

APPROVED

SEPTEMBER 7 20 16

MAYOR

ORDINANCE NO. 2016-26

**AN ORDINANCE FIXING THE COMPENSATION OF
CERTAIN OFFICIALS AND EMPLOYEES OF THE
TOWNSHIP OF FLORENCE
(CWA Union Contract)**

BE IT ORDAINED AND ENACTED BY THE COUNCIL of the Township of Florence, County of Burlington, State of New Jersey, and it is hereby enacted by the authority of the same:

SECTION 1. The following standard salary ranges and rates are hereby established for the hereinafter named officials and employees of the Township of Florence, and shall be payable weekly or as otherwise herein provided.

SECTION 2. The salaries provided for herein shall be those in effect for contract years 2016 through 2017 which contract years commence on January 1, 2016 and terminates on December 31, 2017.

SECTION 3. The starting salary for any new employee shall be the lowest step for the office, position, or job title listed herein, in accordance with the contract terms and starting date. Applicants with outstanding qualifications or experience may be hired above the lowest step with the approval of the Township Council.

SECTION 4. That the adoption of this Ordinance shall not operate so as to decrease the present pay rate of any current employee in contradiction of the terms of said contract.

SECTION 5. The pay period for employees listed under "Payable Weekly" shall be for the period beginning Thursday and ending Wednesday of each and every week.

SECTION 6. The purpose of this Ordinance is to implement the terms of agreement between the Township of Florence and CWA Local 1036, which will be executed by Township Council, the Mayor and by the Local 1036 representatives on a local level for the local bargaining unit. The Township acknowledges the Contract is the basis document constituting implementation of this Ordinance and agrees to abide by the Contract as executed and implemented.

SECTION 7. The rate schedule for part of the Contract is attached and forms Appendix "A" – Rates for all current employees for 2016 and 2017 and new hires under the contract.

SECTION 8: All Ordinances or parts of Ordinances inconsistent with the terms of this Ordinance be and the same are hereby repealed and this Ordinance

shall take effect immediately after final passage and approval by law, but the provisions hereof shall be retroactive to January 1, 2016 or to the effective date of employment, if later.

THEODORE J. LOVENDUSKI
COUNCIL PRESIDENT

JOY M. WEILER, RMC/MMC
TOWNSHIP CLERK

NOTICE

FLORENCE TOWNSHIP

ORDINANCE NO. 2016-26

**AN ORDINANCE OF THE TOWNSHIP OF FLORENCE AMENDING THE
SALARY SCHEDULE FOR THE TOWNSHIP OF FLORENCE AND
IMPLEMENTING THE COLLECTIVE BARGAINING AGREEMENT
BETWEEN THE TOWNSHIP OF FLORENCE AND THE
COMMUNICATIONS
WORKERS OF AMERICA**

Take Notice that the Ordinance identified above amends the Salary Schedule for the Township of Florence and implements the Collective Bargaining Agreement negotiated with the Communication Workers of America, Local 1036 for the employees represented by the CWA. Generally, the Collective Bargaining Agreement and the Ordinance cover the period between January 1, 2016 and December 31, 2017.

The Ordinance has been adopted on first reading by the Township Council of the Township of Florence, County of Burlington, State of New Jersey, held on August 10, 2016. It will be considered for final passage after public hearing to be held on September 7, 2016 at 8:00 PM in the Municipal Complex, Council Chambers, 711 Broad Street, Florence, New Jersey.

Copies of the full Ordinance are on file with the Township Clerk of the Township of Florence in the Municipal Complex. Copies may be obtained on request and a copy is posted on the municipal bulletin board in the Municipal Complex at 711 Broad Street, Florence, New Jersey.

Joy M. Weiler, RMC/MMC
Township Clerk

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2016 - January 2%		Completion	Completion	Completion
Position	Rate	1st Year	2nd Year	3rd Year
Account Clerk or Account Clerk Typist	20.98	22.46	24.48	27.43
Assistant Supervisor/Public Works	28.14	29.49	30.34	31.11
Assistant Supervisor/W&S	28.14	29.49	30.34	31.11
Clerk/Clerk Typist	20.17	21.58	23.60	26.42
Crossing Guard	13.34	14.14	15.03	15.96
Heavy Equipment Operator	20.50	22.01	24.54	27.47
Heavy Equipment Operator/Water	20.50	22.01	24.54	27.47
Laboratory Technician	20.02	21.74	23.87	26.79
Laborer	19.73	21.22	23.50	26.44
Maintenance/Repairman	20.50	22.01	24.40	27.36
Senior Maintenance/Repairman	21.57	23.10	25.49	28.43
Mechanic	20.99	22.51	25.30	28.30
Motor Broom Driver	20.28	21.74	24.09	27.04
Payroll Clerk Typist	20.98	22.46	24.48	27.43
Police Records Clerk	18.92	20.31	24.16	27.12
Police Records Clerk/Transcriber	20.98	22.46	24.48	27.43
Pumping Station Operator	20.02	21.22	23.50	26.44
Receptionist Typing	15.58	16.68	18.15	20.32
Repairman/Pumping Station & Water	20.50	22.01	24.40	27.36
Repairman/Sewage Plant & Sewer	20.50	22.01	24.40	27.36
Repairman/Water & Sewer	20.50	22.01	24.40	27.36
Secretary of Boards/Commissions	21.16	22.64	24.70	27.65
Senior Clerk Typist	21.59	23.02	25.39	28.24
Senior Police Records Clerk	21.59	23.02	25.39	28.24
Senior Police Records Clerk/Transcriber	21.59	23.02	25.39	28.24
Senior Repairer/Water or Senior Repairer/Sewer	19.22	22.25	24.66	27.92
Truck Driver Heavy	20.41	21.74	24.09	27.04
Sr. Laboratory Technician/Water Analysis	21.66	23.41	25.52	28.44
Supervising Lab Technician	27.66	28.77	29.66	30.21
Technical Assistant, Management Information Systems	20.50	22.01	24.40	27.36
Technical Asst., Office of Construction Official	20.98	22.46	24.48	27.43
Tech. Asst., Office of Construction Official-State Certified	21.53	23.01	25.03	28.08
Senior Water & Sewer Repairer	27.68	28.77	29.66	30.21
Sewage Plant Attendant	20.50	22.01	24.40	27.36
Water Treatment Plant Operator/Sewer Plant Operator	27.68	28.77	29.66	30.21
Sludge Dewatering Machine Operator	20.50	22.01	24.40	27.36
Senior Sludge Dewatering Machine Operator	21.57	23.10	25.49	28.43

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2017 - January 3%		Completion	Completion	Completion
Position	Rate	1st Year	2nd Year	3rd Year
Account Clerk or Account Clerk Typist	21.61	23.13	25.21	28.25
Assistant Supervisor/Public Works	28.99	30.37	31.25	32.04
Assistant Supervisor/W&S	28.99	30.37	31.25	32.04
Clerk/Clerk Typist	20.78	22.23	24.31	27.22
Crossing Guard	13.74	14.57	15.48	16.44
Heavy Equipment Operator	21.11	22.67	25.28	28.29
Heavy Equipment Operator/Water	21.11	22.67	25.28	28.29
Laboratory Technician	20.62	22.39	24.58	27.59
Laborer	20.32	21.85	24.20	27.23
Maintenance/Repairman	21.11	22.67	25.13	28.18
Senior Maintenance/Repairman	22.22	23.79	26.26	29.29
Mechanic	21.62	23.18	26.06	29.15
Motor Broom Driver	20.89	22.39	24.81	27.85
Payroll Clerk Typist	21.61	23.13	25.21	28.25
Police Records Clerk	19.49	20.92	24.88	27.93
Police Records Clerk/Transcriber	21.61	23.13	25.21	28.25
Pumping Station Operator	20.62	21.85	24.20	27.23
Receptionist Typing	16.05	17.18	18.69	20.93
Repairman/Pumping Station & Water	21.12	22.67	25.13	28.18
Repairman/Sewage Plant & Sewer	21.12	22.67	25.13	28.18
Repairman/Water & Sewer	21.12	22.67	25.13	28.18
Secretary of Boards/Commissions	21.80	23.32	25.44	28.48
Senior Clerk Typist	22.24	23.71	26.15	29.08
Senior Police Records Clerk	22.24	23.71	26.15	29.08
Senior Police Records Clerk/Transcriber	22.24	23.71	26.15	29.08
Senior Repairer/Water or Senior Repairer/Sewer	19.80	22.91	25.40	28.76
Truck Driver Heavy	21.02	22.39	24.81	27.85
Sr. Laboratory Technician/Water Analysis	22.31	24.11	26.29	29.30
Supervising Lab Technician	28.49	29.63	30.55	31.11
Technical Assistant, Management Information Systems	21.11	22.67	25.13	28.18
Technical Asst., Office of Construction Official	21.61	23.13	25.21	28.25
Tech. Asst., Office of Construction Official-State Certified	22.18	23.70	25.78	28.92
Senior Water & Sewer Repairer	28.51	29.63	30.55	31.11
Sewage Plant Attendant	21.11	22.67	25.13	28.18
Water Treatment Plant Operator/Sewer Plant Operator	28.51	29.63	30.55	31.11
Sludge Dewatering Machine Operator	21.11	22.67	25.13	28.18
Senior Sludge Dewatering Machine Operator	22.22	23.79	26.26	29.29

C.W.A. HOURLY RATE - PAYABLE WEEKLY

January 2016		Completion	Completion	Completion	Completion
Position - New Hires after July 1, 2013	Rate	1st Year	2nd Year	3rd Year	4th Year
Account Clerk or Account Clerk Typist	17.00	18.70	20.50	22.00	24.00
Assistant Supervisor/Public Works	22.50	23.57	24.25	25.46	27.18
Assistant Supervisor/W&S	22.50	23.57	24.25	25.46	27.18
Clerk/Clerk Typist	16.68	17.78	21.50	22.50	23.50
Crossing Guard	11.73	12.50	13.26	14.25	15.00
Heavy Equipment Operator	17.00	18.50	20.00	21.50	23.00
Heavy Equipment Operator/Water	17.00	18.50	20.00	21.50	23.00
Laboratory Technician	17.50	18.50	20.00	21.50	23.00
Laborer	16.33	17.49	19.27	21.00	23.50
Maintenance/Repairman	17.00	19.50	21.50	22.50	24.50
Senior Maintenance/Repairman	17.47	19.50	22.00	23.50	26.00
Mechanic	18.00	19.00	21.50	23.50	26.00
Motor Broom Driver	17.50	18.50	19.75	22.50	24.50
Payroll Clerk Typist	17.00	18.70	20.50	22.00	24.75
Police Records Clerk	16.00	17.78	21.50	23.00	24.00
Police Records Clerk/Transcriber	16.77	18.00	20.00	22.50	24.50
Pumping Station Operator	17.50	18.50	20.00	22.00	24.50
Receptionist Typing	13.50	14.50	16.00	17.50	19.50
Repairman/Pumping Station & Water	17.00	18.50	20.00	21.50	23.00
Repairman/Sewage Plant & Sewer	17.00	18.50	20.00	21.50	23.00
Repairman/Water & Sewer	17.00	18.50	20.00	21.50	23.00
Secretary of Boards/Commissions	18.00	19.00	21.50	23.00	25.50
Senior Clerk Typist	18.50	19.00	22.25	24.00	25.00
Senior Police Records Clerk	18.50	19.00	22.25	24.00	25.00
Senior Police Records Clerk/Transcriber	18.50	19.00	22.25	24.00	25.00
Senior Repairer/Water or Senior Repairer/Sewer	17.00	19.00	20.27	23.50	25.25
Truck Driver Heavy	17.50	18.50	21.50	23.00	24.75
Sr. Laboratory Technician/Water Analysis	18.75	19.50	22.00	23.50	25.50
Supervising Lab Technician	22.11	24.00	25.50	27.00	28.50
Technical Assistant, Management Information Systems	17.00	18.50	20.00	21.50	23.00
Technical Asst., Office of Construction Official	17.00	18.70	20.50	22.00	24.00
Tech. Asst., Office of Construction Official-State Certified	17.60	19.30	21.10	22.60	24.65
Senior Water & Sewer Repairer	22.50	24.00	25.50	27.00	28.50
Sewage Plant Attendant	17.00	18.50	20.00	21.50	23.00
Water Treatment Plant Operator/Sewer Plant Operator	22.50	24.00	25.00	27.00	28.50
Sludge Dewatering Machine Operator	17.00	18.50	20.00	22.00	24.00
Senior Sludge Dewatering Machine Operator	18.00	19.00	21.00	23.00	25.50

C.W.A. HOURLY RATE - PAYABLE WEEKLY

January 2017	2017	Completion	Completion	Completion	Completion
Position - New Hires after July 1, 2013	Rate	1st Year	2nd Year	3rd Year	4th Year
Account Clerk or Account Clerk Typist	17.51	19.26	21.12	22.66	24.72
Assistant Supervisor/Public Works	23.17	24.28	24.98	26.22	27.99
Assistant Supervisor/W&S	23.17	24.28	24.98	26.22	27.99
Clerk/Clerk Typist	17.18	18.31	22.15	23.18	24.21
Crossing Guard	12.08	12.87	13.66	14.68	15.45
Heavy Equipment Operator	17.51	19.06	20.60	22.15	23.69
Heavy Equipment Operator/Water	17.51	19.06	20.60	22.15	23.69
Laboratory Technician	18.03	19.06	20.60	22.15	23.69
Laborer	16.82	18.02	19.85	21.63	24.21
Maintenance/Repairman	17.51	20.09	22.15	23.18	25.24
Senior Maintenance/Repairman	17.99	20.09	22.66	24.21	26.78
Mechanic	18.54	19.57	22.15	24.21	26.78
Motor Broom Driver	18.03	19.06	20.34	23.18	25.24
Payroll Clerk Typist	17.51	19.26	21.12	22.66	25.49
Police Records Clerk	16.48	18.31	22.15	23.69	24.72
Police Records Clerk/Transcriber	17.27	18.54	20.60	23.18	25.24
Pumping Station Operator	18.03	19.06	20.60	22.66	25.24
Receptionist Typing	13.91	14.94	16.48	18.03	20.09
Repairman/Pumping Station & Water	17.51	19.06	20.60	22.15	23.69
Repairman/Sewage Plant & Sewer	17.51	19.06	20.60	22.15	23.69
Repairman/Water & Sewer	17.51	19.06	20.60	22.15	23.69
Secretary of Boards/Commissions	18.54	19.57	22.15	23.69	26.27
Senior Clerk Typist	19.06	19.57	22.92	24.72	25.75
Senior Police Records Clerk	19.06	19.57	22.92	24.72	25.75
Senior Police Records Clerk/Transcriber	19.06	19.57	22.92	24.72	25.75
Senior Repairer/Water or Senior Repairer/Sewer	17.51	19.57	20.88	24.21	26.01
Truck Driver Heavy	18.03	19.06	22.15	23.69	25.49
Sr. Laboratory Technician/Water Analysis	19.31	20.09	22.66	24.21	26.27
Supervising Lab Technician	22.77	24.72	26.27	27.81	29.36
Technical Assistant, Management Information Systems	17.51	19.06	20.60	22.15	23.69
Technical Asst., Office of Construction Official	17.51	19.26	21.12	22.66	24.72
Tech. Asst., Office of Construction Official-State Certified	18.13	19.88	21.73	23.28	25.39
Senior Water & Sewer Repairer	23.18	24.72	26.27	27.81	29.36
Sewage Plant Attendant	17.51	19.06	20.60	22.15	23.69
Water Treatment Plant Operator/Sewer Plant Operator	23.18	24.72	25.75	27.81	29.36
Sludge Dewatering Machine Operator	17.51	19.06	20.60	22.66	24.72
Senior Sludge Dewatering Machine Operator	18.54	19.57	21.63	23.69	26.27