

APPROVED

Sept 5 2018

MAYOR

ORDINANCE NO. 2018-22

**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 2018 through 2022 which contract years commence on January 1, 2018 and terminates on December 31, 2022.

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.

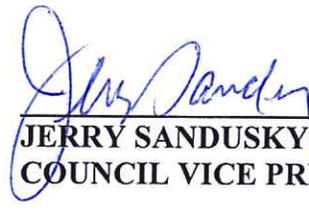
SECTION 4. That the adoption of this Ordinance shall not operate so as to decrease the present pay rate of any current employee in contradiction of the terms of said contract.

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 and new employees for 2018 through 2022.

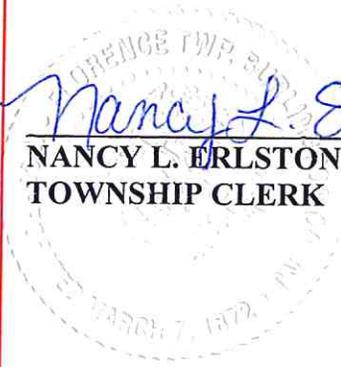
SECTION 8: All Ordinances or parts of Ordinances inconsistent with the terms of this Ordinance be and the same are hereby repealed and this Ordinance shall take effect immediately after final passage and approval by law, but the provisions hereof shall be retroactive to January 1, 2018 or to the effective date of employment, if later.



JERRY SANDUSKY
COUNCIL VICE PRESIDENT



NANCY L. ERLSTON, RMC
TOWNSHIP CLERK



Seal of Lawrence Twp. Burdette, established March 7, 1872. The seal is circular with the text "LAWRENCE TWP. BURDETTE" around the top and "EST. MARCH 7, 1872" around the bottom.

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2018 January - 2%		Complete	Complete	Complete	Complete
Position - Hired After 7/01/13	Rate	1st Year	2nd Year	3rd Year	4th Year
<u>Administration</u>					
Account Clerk	17.86	19.65	23.46	24.48	25.53
Senior Account Clerk	18.61	20.40	24.21	25.23	26.75
Clerk 1	17.52	18.68	22.59	23.64	24.69
Clerk 2	17.90	19.90	23.70	24.55	25.80
Police Records Clerk	17.75	19.16	23.11	24.16	25.21
Senior Police Records Clerk	18.15	19.96	23.92	25.21	26.27
Receptionist	14.19	15.24	16.81	18.39	20.49
Technical Asst., Office of Construction Official	17.86	19.65	23.46	24.48	25.53
Tech. Asst., Office of Construction Official-State Certified	18.81	20.60	24.41	25.43	26.95
<u>Crossing Guard</u>					
Crossing Guard	12.47	13.26	14.03	15.04	15.81
<u>Public Works</u>					
Assistant Supervisor/Public Works	23.63	24.77	25.48	26.74	28.55
Certified Playground Inspector	17.40	18.50	20.80	22.80	24.80
Equipment Operator	17.80	19.00	21.25	23.40	25.50
Heavy Equipment Operator	18.91	19.96	23.11	24.68	26.52
Laborer	17.16	18.38	20.25	22.06	24.69
Maintenance/Repairman	18.91	19.96	23.11	24.69	26.52
Senior Maintenance/Repairman	19.40	20.49	23.65	25.25	27.87
Mechanic	19.40	20.49	23.65	25.25	27.87
Motor Broom Driver	18.39	19.44	20.75	23.64	25.74
Truck Driver Heavy	18.39	20.75	22.59	24.16	26.00
<u>Water & Sewer</u>					
Assistant Supervisor/W&S	23.63	24.77	25.48	26.74	28.55
Equipment Operator	17.80	19.00	21.25	23.40	25.50
Heavy Equipment Operator	18.91	19.96	23.11	24.68	26.52
Laboratory Assistant	17.16	18.38	20.25	21.90	24.50
Laboratory Technician	18.39	19.44	22.00	25.00	27.00
Senior Laboratory Technician/Water Analysis	19.70	20.49	23.11	26.05	28.00
Supervising Lab Technician	23.23	25.21	26.80	28.37	29.95
Laborer	17.16	18.38	20.25	22.06	24.69
Pumping Station Operator	18.39	19.90	21.50	23.11	25.74
Receptionist	14.19	15.24	16.81	18.39	20.49
Repairman/Pumping Station & Water	17.86	19.44	21.01	22.59	25.00
Repairman/Sewage Plant & Sewer	17.86	19.44	21.01	22.59	25.00
Senior Repairer/Water or Senior Repairer/Sewer	17.86	19.96	21.30	24.69	26.53
Supervisor-Water Repairer or Supervisor-Sewer Repairer	24.70	26.00	27.00	29.00	30.90
Repairman/Water & Sewer	17.86	19.44	21.01	22.59	25.00
Senior Water & Sewer Repairer	23.64	25.21	26.80	28.37	29.95
Sewage Plant Attendant	17.86	19.44	21.01	22.59	25.00
Sludge Dewatering Machine Operator	17.86	19.44	21.01	23.11	25.21
Senior Sludge Dewatering Machine Operator	18.91	19.96	22.06	24.16	26.80
Technical Assistant, Management Information Systems	17.52	19.44	21.01	22.59	25.00
Truck Driver Heavy	18.39	20.75	22.59	24.16	26.00
Water Treatment Plant Operator/Sewer Plant Operator	23.64	25.21	26.27	28.37	29.95

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2019 January - 2%		Complete	Complete	Complete	Complete
Position - Hired After 7/01/13	Rate	1st Year	2nd Year	3rd Year	4th Year
<u>Administration</u>					
Account Clerk	18.22	20.04	23.93	24.97	26.04
Senior Account Clerk	18.98	20.81	24.69	25.73	27.29
Clerk 1	17.87	19.05	23.04	24.12	25.19
Clerk 2	18.26	20.30	24.17	25.04	26.32
Police Records Clerk	18.11	19.54	23.57	24.65	25.72
Senior Police Records Clerk	18.51	20.36	24.40	25.72	26.79
Receptionist	14.47	15.54	17.15	18.76	20.90
Technical Asst., Office of Construction Official	18.22	20.04	23.93	24.97	26.04
Tech. Asst., Office of Construction Official-State Certified	19.19	21.01	24.90	25.94	27.49
<u>Crossing Guard</u>					
Crossing Guard	12.78	13.58	14.37	15.40	16.18
<u>Public Works</u>					
Assistant Supervisor/Public Works	24.11	25.26	25.99	27.28	29.12
Certified Playground Inspector	17.75	18.87	21.22	23.26	25.30
Equipment Operator	18.16	19.38	21.68	23.87	26.01
Heavy Equipment Operator	19.29	20.36	23.58	25.18	27.05
Laborer	17.50	18.75	20.65	22.50	25.19
Maintenance/Repairman	19.29	20.36	23.58	25.19	27.05
Senior Maintenance/Repairman	19.79	20.90	24.13	25.75	28.42
Mechanic	19.79	20.90	24.13	25.75	28.42
Motor Broom Driver	18.76	19.83	21.16	24.12	26.26
Truck Driver Heavy	18.76	21.17	23.04	24.65	26.52
<u>Water & Sewer</u>					
Assistant Supervisor/W&S	24.11	25.26	25.99	27.28	29.12
Equipment Operator	18.16	19.38	21.68	23.87	26.01
Heavy Equipment Operator	19.29	20.36	23.58	25.18	27.05
Laboratory Assistant	17.50	18.75	20.66	22.34	24.99
Laboratory Technician	18.76	19.83	22.44	25.50	27.54
Senior Laboratory Technician/Water Analysis	20.09	20.90	23.58	26.57	28.56
Supervising Lab Technician	23.69	25.72	27.33	28.93	30.55
Laborer	17.50	18.75	20.65	22.50	25.19
Pumping Station Operator	18.76	20.30	21.93	23.58	26.26
Receptionist	14.47	15.54	17.15	18.76	20.90
Repairman/Pumping Station & Water	18.22	19.83	21.43	23.04	25.50
Repairman/Sewage Plant & Sewer	18.22	19.83	21.43	23.04	25.50
Senior Repairer/Water or Senior Repairer/Sewer	18.22	20.36	21.72	25.19	27.06
Supervisor-Water Repairer or Supervisor-Sewer Repairer	25.19	26.52	27.54	29.58	31.52
Repairman/Water & Sewer	18.22	19.83	21.43	23.04	25.50
Senior Water & Sewer Repairer	24.12	25.72	27.33	28.93	30.55
Sewage Plant Attendant	18.22	19.83	21.43	23.04	25.50
Sludge Dewatering Machine Operator	18.22	19.83	21.43	23.58	25.72
Senior Sludge Dewatering Machine Operator	19.29	20.36	22.50	24.65	27.33
Technical Assistant, Management Information Systems	17.87	19.83	21.43	23.04	25.50
Truck Driver Heavy	18.76	21.17	23.04	24.65	26.52
Water Treatment Plant Operator/Sewer Plant Operator	24.12	25.72	26.79	28.93	30.55

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2020 January - 2%		Complete	Complete	Complete	Complete
Position - Hired After 7/01/13	Rate	1st Year	2nd Year	3rd Year	4th Year
<u>Administration</u>					
Account Clerk	18.58	20.44	24.41	25.47	26.56
Senior Account Clerk	19.36	21.22	25.19	26.25	27.83
Clerk 1	18.23	19.43	23.51	24.60	25.69
Clerk 2	18.62	20.70	24.66	25.54	26.84
Police Records Clerk	18.47	19.93	24.04	25.14	26.23
Senior Police Records Clerk	18.88	20.77	24.89	26.23	27.33
Receptionist	14.76	15.85	17.49	19.13	21.32
Technical Asst., Office of Construction Official	18.58	20.44	24.41	25.47	26.56
Tech. Asst., Office of Construction Official-State Certified	19.57	21.43	25.40	26.46	28.04
<u>Crossing Guard</u>					
Crossing Guard	13.12	13.93	14.74	15.79	16.59
<u>Public Works</u>					
Assistant Supervisor/Public Works	24.59	25.77	26.51	27.82	29.70
Certified Playground Inspector	18.10	19.25	21.64	23.72	25.80
Equipment Operator	18.52	19.77	22.11	24.35	26.53
Heavy Equipment Operator	19.67	20.77	24.05	25.68	27.59
Laborer	17.85	19.12	21.06	22.95	25.69
Maintenance/Repairman	19.67	20.77	24.05	25.69	27.59
Senior Maintenance/Repairman	20.18	21.32	24.61	26.26	28.99
Mechanic	20.18	21.32	24.61	26.26	28.99
Motor Broom Driver	19.13	20.23	21.58	24.60	26.78
Truck Driver Heavy	19.13	21.59	23.51	25.14	27.05
<u>Water & Sewer</u>					
Assistant Supervisor/W&S	24.59	25.77	26.51	27.82	29.70
Equipment Operator	18.52	19.77	22.11	24.35	26.53
Heavy Equipment Operator	19.67	20.77	24.05	25.68	27.59
Laboratory Assistant	17.85	19.12	21.07	22.78	25.49
Laboratory Technician	19.13	20.23	22.89	26.01	28.09
Senior Laboratory Technician/Water Analysis	20.49	21.32	24.05	27.10	29.13
Supervising Lab Technician	24.16	26.23	27.88	29.51	31.16
Laborer	17.85	19.12	21.06	22.95	25.69
Pumping Station Operator	19.13	20.70	22.37	24.05	26.78
Receptionist	14.76	15.85	17.49	19.13	21.32
Repairman/Pumping Station & Water	18.58	20.23	21.86	23.51	26.01
Repairman/Sewage Plant & Sewer	18.58	20.23	21.86	23.51	26.01
Senior Repairer/Water or Senior Repairer/Sewer	18.58	20.77	22.16	25.69	27.60
Supervisor-Water Repairer or Supervisor-Sewer Repairer	25.70	27.05	28.09	30.17	32.15
Repairman/Water & Sewer	18.58	20.23	21.86	23.51	26.01
Senior Water & Sewer Repairer	24.60	26.23	27.88	29.51	31.16
Sewage Plant Attendant	18.58	20.23	21.86	23.51	26.01
Sludge Dewatering Machine Operator	18.58	20.23	21.86	24.05	26.23
Senior Sludge Dewatering Machine Operator	19.67	20.77	22.95	25.14	27.88
Technical Assistant, Management Information Systems	18.23	20.23	21.86	23.51	26.01
Truck Driver Heavy	19.13	21.59	23.51	25.14	27.05
Water Treatment Plant Operator/Sewer Plant Operator	24.60	26.23	27.33	29.51	31.16

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2021 January - 2%		Complete	Complete	Complete	Complete
Position - Hired After 7/01/13	Rate	1st Year	2nd Year	3rd Year	4th Year
<u>Administration</u>					
Account Clerk	18.95	20.85	24.90	25.98	27.09
Senior Account Clerk	19.75	21.65	25.69	26.77	28.39
Clerk 1	18.60	19.82	23.98	25.09	26.21
Clerk 2	19.00	21.12	25.15	26.05	27.38
Police Records Clerk	18.84	20.33	24.52	25.64	26.76
Senior Police Records Clerk	19.26	21.18	25.38	26.76	27.87
Receptionist	15.06	16.17	17.84	19.52	21.75
Technical Asst., Office of Construction Official	18.95	20.85	24.90	25.98	27.09
Tech. Asst., Office of Construction Official-State Certified	19.96	21.86	25.90	26.99	28.60
<u>Crossing Guard</u>					
Crossing Guard	13.45	14.29	15.11	16.18	16.99
<u>Public Works</u>					
Assistant Supervisor/Public Works	25.08	26.28	27.04	28.38	30.30
Certified Playground Inspector	18.47	19.63	22.07	24.20	26.32
Equipment Operator	18.89	20.16	22.55	24.83	27.06
Heavy Equipment Operator	20.07	21.18	24.53	26.19	28.14
Laborer	18.21	19.51	21.49	23.41	26.21
Maintenance/Repairman	20.07	21.18	24.53	26.21	28.14
Senior Maintenance/Repairman	20.59	21.75	25.10	26.79	29.57
Mechanic	20.59	21.75	25.10	26.79	29.57
Motor Broom Driver	19.52	20.63	22.02	25.09	27.32
Truck Driver Heavy	19.52	22.02	23.98	25.64	27.59
<u>Water & Sewer</u>					
Assistant Supervisor/W&S	25.08	26.28	27.04	28.38	30.30
Equipment Operator	18.89	20.16	22.55	24.83	27.06
Heavy Equipment Operator	20.07	21.18	24.53	26.19	28.14
Laboratory Assistant	18.21	19.51	21.49	23.24	26.00
Laboratory Technician	19.52	20.63	23.35	26.53	28.65
Senior Laboratory Technician/Water Analysis	20.90	21.75	24.53	27.64	29.71
Supervising Lab Technician	24.65	26.76	28.44	30.10	31.78
Laborer	18.21	19.51	21.49	23.41	26.21
Pumping Station Operator	19.52	21.12	22.82	24.53	27.32
Receptionist	15.06	16.17	17.84	19.52	21.75
Repairman/Pumping Station & Water	18.95	20.63	22.30	23.98	26.53
Repairman/Sewage Plant & Sewer	18.95	20.63	22.30	23.98	26.53
Senior Repairer/Water or Senior Repairer/Sewer	18.95	21.18	22.60	26.21	28.15
Supervisor-Water Repairer or Supervisor-Sewer Repairer	26.21	27.59	28.65	30.78	32.79
Repairman/Water & Sewer	18.95	20.63	22.30	23.98	26.53
Senior Water & Sewer Repairer	25.09	26.76	28.44	30.10	31.78
Sewage Plant Attendant	18.95	20.63	22.30	23.98	26.53
Sludge Dewatering Machine Operator	18.95	20.63	22.30	24.53	26.76
Senior Sludge Dewatering Machine Operator	20.07	21.18	23.41	25.64	28.44
Technical Assistant, Management Information Systems	18.60	20.63	22.30	23.98	26.53
Truck Driver Heavy	19.52	22.02	23.98	25.64	27.59
Water Treatment Plant Operator/Sewer Plant Operator	25.09	26.76	27.87	30.10	31.78

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2022 January - 3%		Complete	Complete	Complete	Complete
Position - Hired After 7/01/13	Rate	1st Year	2nd Year	3rd Year	4th Year
<u>Administration</u>					
Account Clerk	19.52	21.47	25.64	26.76	27.91
Senior Account Clerk	20.34	22.30	26.46	27.58	29.24
Clerk 1	19.15	20.41	24.70	25.84	26.99
Clerk 2	19.57	21.75	25.91	26.83	28.20
Police Records Clerk	19.40	20.94	25.26	26.41	27.56
Senior Police Records Clerk	19.84	21.82	26.14	27.56	28.71
Receptionist	15.51	16.66	18.37	20.10	22.40
Technical Asst., Office of Construction Official	19.52	21.47	25.64	26.76	27.91
Tech. Asst., Office of Construction Official-State Certified	20.56	22.52	26.68	27.80	29.46
<u>Crossing Guard</u>					
Crossing Guard	13.93	14.79	15.64	16.74	17.58
<u>Public Works</u>					
Assistant Supervisor/Public Works	25.83	27.07	27.85	29.23	31.21
Certified Playground Inspector	19.02	20.22	22.74	24.92	27.11
Equipment Operator	19.46	20.77	23.23	25.58	27.87
Heavy Equipment Operator	20.67	21.82	25.26	26.98	28.99
Laborer	18.75	20.09	22.13	24.12	26.99
Maintenance/Repairman	20.67	21.82	25.26	26.99	28.99
Senior Maintenance/Repairman	21.21	22.40	25.85	27.59	30.46
Mechanic	21.21	22.40	25.85	27.59	30.46
Motor Broom Driver	20.10	21.25	22.68	25.84	28.14
Truck Driver Heavy	20.10	22.68	24.70	26.41	28.42
<u>Water & Sewer</u>					
Assistant Supervisor/W&S	25.83	27.07	27.85	29.23	31.21
Equipment Operator	19.46	20.77	23.23	25.58	27.87
Heavy Equipment Operator	20.67	21.82	25.26	26.98	28.99
Laboratory Assistant	18.76	20.09	22.13	23.94	26.78
Laboratory Technician	20.10	21.25	24.05	27.33	29.51
Senior Laboratory Technician/Water Analysis	21.53	22.40	25.26	28.47	30.61
Supervising Lab Technician	25.39	27.56	29.29	31.01	32.73
Laborer	18.75	20.09	22.13	24.12	26.99
Pumping Station Operator	20.10	21.75	23.50	25.26	28.14
Receptionist	15.51	16.66	18.37	20.10	22.40
Repairman/Pumping Station & Water	19.52	21.25	22.97	24.70	27.33
Repairman/Sewage Plant & Sewer	19.52	21.25	22.97	24.70	27.33
Senior Repairer/Water or Senior Repairer/Sewer	19.52	21.82	23.28	26.99	29.00
Supervisor-Water Repairer or Supervisor-Sewer Repairer	27.00	28.42	29.51	31.70	33.78
Repairman/Water & Sewer	19.52	21.25	22.97	24.70	27.33
Senior Water & Sewer Repairer	25.84	27.56	29.29	31.01	32.73
Sewage Plant Attendant	19.52	21.25	22.97	24.70	27.33
Sludge Dewatering Machine Operator	19.52	21.25	22.97	25.26	27.56
Senior Sludge Dewatering Machine Operator	20.67	21.82	24.12	26.41	29.29
Technical Assistant, Management Information Systems	19.15	21.25	22.97	24.70	27.33
Truck Driver Heavy	20.10	22.68	24.70	26.41	28.42
Water Treatment Plant Operator/Sewer Plant Operator	25.84	27.56	28.71	31.01	32.73

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2018 January - 2%	
Position	Rate
<u>Administration</u>	
Account Clerk	28.82
Senior Account Clerk	29.50
Clerk 1	27.76
Clerk 2	28.85
Police Records Clerk	28.49
Senior Police Records Clerk	29.66
Receptionist	21.35
Technical Asst., Office of Construction Official	28.82
Tech. Asst., Office of Construction Official-State Certified	29.70
<u>Crossing Guard</u>	
Crossing Guard	16.79
<u>Public Works</u>	
Assistant Supervisor/Public Works	32.68
Certified Playground Inspector	28.00
Equipment Operator	28.30
Heavy Equipment Operator	28.86
Laborer	27.77
Maintenance/Repairman	28.74
Senior Maintenance/Repairman	29.88
Mechanic	29.73
Motor Broom Driver	28.41
Truck Driver Heavy	28.41
<u>Water & Sewer</u>	
Assistant Supervisor/W&S	32.68
Equipment Operator	28.30
Heavy Equipment Operator	28.86
Laboratory Assistant	27.80
Laboratory Technician	28.14
Senior Laboratory Technician/Water Analysis	29.89
Supervising Lab Technician	31.73
Laborer	27.77
Pumping Station Operator	27.77
Receptionist	21.35
Repairman/Pumping Station & Water	28.74
Repairman/Sewage Plant & Sewer	28.74
Senior Repairer/Water or Senior Repairer/Sewer	29.34
Supervisor-Water Repairer or Supervisor-Sewer Repairer	33.10
Repairman/Water & Sewer	28.74
Senior Water & Sewer Repairer	31.73
Sewage Plant Attendant	28.74
Sludge Dewatering Machine Operator	28.74
Senior Sludge Dewatering Machine Operator	29.88
Technical Assistant, Management Information Systems	28.74
Truck Driver Heavy	28.41
Water Treatment Plant Operator/Sewer Plant Operator	31.73

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2019 January - 2%	
Position	Rate
<u>Administration</u>	
Account Clerk	29.39
Senior Account Clerk	30.09
Clerk 1	28.32
Clerk 2	29.43
Police Records Clerk	29.06
Senior Police Records Clerk	30.25
Receptionist	21.78
Technical Asst., Office of Construction Official	29.39
Tech. Asst., Office of Construction Official-State Certified	30.29
<u>Crossing Guard</u>	
Crossing Guard	17.18
<u>Public Works</u>	
Assistant Supervisor/Public Works	33.33
Certified Playground Inspector	28.56
Equipment Operator	28.87
Heavy Equipment Operator	29.43
Laborer	28.33
Maintenance/Repairman	29.32
Senior Maintenance/Repairman	30.47
Mechanic	30.33
Motor Broom Driver	28.98
Truck Driver Heavy	28.98
<u>Water & Sewer</u>	
Assistant Supervisor/W&S	33.33
Equipment Operator	28.87
Heavy Equipment Operator	29.43
Laboratory Assistant	28.36
Laboratory Technician	28.70
Senior Laboratory Technician/Water Analysis	30.48
Supervising Lab Technician	32.37
Laborer	28.33
Pumping Station Operator	28.33
Receptionist	21.78
Repairman/Pumping Station & Water	29.32
Repairman/Sewage Plant & Sewer	29.32
Senior Repairer/Water or Senior Repairer/Sewer	29.92
Supervisor-Water Repairer or Supervisor-Sewer Repairer	33.76
Repairman/Water & Sewer	29.32
Senior Water & Sewer Repairer	32.37
Sewage Plant Attendant	29.32
Sludge Dewatering Machine Operator	29.32
Senior Sludge Dewatering Machine Operator	30.47
Technical Assistant, Management Information Systems	29.32
Truck Driver Heavy	28.98
Water Treatment Plant Operator/Sewer Plant Operator	32.37

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2020 January - 2%	
Position	Rate
<u>Administration</u>	
Account Clerk	29.98
Senior Account Clerk	30.69
Clerk 1	28.89
Clerk 2	30.02
Police Records Clerk	29.64
Senior Police Records Clerk	30.86
Receptionist	22.21
Technical Asst., Office of Construction Official	29.98
Tech. Asst., Office of Construction Official-State Certified	30.90
<u>Crossing Guard</u>	
Crossing Guard	17.60
<u>Public Works</u>	
Assistant Supervisor/Public Works	34.00
Certified Playground Inspector	29.13
Equipment Operator	29.44
Heavy Equipment Operator	30.02
Laborer	28.90
Maintenance/Repairman	29.90
Senior Maintenance/Repairman	31.08
Mechanic	30.93
Motor Broom Driver	29.56
Truck Driver Heavy	29.56
<u>Water & Sewer</u>	
Assistant Supervisor/W&S	34.00
Equipment Operator	29.44
Heavy Equipment Operator	30.02
Laboratory Assistant	28.92
Laboratory Technician	29.28
Senior Laboratory Technician/Water Analysis	31.09
Supervising Lab Technician	33.01
Laborer	28.90
Pumping Station Operator	28.90
Receptionist	22.21
Repairman/Pumping Station & Water	29.90
Repairman/Sewage Plant & Sewer	29.90
Senior Repairer/Water or Senior Repairer/Sewer	30.52
Supervisor-Water Repairer or Supervisor-Sewer Repairer	34.44
Repairman/Water & Sewer	29.90
Senior Water & Sewer Repairer	33.01
Sewage Plant Attendant	29.90
Sludge Dewatering Machine Operator	29.90
Senior Sludge Dewatering Machine Operator	31.08
Technical Assistant, Management Information Systems	29.90
Truck Driver Heavy	29.56
Water Treatment Plant Operator/Sewer Plant Operator	33.01

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2021 January - 2%	
Position	Rate
<u>Administration</u>	
Account Clerk	30.58
Senior Account Clerk	31.31
Clerk 1	29.46
Clerk 2	30.62
Police Records Clerk	30.23
Senior Police Records Clerk	31.48
Receptionist	22.66
Technical Asst., Office of Construction Official	30.58
Tech. Asst., Office of Construction Official-State Certified	31.52
<u>Crossing Guard</u>	
Crossing Guard	18.03
<u>Public Works</u>	
Assistant Supervisor/Public Works	34.68
Certified Playground Inspector	29.71
Equipment Operator	30.03
Heavy Equipment Operator	30.62
Laborer	29.47
Maintenance/Repairman	30.50
Senior Maintenance/Repairman	31.70
Mechanic	31.55
Motor Broom Driver	30.15
Truck Driver Heavy	30.15
<u>Water & Sewer</u>	
Assistant Supervisor/W&S	34.68
Equipment Operator	30.03
Heavy Equipment Operator	30.62
Laboratory Assistant	29.50
Laboratory Technician	29.86
Senior Laboratory Technician/Water Analysis	31.72
Supervising Lab Technician	33.67
Laborer	29.47
Pumping Station Operator	29.47
Receptionist	22.66
Repairman/Pumping Station & Water	30.50
Repairman/Sewage Plant & Sewer	30.50
Senior Repairer/Water or Senior Repairer/Sewer	31.13
Supervisor-Water Repairer or Supervisor-Sewer Repairer	35.13
Repairman/Water & Sewer	30.50
Senior Water & Sewer Repairer	33.67
Sewage Plant Attendant	30.50
Sludge Dewatering Machine Operator	30.50
Senior Sludge Dewatering Machine Operator	31.70
Technical Assistant, Management Information Systems	30.50
Truck Driver Heavy	30.15
Water Treatment Plant Operator/Sewer Plant Operator	33.67

C.W.A. HOURLY RATE - PAYABLE WEEKLY

2022 January - 3%	
Position	Rate
<u>Administration</u>	
Account Clerk	31.50
Senior Account Clerk	32.24
Clerk 1	30.35
Clerk 2	31.53
Police Records Clerk	31.14
Senior Police Records Clerk	32.42
Receptionist	23.33
Technical Asst., Office of Construction Official	31.50
Tech. Asst., Office of Construction Official-State Certified	32.46
<u>Crossing Guard</u>	
Crossing Guard	18.65
<u>Public Works</u>	
Assistant Supervisor/Public Works	35.72
Certified Playground Inspector	30.61
Equipment Operator	30.93
Heavy Equipment Operator	31.54
Laborer	30.36
Maintenance/Repairman	31.42
Senior Maintenance/Repairman	32.66
Mechanic	32.50
Motor Broom Driver	31.05
Truck Driver Heavy	31.05
<u>Water & Sewer</u>	
Assistant Supervisor/W&S	35.72
Equipment Operator	30.93
Heavy Equipment Operator	31.54
Laboratory Assistant	30.39
Laboratory Technician	30.76
Senior Laboratory Technician/Water Analysis	32.67
Supervising Lab Technician	34.68
Laborer	30.36
Pumping Station Operator	30.36
Receptionist	23.33
Repairman/Pumping Station & Water	31.42
Repairman/Sewage Plant & Sewer	31.42
Senior Repairer/Water or Senior Repairer/Sewer	32.06
Supervisor-Water Repairer or Supervisor-Sewer Repairer	36.18
Repairman/Water & Sewer	31.42
Senior Water & Sewer Repairer	34.68
Sewage Plant Attendant	31.42
Sludge Dewatering Machine Operator	31.42
Senior Sludge Dewatering Machine Operator	32.66
Technical Assistant, Management Information Systems	31.42
Truck Driver Heavy	31.05
Water Treatment Plant Operator/Sewer Plant Operator	34.68

NOTICE

FLORENCE TOWNSHIP

ORDINANCE NO. 2018-22

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, 2018 and December 31, 2022.

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 8, 2018. It will be considered for final passage after public hearing to be held on September 5, 2018 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.

Nancy L. Erlston, RMC
Township Clerk

I, Nancy L. Erlston, Florence Twp. Clerk, certify that this legal ad is a true copy of the legal advertisement published in the Burlington County Times newspaper on

8/19/18 *Nancy L. Erlston*
Nancy L. Erlston, RMC

TOWNSHIP OF FLORENCE

ORDINANCE 2018-22

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

Take Notice that the Ordinance identified above 2018-22, which fixes the compensation of certain officials and employees of the Township of Florence, has received final adoption by the Township Council and was approved by the Mayor of the Township of Florence, County of Burlington, State of New Jersey, following a public hearing held on September 5, 2018 at 8:00 P.M. in the Municipal Complex, Council Chambers, 711 Broad Street, Florence, New Jersey.

Nancy L. Erlston, RMC
Township Clerk

Ordinance No..	<u>2018-22</u>
Advertised in Burlington County Times on:	<u>SEPTEMBER 9, 2018</u>
Effective Date:	<u>SEPT. 29, 2018</u>
	<u>NLE</u>
	Initials