applicable salary guide following each six (6) month period of service. At the beginning of the third (3rd) year of employment, all new employees shall be paid at the full rate as established.

FULL-TIME CLASSIFIED POSITIONS

<u>POSITION</u>	<u>PAYABLE</u>	<u>SALARY GRADE</u>
ACCOUNT CLERK	WEEKLY	2
ASSISTANT TAX ASSESSOR	WEEKLY	11
ASSISTANT VIOLATIONS CLERK	WEEKLY	7
ASST. VIOLATIONS CLERK TYPING	WEEKLY	6
BUILDING MAINTENANCE WORKER	WEEKLY	1
BUILDING SERVICE WORKER	WEEKLY	1
CASHIER	WEEKLY	6
CLERK 1	WEEKLY	2
CLERK 2	WEEKLY	4
CLERK 3	WEEKLY	10
CODE ENFORCEMENT OFFICER	WEEKLY	7
DATA ENTRY OPERATOR 1	WEEKLY	6
DATA ENTRY OPERATOR 2	WEEKLY	7
DATA ENTRY OPERATOR 3	WEEKLY	8
EQUIPMENT OPERATOR	WEEKLY	6
HEAVY EQUIPMENT OPERATOR	WEEKLY	7
KEYBOARDING CLERK 1	WEEKLY	2
KEYBOARDING CLERK 2	WEEKLY	4
KEYBOARDING CLERK 3	WEEKLY	6
LABORER 1	WEEKLY	4
LABORER 2	WEEKLY	5
MAINTENANCE REPAIRER	WEEKLY	6
MAINTENANCE WORKER 2, GROUNDS	WEEKLY	10

MECHANIC	WEEKLY	10
MECHANIC'S HELPER	WEEKLY	7
MECHANIC DIESEL/MECHANIC HYDRAULICS	WEEKLY	14
MECHANIC REPAIRER/LIGHT EQUIPMENT	WEEKLY	10
MOTOR BROOM DRIVER	WEEKLY	7
OMNIBUS OPERATOR	WEEKLY	6
PRINCIPAL ACCOUNT CLERK	WEEKLY	8
PRINCIPAL CASHIER	WEEKLY	8
PRINCIPAL CLERK TRANSCRIBER	WEEKLY	8
PUBLIC SAFETY TELECOMMUNICATOR	WEEKLY	9
PUBLIC SAFETY TELECOMMUNICATOR TRAINEE	WEEKLY	2
ROAD REPAIRER 2	WEEKLY	10
SANITATION INSPECTOR	WEEKLY	10
SECRETARIAL ASSISTANT	WEEKLY	8
SENIOR ACCOUNT CLERK	WEEKLY	6
SENIOR BUILDING INSPECTOR	WEEKLY	14
SENIOR CASHIER	WEEKLY	7
SENIOR CLERK TRANSCRIBER	WEEKLY	5
SENIOR CODE ENFORCEMENT OFFICER	WEEKLY	14
SENIOR MAINTENANCE REPAIRER	WEEKLY	6
SUPERVISING ACCOUNT CLERK	WEEKLY	14
SUPERVISING EQUIPMENT OPERATOR	WEEKLY	12
SUPERVISING CLERK TRANSCRIBER	WEEKLY	10
TECHNICAL ASSISTANT, OFFICE OF THE CONSTRUCTION OFFICIAL	WEEKLY	8
TRAFFIC MAINTENANCE WORKER	WEEKLY	4
TREE MAINTENANCE WORKER 1	WEEKLY	7
TREE MAINTENANCE WORKER 2	WEEKLY	10
TRUCK DRIVER	WEEKLY	5
TRUCK DRIVER, HEAVY	WEEKLY	6
VIOLATIONS CLERK	WEEKLY	8

SECTION 2. Other contractual agreements relating to fringe benefits directly affecting compensation of officers and employees shall be in accordance with the contract executed by the Township of Pennsauken and AFSCME Council 71.

SECTION 3. Rates of pay set forth in this Ordinance shall be Paid retroactively to those officers and employees who are actively engaged in the service of the Township at the time of the passage of this Ordinance, or the date of hire if subsequent to that date.

SCHEDULE F:

SECTION 1. The annual salaries to be paid to certain members of the Pennsauken Career Fire Officers Association, Fire Fighters Mutual Benevolent Association (FMBA) Local 264 employed by the Township as Fire Officials or Fire Lieutenants are hereby fixed at the following amounts.

BASE SALARY

A. All bargaining unit members employed as fire officers will advance through each step of the salary guide per the past practice established between the parties (either January 1 or anniversary date) as applicable to each individual bargaining unit member. Theses members shall have their salaries increased by 2.5% effective January 1, 2019; 2.25% effective January 1, 2020; 2.25% effective January 1, 2021; 2.25% effective January 1, 2022 and 2.5% effective January 1, 2023. Those fire officers shall be paid as follows:

	<u>2019</u>	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>2023</u>
Fire Lieutenant	\$92,977	\$95,069	\$97,208	\$99,395	\$101,880
Fire Captain	\$102,395	\$104,696	\$107,052	\$109,461	\$112,197

SECTION 2. Other contractual agreements related to fringe benefits directly affecting compensation of FMBA Local 264 members shall be in accordance with the contract executed by the Pennsauken Career Fire Officers Association and the Township of Pennsauken.

SECTION 3. Rates of pay set forth in this Ordinance shall be paid retroactively to those officers and employees who are actively engaged in the service of the Township at the time of passage of this Ordinance or the date of hire if subsequent to that date.

BE IT FURTHER ORDAINED that all Ordinances and parts of Ordinances inconsistent herewith, to the extent of such inconsistency only, be and the same are hereby repealed.

BE IT FURTHER ORDAINED that this Ordinance shall take effect upon due passage and publication according to law.

TOWNSHIP OF PENNSAUKEN

PAMELA SCOTT-FORMAN
ACTING TOWNSHIP CLERK

FIRST READING: JULY 15, 2021

SECOND READING:

ADOPTED: