

**ORDINANCE NO. 9-2016**

**AN ORDINANCE OF THE TOWNSHIP COMMITTEE OF THE TOWNSHIP OF HANOVER AMENDING AND SUPPLEMENTING ORDINANCE NO. 10-2015 AND CHAPTER 61 OF THE CODE OF THE TOWNSHIP ENTITLED SALARIES AND COMPENSATION; PERSONNEL POLICIES WHICH CHAPTER ESTABLISHES REGULATIONS AND RATES OF COMPENSATION FOR THE OFFICERS AND FULL-TIME AND PART-TIME CIVILIAN NON-UNION EMPLOYEES OF THE TOWNSHIP OF HANOVER**

**BE IT ORDAINED**, by the Township Committee of the Township of Hanover in the County of Morris and State of New Jersey, as follows:

**SECTION 1.** Section 1 of the above entitled Ordinance is hereby amended and supplemented to read as follows:

"Section 1. Effective January 1, 2016, the following officers and employees shall be compensated on an annual basis and shall be paid quarterly in March, June, September and December of each year as follows:

**2016**

1. Township Committee.....	\$ 6,494.00
2. Municipal Judge.....	35,024.00
3. Municipal Prosecutor.....	23,288.00
4. Director-Office of Emergency Management.....	6,132.00

**SECTION 2.** Effective January 1, 2016, the following officers and employees shall be compensated on an annual basis and shall be paid monthly of each year as follows:

1. Elevator Sub-Code Official/Elevator Inspector, H.H.S.	31,318.00
2. Municipal Public Defender.....	5,999.00

**SECTION 3.** Effective January 1, 2016, the following officers and employees shall be compensated on an annual basis and shall be paid twice monthly (24 pays) of each year as follows:

1. Tax Assessor .....	\$47,298.00
(Based on a work week of twenty-one (21) hrs. per/wk.)	
2. Chairman, Site Plan Exemption Committee .....	2,500.00
3. Building Facilities Coordinator .....	2,500.00
4. Open Public Records Act Coordinator.....	2,500.00
5. Community Affairs/Public Police Coordinator.....	5,000.00

**SECTION 4.** Section 2 of Ordinance No. 10-2015 is hereby amended and supplemented as a new **Section 5.** to read as follows:

**"EMPLOYEE PERFORMANCE EVALUATION"**

**RELATING TO SALARY INCREMENTS**

**SECTION 5.** Any non-union civilian employee who has reached the maximum step on any Schedule "A" or "A-1" adopted by way of a prior Ordinance or under Schedule "A" or "A-1" as set forth herein, shall only receive an increase, if he/she receives a satisfactory Job Performance Evaluation in accordance with the Township's Employee Evaluation System, otherwise, said employee shall remain at his/her existing salary.

The following serves as an example of what is intended by this paragraph concerning the application of the job performance evaluation as it relates to salary increments for those employees covered by either Schedule "A" or Schedule "A-1" for the year 2016: Individual Y was in Group X of Schedule "A" at the Maximum Step under the 2015 Salary Ordinance and was receiving a salary of \$92,316.00. Upon the adoption of this Ordinance, this individual shall not receive any increase in salary unless he/she shall receive a satisfactory performance evaluation in which case his/her salary will be that provided for in the 2016 Schedule "A", Group X, Maximum \$94,163.00, effective January 1, 2016. In the event that the individual shall receive an unsatisfactory performance evaluation, his/her salary shall remain at \$92,316.00, the same as in 2015."

**SECTION 6.** Section 2, Schedule "A" of Ordinance No. 10-2015 is hereby deleted in its entirety and the following new Guide is inserted in its place and stead:

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2016 A**

Group    Step 5

I	47,033
II	50,840
III	55,217
IV	59,972
V	64,944
VI	69,906
VII	73,899
VIII	80,059
IX	86,623
X	94,163
XI	101,056
XII	108,868
XIII	117,662
XIV	126,544

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2016 A-1**

<u>Group</u>	<u>Step A</u>	<u>Step B</u>	<u>Step C</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Increment</u>
I	29,754	32,407	35,060	37,713	40,366	43,019	45,672	48,325	2,653
II	-	-	-	-	-	-	-	52,195	-
III	-	-	-	-	-	-	-	56,694	-
IV	-	-	-	-	-	-	-	61,650	-
V	-	-	-	-	-	-	-	66,704	-
VI	-	-	-	-	-	-	-	71,846	-
VII	-	-	-	-	-	-	-	75,937	-
VIII	-	-	-	-	-	-	-	82,230	-
IX	-	-	-	-	-	-	-	89,034	-

**SECTION 7.** For the Department Heads listed below, there is hereby established the following salary ranges:

**2016 Business Administrator/Township Clerk Salary Range:**

During calendar year 2016, the following salary range shall apply to this dual position of Business Administrator/Township Clerk:

**\$100,000 to \$156,707**

**2016 Chief of Police Salary Range:**

During calendar year 2016, the following salary range shall apply to this position of Chief of Police:

**\$125,000 to \$154,322**

**2016 Chief Finance Officer/Certified Tax Collector/Treasurer Salary Range:**

During calendar year 2016, the following salary range shall apply to the multiple position of Chief Municipal Finance Officer/Certified Tax Collector/Treasurer:

**\$72,000 to \$131,502**

**2016 Construction Official / Building Sub-Code Official / Zoning Officer Salary Range:**

During calendar year 2016, the following salary range shall apply to the multiple position of Construction Official & Building Sub-Code Official/Zoning Officer:

**\$64,000 to \$113,138**

**2016 Superintendent of Public Works, Buildings and Grounds and Park Maintenance Salary Range:**

During calendar year 2016, the following salary range shall apply to the position of Superintendent of Public Works, Buildings and Grounds and Park Maintenance:

**\$64,000 to \$113,138**

**SECTION 8.** In any instance, in connection with this Salary Ordinance and the Schedules set forth above, that an employee shall have his or her Job Classification altered, said employee shall receive compensation at a rate not less than that received by the employee in the year prior to the change of Classification and, in addition, shall not receive the annual increment which is provided for in the Salary Guide except for an adjustment which shall be determined by the Business Administrator/Township Clerk and recommended to the Township Committee. "All individuals employed by the Township in either a management or non-management civilian position, may be hired and classified within the minimum Step Ranges of A, A-1, B, C or D as set forth with the approval of the Township Committee".

**SECTION 9.** The following schedule represents the job position titles and applicable salary ranges for the Township's management and non-management civilian employees:

## SCHEDULE "B"

	<u>UNDER SALARY SCHEDULE</u>	<u>APPLICABLE SALARY RANGES</u>	
JOB GROUP I	Clerk Typist	A or C	
	P/T Dial-A-Ride Dispatcher	A-1 or D	
	P/T Dial-A-Ride Driver	A-1 or D	
	P/T Custodian	A-1 or D	
	P/T Assistant to Custodian	A-1 or D	
	P/T Park Maintenance Worker	A-1 or D	
JOB GROUP II	Support Services Secretary/Senior Clerk Typist in Police Department	A or C	
	Junior Account Clerk	A or C	
	P/T Clerk/Support Services	A or C	
	Senior Clerk Typist	A or C	
	P/T Floater/Clerical Support Services OPRA/Other Assignments	A or C	
	Violations Clerk	A or C	
JOB GROUP III	Account Clerk	A or C	
	Assistant Control Person/Account Clerk To the Construction Official/ Zoning Officer/Property Maintenance Officer	A or C	
	Engineering Aide I	A or C	
	General Secretary	A or C	
	P/T Assistant to Superintendent of Recreation & Park Admin. Department	A or C	
	P/T Municipal Recycling Enforcement Coord.	A or C	
JOB GROUP IV	P/T Municipal Housing Liaison Recreation & Park Administration Program Coordinator	A or C	
	Senior Account Clerk	A or C	
	Secretary to Chief of Police	A or C	
	Technical Assistant to the Construction Official/Zoning Officer/Property Maintenance Officer	A or C	
	Recreation & Park Administration Department Program Coordinator	A or C	
	Recreation & Park Admin. Department Senior Account Clerk/Board Secretary	A or C	
	Secretary to the Health Department/ Deputy Registrar of Vital Statistics	A or C	
	Assistant to Superintendent of Public Works/Recycling Coordinator	A or C	

JOB GROUP V	Senior Account Clerk/Payroll Clerk	A or C	
	Administrative Secretary	A or C	
	Engineering Aide II	A or C	
	Management Analyst/Project Coordinator	A or C	
JOB GROUP VI	Secretary to the Planning Board And Board of Adjustment/Land Use Administrator	A or C	
	Full-Time Deputy Municipal Court Administrator	A or C	
	Part-Time Deputy Municipal Court Administrator	A or C	
	Public Health Nurse	A or C	
	Executive Secretary I	A or C	
	Police Dispatcher	A-1 or D	
JOB GROUP VII	Assistant to Chief Financial Officer/ Tax Collector	A or C	
	Executive Assistant	A or C	
	Executive Secretary II	A or C	
	Executive Assistant to Business Administrator	A or C	
	Human Resource Specialist	A or C	
	DPW Division Supervisor Of Buildings and Grounds	A-1 or D	
	DPW Sanitation Division Supervisor	A-1 or D	
DPW Road Division Supervisor	A-1 or D		
JOB GROUP VIII	Registered Environmental Health Specialist	A or C	
JOB GROUP IX	General Office Supervisor/ Deputy Township Clerk	A or C	
	Municipal Court Administrator	A or C	
	DPW Operations Manager	A-1 or D	
	DPW Park Maintenance Division Supervisor	A-1 or D	
	Junior Engineer	A or C	
	Assistant Business Administrator	A or C	
	Public Health Nurse Supervisor	A or C	
	Registered Environmental Health Inspector 2 (Senior Registered Environmental Health Specialist)	A or C	
	Assistant Building Inspector/Assistant Zoning Officer/Assistant Property/ Maintenance Officer	A or C	
	P/T Electrical Sub-Code Official/Electrical Inspector & Assistant Zoning Officer/ Property Maintenance Inspector	A or C	
	P/T Fire Protection Sub-Code Officer/ Assistant Property Maintenance Officer	A or C	
	P/T Plumbing Sub-Code Official/Plumbing Inspector	A or C	

JOB GROUP X	Health Administrator – Registered Environmental Health Specialist Recreation & Park Administration Department Superintendent	A or C  A or C
JOB GROUP XI	Health Administrator - Health Officer	A or C
JOB GROUP XII	Assistant Township Engineer Construction Official/Building SubCode Official/Property Maintenance Officer	A or C  A or C
JOB GROUP XIII		A or C or D
JOB GROUP XIV	Township Engineer Health Officer/Environmental Specialist	A or C  A or C

**SECTION 10.** Individuals hired for the first time in any of the job position classifications set forth in Section 5. Entitled "Schedule "B" listed above, or any current employee promoted to a higher job group classification, shall be compensated within their respective job group range as set forth below in Salary Guide "C" or "D" at a salary to be determined by the Township Committee. A person hired or promoted within their respective job group range shall only be eligible to receive the annual cost of living adjustment when such adjustment is determined and authorized by the governing body. In order to be eligible to receive a cost of living adjustment, an employee must receive a satisfactory job performance evaluation from his/her department head.

Any new, replacement full-time or permanent part-time non-union civilian employee hired by the Township on or after January 1, 2016 up to and including the date of adoption of this ordinance, must first complete his/her six (6) month probationary period of service and receive a satisfactory job performance evaluation in order to qualify for the 2% cost of living adjustment retroactive to the first date of employment.

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2016 C**

<u>Group</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Minimum Hourly Rate</u>	<u>Maximum Hourly Rate</u>
I	25,000	45,643	13.74	25.08
II	26,990	49,337	14.83	27.11
III	29,330	53,616	16.12	29.46
IV	31,800	58,223	17.47	31.99
V	34,400	63,043	18.90	34.64
VI	36,940	67,874	20.30	37.29
VII	38,980	71,748	21.42	39.42
VIII	42,170	77,727	23.17	42.71
IX	45,580	84,091	25.04	46.20
X	49,510	91,422	27.20	50.23
XI	53,030	98,122	29.14	53.91
XII	57,100	105,702	31.37	58.08
XIII	61,610	114,238	33.85	62.77
XIV	66,160	122,865	36.35	67.51

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2016 D**

<u>Group</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Minimum Hourly Rate</u>	<u>Maximum Hourly Rate</u>
I	25,650	46,916	12.33	22.56
II	27,710	50,677	13.32	24.26
III	30,110	55,046	14.48	26.46
IV	32,650	59,844	15.70	28.77
V	35,330	64,754	16.99	31.13
VI	37,950	69,756	18.25	33.54
VII	40,030	73,730	19.25	35.45
VIII	43,320	79,834	20.83	38.38
IX	46,830	86,444	22.51	41.56

**SECTION 11.** The rates of pay and/or salary ranges for the following part-time employees shall be as follows during calendar year 2016:

1. School Crossing Guard:  
(In Charge)..... \$ 18.02 per hr.
  
2. School Crossing Guards:  
First Full Year..... \$15.80 per hr.  
Second Full Year..... 16.48 per hr.  
Third Full Year..... 17.16 per hr.
  
3. Office/Clerical:  
Step 1..... \$15.92 per hr.  
Step 2..... 17.34 per hr.  
Step 3..... 18.76 per hr.  
Step 4..... 20.18 per hr.
  
4. Substitute Part-Time Construction Code Inspectors.....\$30.00 to \$33.78 per hr.
  
5. Part-time Registered Environmental Health Inspector \$24.00 to \$39.15 per hr.
  
6. Per Diem Police Dispatchers..... 21.17 Per hr.
  
7. Police Matrons - At the lump sum rate of \$60.72 for the first three (3) hours of service and at the rate of \$20.24 per hour pro-rated for actual time worked after the first three (3) hours.
  
8. Part-Time Senior Assistant Property Maintenance/  
Zoning Officer..... \$20.00 to \$33.78/hr.

- 9. Part-Time Assistant to Property Maintenance Officer/  
Zoning Officer..... No Compensation
- 10. Part-Time Professional Arborist/Forester  
(Funded by Township's Tree Fund).....\$25.00 to 40.61/hr.
- 11. Substance Awareness Coordinator.....\$11.53/hr.
- 12. Municipal Housing Liaison.....\$24.79/hr.

**SECTION 12.** The following rates of pay shall apply to Special Municipal Court sessions, DWI Court sessions and the off duty employment of police officers performing side jobs:

- 1. For additional special Municipal Court sessions including DWI Court sessions, the Municipal Court Judge, the Municipal Prosecutor and the Public Defender shall be paid at the rate of \$125.00 per hour but not to exceed following amounts:
  - A. Municipal Court Judge not to exceed \$800.00 per session.
  - B. Municipal Prosecutor not to exceed \$600.00 per session.
  - C. Public Defender not to exceed \$600.00 per session.
- 2. Outside Employment of Police Officers in the Performance of
  - Extra-Duty Side-Jobs.....\$70.00/hr.
  - Extra-Duty Side-Jobs Overtime.....105.00/hr.
  - Extra-Duty Side-Jobs Ravine/Met Life..... 100.00/day
  - Administrative Fee Paid to Township..... 10.00/hr.
  - Cost for Use of a Township Police Vehicle.....\$25.00/hr. to Maximum of \$125.00

All payments to police officers for off-duty outside employment shall be processed through the Township's Finance Department.

**SECTION 13.** The rates of pay and/or salary ranges shall apply to the following temporary, seasonal and summer employees of the Recreation and Park Administration Department during calendar year 2016:

- 1. Part-Time Recreation Department Office Staff... ..\$7.50 to \$11.64/hr.
- 2. Swim Team Coach..... \$400-\$1,885/Season
- 3. Swimming Pool Manager..... \$3,500-\$10,800/Season
- 4. Asst. Pool Manager..... \$3,000-\$8,595/Season
- 5. Lifeguards..... \$ 7.50-\$16.24/hr.

6. Director/Summer Playground Program.....\$21.00-\$24.90/hr.
7. Assistant Directors/  
Summer Playground Program..... \$10.00-\$18.40/hr.
8. Adult Counselors for Summer Playground Program..... \$12.23/hr. to \$22.11/hr.
9. Summer Plus Camp Program – Camp Counselor..... \$7.50/hr. to \$11.44/hr.
10. Custodian/Fourth of July..... \$25.00 to \$60.00/hr.
11. Swim Instruction by Certified Lifeguards:
  - a. Group Lessons.....\$47.43/per Person\* per Course
  - b. Individual Lessons.....\$17.85/per Lesson\*
  - c. Lifesaving Instruction..... \$47.43/per Person\* per Course

\* In addition, a 10% administrative fee shall be charged to each participant to cover Township costs.
12. Community Center Proctors..... \$ 10.82/hr.
13. Badge Checkers – Bee Meadow Pool..... \$ 6.00 to \$12.98/hr.
14. Bee Meadow Pool Office Staff..... \$ 6.00 to \$12.98hr.
15. Pool Activities Coordinator.....\$ 10.00 to \$15.61/hr.
16. Individuals hired as lifeguards who receive an Instructor's Water Safety Instruction Certification, a Lifeguard Water Safety Instruction Certification and/or a Certified Pool Operator Certification shall be eligible to receive a \$.50 hourly increment upon attainment for either or both during the pool season in which the Certification(s) is/are received.

**SECTION 14.** During calendar year 2016, all temporary, seasonal and summer employees employed or re-employed as park maintenance workers, public works laborers and administrative and clerical personnel shall receive the following compensation:

- A. Individuals hired for the first time shall receive an hourly rate of \$9.00 an hour.
- B. Individuals rehired as seasonal and summer employees during calendar year 2016 shall receive an increment up to \$.50 per hour for each previous year of service.

**SECTION 15.** All salaries and rates of compensation for the job position classifications described under Job Position Classification Schedule "B", in conformance with the above described Salary Guides, shall be effective and retroactive to January 1, 2016. Only those non-union full-time and permanent part-time civilian employees whose positions are classified under Schedule "B" and the Salary Guides listed above, and currently on the payroll of the Township of Hanover at the time of adoption of this Ordinance shall receive retroactive salary adjustments, except those employees who have retired from service on or after January 1, 2016, but prior to the adoption of this

Ordinance shall receive retroactive salary adjustments effective January 1, 2016 through the date of retirement. No other exceptions shall be made."

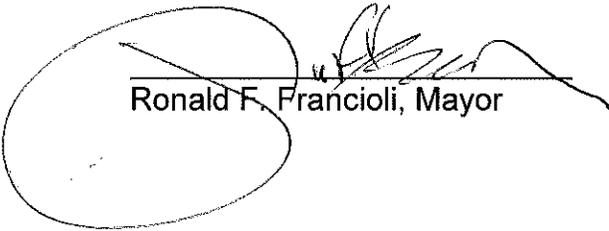
**SECTION 16.** In case, for any reason, any section or provision of this Ordinance shall be held to be unconstitutional or invalid, the same shall not affect any other section or provision of this Ordinance, except so far as the section or provision so declared unconstitutional or invalid shall be severed from the remainder or any portion thereof.

**SECTION 17.** All ordinances or parts of ordinances inconsistent with the provisions of this ordinance are, to the extent of such inconsistency, hereby repealed.

**SECTION 18.** This Ordinance shall take effect in accordance with law.

TOWNSHIP COMMITTEE  
TOWNSHIP OF HANOVER  
COUNTY OF MORRIS  
STATE OF NEW JERSEY

ATTEST:

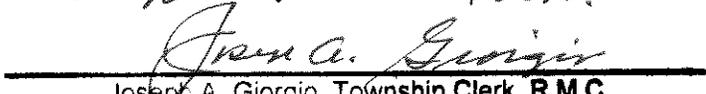
  
Ronald F. Francioli, Mayor

  
Joseph A. Giorgio, Township Clerk

DATE OF INTRODUCTION: February 25, 2016

DATE OF ADOPTION: March 10, 2016

I hereby certify the foregoing to be a true copy of a Resolution/Ordinance adopted by the Township Committee of the Township of Hanover at a Regular/Special Meeting held on the 10<sup>th</sup> day of MARCH, 2016.

  
Joseph A. Giorgio, Township Clerk, R.M.C.