

Township of Lawrence
 County of Mercer

Ordinance No. 2173-14

**SALARY ORDINANCE OF THE TOWNSHIP OF LAWRENCE-UNCLASSIFIED AND/OR EXEMPT, SEASONAL,
 EMERGENCY (NON-UNION) EMPLOYEES FOR 2014-2016**

BE IT ORDAINED by the Township Council of the Township of Lawrence, County of Mercer, State of New Jersey, as follows:

Section I. Short Title

This ordinance shall be known and may be recited as "The Salary Ordinance of the Township of Lawrence - Unclassified and/or Exempt, Seasonal, Emergency (non-union) Employees for 2014-2016."

Section II. Salaried Employees

The attached list of salaried positions and job titles are hereby authorized and assigned the appropriate salary ranges for 2014-2016 and are determined by date of hire as an employee of Lawrence Township.

This ordinance will continue the Township's consistent policy of providing comparable fringe benefits to exempt employees during their active service as that provided to Supervisors, CWA Local 1032, through their collective bargaining agreement. The Township will still maintain the flexibility of granting retiree benefits to exempt employees hired after January 1, 2011. Accordingly, employees covered by this ordinance that are eligible for health and/or prescription benefits shall contribute to the cost of the said health benefit premium for medical and prescription coverage as required by law, specifically Chapter 78, P.L. 2011. All employees hired on or after January 1, 2014 shall contribute based upon the year four rates specified by said law and to be made an Appendix to a successor Agreement.

Section III. Part-Time or Seasonal Employees

The following part-time or seasonal positions and job titles are hereby authorized and assigned the following pay maximums commencing January 1, 2014, 2015 and 2016:

Position of Job Title	Basis	2014	2015	2016
Armed Court Attendant	Hourly	23.16	23.61	24.14
Emergency Medical Technician	Hourly	20.50	20.90	21.37
Firefighter	Per Diem	130.00	135.00	140.00
Laborer (Seasonal)	Hourly	10.53	10.74	10.98
Life Guard	Hourly	Federal Minimum Wage up to 15.00	Federal Minimum Wage up to 15.00	Federal Minimum Wage up to 15.00
Recreation Aid	Hourly	Federal Minimum Wage up to 35.75	Federal Minimum Wage up to	Federal Minimum Wage up to

			35.75	35.75
School Traffic Guard	Hourly	16.10	16.41	16.78
Secretary/ Board & Committee	Per Annum*	1,300.00	1,300.00	1,300.00
Tax Search Officer	Per Annum	10,687.00	10,895.00	11,141.00
Zoning Officer	Per Annum	4,971.00	5,068.00	5,182.00
Municipal Court Attendee	Hourly	20.77	21.18	21.65
All Others	Hourly	Federal Minimum Wage up to Step 1 In Applicable Job Title	Federal Minimum Wage up to Step 1 in Applicable Job Title	Federal Minimum Wage up to Step 1 in Applicable Job Title

* Denotes title paid monthly. All other titles bi-weekly.

Section IV. Eligibility

The ranges in Section II of this ordinance shall pertain to individuals employed by the Township of Lawrence on or after the effective date of this ordinance.

Section V. Longevity

- A. Each employee hired before January 1, 2013 and covered by this agreement shall in addition to his/her regular wages and benefits, be paid longevity based upon years of service as of December 31, 2013 with the Township in accordance with the following amounts. Said amounts to be paid to an employee shall not be adjusted beyond the longevity amount being received by an eligible employee as of December 31, 2013. Longevity shall be pensionable and included as part of the employee's regular pay. Any employee hired on or after January 1, 2014 shall not be eligible to receive longevity pay at any time in the future.

Length of Service

Beginning in year 8 through 11 Beginning	\$ 800
the 12th year through year 15 Beginning	1100
the 16th year through year 19 Beginning	1400
the 20th year through year 23 Beginning	1700
the 24th year through year 27 Beginning	2000
the 28th year and beyond	2300

Section VI. Other Personnel and Working Conditions

All other functions, responsibilities and rights not specifically enumerated in prior sections of this ordinance shall be judged to be within the province of management, subject only to the laws, rules and regulations of the New Jersey Department of Personnel, the provisions contained in applicable agreements (if any) or policy manuals, and by the issuance of Administrative Directives by the Municipal Manager.

Section VII. Repealer

All other ordinances or parts of ordinances adopted prior to the date of this ordinance that are inconsistent with the provisions of this ordinance, are hereby repealed insofar as they relate to or concern the job classifications, salaries and benefits listed in this ordinance.

Section VIII. Severability

If any section, paragraph, sentence, clause, or phrase of this ordinance shall be declared invalid for any reason, the remaining portions of said ordinance shall not be affected thereby and shall remain in full force and effect.

Section IX. Effective Date

- A. This ordinance shall become effective immediately upon adoption thereof.
- B. All salary or compensation provided for and by this ordinance shall be effective the first day of January.

Adopted: March 4, 2014

Additions are underlined _____

RECORD OF VOTE

COUNCIL	AYE	NAY	PRESENT	ABSENT	ABSTAIN	MOVE	SECOND
Mr. Brame	X					X	
Mr. Kownacki	X						
Dr. Maffei	X						
Mr. Powers	X						X
Mayor Lewis	X						