

TOWNSHIP OF SOUTH HACKENSACK

ORDINANCE NO. 2009-04

**AN ORDINANCE TO FIX THE SALARIES, RETAINERS,
AND CONTRACTUAL SERVICE CHARGES OF CERTAIN
OFFICERS AND EMPLOYEES OF THE TOWNSHIP OF
SOUTH HACKENSACK FOR 2008**

BE IT ORDAINED by the Township Committee of the Township of South Hackensack, County of Bergen, New Jersey, as follows:

Section I. Salaries

The salaries and retainers of the officers and employees of the Township of South Hackensack hereinafter named are hereby fixed for the year 2008, at the sums hereinafter specified:

Administration

Township Committee Members (5)	2,700.
Township Clerk	70,400.
Deputy Township Clerk	35,827.
Tax Assessor	12,599.
Clerk/typist	15,848.
Collector of Taxes	5,408.
Assistant Tax Collector	16,090.
Deputy Collector of Taxes (1)	1,217.
Planning Board Attorney	2,500.
Zoning Board Attorney	2,500.
Planning Board Secretary	3,121.
Adjustment Board Secretary	3,121.
Licensing Clerk	4,949.
Insurance Fund Commissioner	3,041.
Township Attorney (retainer)	40,000.
Emergency Management Coordinator	4,326.

Finance

Treasurer	55,459.
Chief Financial Officer	12,979.

Health Dept.

Board of Health Secretary	1,216.
Registrar of Vital Statistics	2,434.
Dep. Registrar of Vital Statistics	3,041.

Municipal Court

Municipal Court Judge	13,000.
Municipal Court Administrator	39,520.
Dep. Municipal Court Administrator and Violations Clerk	9,734.
Prosecutor	7,500.
Public Defender	5,000.

Police Department

Appendix A-1			
			Effective
			1/1/2009
Chief			140,404
Captain			\$126,987
Lieutenant			120,757
Sergeant			114,444
Patrolman			
After 5 years			\$108,180
After 4 years			101,827
After 3 years			93,791
After 2 years			81,164
After 1 year			67,670
Balance of 1st yr			50,637
Academy(upon hire)			42,604

Hired After 7/1/2005			
	Effective	Effective	Effective
	1/1/2007	1/1/2008	1/1/2009
Captain	\$117,125	\$121,810	\$126,987
Lieutenant	111,379	115,834	120,757
Sergeant	105,556	109,778	114,444
	Effective	Effective	
Patrolman	1/1/2008	1/1/2009	
After 8 years	\$103,770	\$108,180	
After 7 years	99,252	103,471	
After 6 years	94,742	98,768	
After 5 years	87,981	91,720	
After 4 years	79,983	83,383	
After 3 years	72,211	75,280	
After 2 years	64,331	67,065	
After 1 year	56,451	58,850	
Balance 1st year	48,573	50,637	
Academy-upon hire	40,867	42,604	

Detective Differential 1,000.00

Crossing Guards

Crossing Guards-Permanent 8,328.
 Crossing Guards-Hourly 10.00 per hour

Dispatchers

1st yr. (hired on or after 6/1/98) 26,000.
 After 1st yr. 29,000.
 After 2nd yr. 32,000.
 After 3rd yr. 35,000.
 After 4th yr. 40,000.
 After 5th yr. 45,000.
 After 6th yr. 49,274.
 Part time – hourly 12.00 per hour

Officers of the Volunteer Fire Department

For Administrative Duties:

Chief	2,380.
Deputy Chief	1,839.
Captain	1,514.
Lieutenant (2)	1,298.
Training	1,298.
Equipment	1,298.
LOSAP Officer	1,298.

Officers of the Volunteer Ambulance Corps

For Administrative Duties

Chief	1,514.
Captain	1,190.
1st Lieutenant	973.
Training Officer	865.
LOSAP Officer	1,298.

Construction Dept.

Construction Code Official	7,500.
Electrical Sub-Code	7,788.
Plumbing Sub-Code	7,788.
Fire Sub-Code	7,400.
Building Sub-Code	7,500.
Zoning Enforcement Officer	6,165.
Property Maintenance Inspector (2)	2,288.
Construction Dept/Secretary	3,650.

Fire Prevention Bureau

Fire Prevention Official	15,000.
Fire Prevention Inspector/Secretary	6,448.
Fire Prevention Inspector (3)	6,240.
Fire Prevention Inspectors – First Year	3,120.

Recreation Department

Director	3,569.
Assistant Director	2,596.
Aides	\$1,500 - 2,600.
Secretary/Treasurer	2,288.

Section II. Clothing Allowance

The clothing allowance is hereby fixed for the year 2008, at the following respective sums, hereinafter specified:

Police Department Members	\$700. clothing \$50. weapon
Firefighters – Active Pursuant to Section 14-11 of the Township Code	\$600. yearly
Firefighters – Retired prior to January 1, 1991 And pursuant to Section 14-11 of the Township Code	\$225. per year
Firefighters – Retired on or after January 1, 1991 And pursuant to Section 14-11 of the Township Code	\$350. per year
Firefighters – Retired on or after January 1, 2002 having served as firefighters for at least 25 full consecutive years and pursuant to Section 14-11	

of the Township Code

the same amount of clothing allowance paid to active firefighters at time of retirement

Ambulance Corps – Active as defined by the Ambulance Corps bylaws

\$600.

Ambulance Corps – Retired after 25 years of Service as defined by the Ambulance Corps bylaws

\$225.

Ambulance Corps – Retired on or after January 1, 2008 having served as ambulance corps for at least 25 full consecutive years and pursuant to Section 14-11 of the Township Code

the same amount of clothing allowance paid to active ambulance members at time of retirement

Section III. Holidays

(a) All full time personnel shall receive time off with pay for the following holidays:

- | | |
|----------------------------------|-------------------------------|
| 1. New Year's Day | 9. Columbus Day |
| 2. Martin Luther King's Birthday | 10. Election Day |
| 3. Lincoln's Birthday | 11. Veterans' Day |
| 4. Presidents' Day | 12. Thanksgiving Day |
| 5. Good Friday | 13. Friday after Thanksgiving |
| 6. Memorial Day | 14. Christmas Eve (1/2 day) |
| 7. Independence Day | 15. Christmas Day |
| 8. Labor Day | 16. New Year's Eve (1/2 day) |

(b) Should a holiday fall on a Saturday or Sunday, it may be celebrated and compensated accordingly on the day preceding or the day following such a holiday at the discretion of the employer.

(c) This section shall not apply to any employee who has either contracted either individually or as part of a bargaining unit with the Township of South Hackensack, containing terms contradictory to those terms contained in this section; in such cases, the terms of such contract shall prevail and any such employee governed by that contract shall be paid or benefited as more specifically provided therein.

Section IV. Personal Days

(a) Each full time employee shall receive three (3) Personal Days subject to Department Head approval. Said days must be used within the year or will be deemed waived.

(b) This section shall not apply to any employee who has either contracted either individually or as part of a bargaining unit with the Township of South Hackensack, containing terms contradictory to those terms contained in this section; in such cases, the terms of such contract shall prevail and any such employee governed by that contract shall be paid or benefited as more specifically provided therein.

Section V. Longevity

Certain employees who have qualified for the same as hereinafter provided shall receive additional compensation known as "Longevity Pay" in addition to their regular salary which shall be paid in increments added to their installments of regular salary. The amount of such "Longevity Pay" shall be calculated on the first day of each year. For the purpose of calculating the number of years during which a qualifying employee has been employed, the first year of

employment shall be counted only if the employee commenced employment before the first day of July in that first year. Specifically excluded from the payment of longevity compensation as provided herein shall be any employee whose employment has been contracted with the Township either individually or as part of a bargaining unit if that employee's contract contains terms governing compensation for longevity contradictory to those contained herein; in that case, the terms of the contract shall prevail and such employee whose employment has been so contracted shall be compensated for longevity as provided in his or her contract.

Longevity pay shall be paid to each of the three qualifying classes of employees as follows:

1. Every full-time employee hired before January 1, 1996, and having been in the continuous, uninterrupted employment of the Township since such hiring shall be entitled to the following:

- a. One (1%) percent after one (1) year and up to and including four (4) years of full time service.
- b. Two (2%) percent after four (4) years of full time service.
- c. Four (4%) percent after eight (8) years of full time service.
- d. Six (6%) percent after twelve (12) years of full time service.
- e. Eight (8%) percent after sixteen (16) years of full time service.
- f. Ten (10%) percent after twenty years of full or part time service, which shall be the maximum longevity payment any full time or part time employee with twenty years of service shall be entitled.

2. Every full-time employee hired on or after January 1, 1996, having been in the continuous, uninterrupted employment of the Township since such hiring shall be entitled to the following:

- a. One-half (1/2%) percent after one (1) year and up to and including four (4) years of full time service.
- b. One (1%) percent after four (4) years of full time service.
- c. Two (2%) percent after eight (8) years of full time service.
- d. Three (3%) percent after twelve (12) years of full time service.
- e. Four (4%) percent after sixteen (16) years of full time service.
- f. Five (5%) percent after twenty years of full or part time service, which shall be the maximum longevity payment any full time or part time employee with twenty years of service shall be entitled.

3. Every full or part-time employee having been in continuous, uninterrupted employment of the Township as either a full or part-time employee or both for more than 20 years shall be entitled to the following:

- a. Ten (10%) percent after twenty years of full or part time service for employees hired before January 1, 1996 and Five (5%) percent after twenty years of full or part time service for employees hired on or after January 1, 1996, which shall be the maximum longevity payment any full time or part time employee with twenty years of service shall be entitled.

Section VI. Dispatcher Hours of Work/Overtime/Holidays

(a) Full time Dispatchers work schedule shall be five days of work, followed by two days off. The work chart and schedule shall be prepared by the Police Chief.

(b) Full time Dispatchers shall be paid overtime (time and one half) in accordance with the following:

1. Overtime shall be paid for all work performed in excess of eight (8) hours in any day or for any work on a regular day, as prepared by the Police Chief.

2. All of the aforesaid overtime shall be determined at the discretion of the Chief of Police.

(c) Full time Dispatchers shall be paid an additional day's pay should due to scheduling, they work one of the following holidays:

- | | |
|-----------------------|--------------------------|
| 1. New Year's Day | Martin Luther King's Day |
| Lincoln's Birthday | Columbus Day |
| Washington's Birthday | Labor Day |
| Memorial Day | Good Friday |
| Independence Day | Election Day |
| Veterans' Day | Thanksgiving Day |
| Christmas Day | |

2. If a full time dispatcher is not scheduled to work a Holiday, there will be no additional compensation.

Section VII. Election Compensation

(a) Full time employees shall be compensated in addition to any regular compensation and /or time off as follows:

1. All work performed beyond the regular workday to perform the functions necessary to conduct a primary, school or special election shall be compensated at a rate of \$100 per election.
2. All work performed beyond the regular workday to perform the functions necessary to conduct a General Election shall be compensated at a rate of \$300 per election.

Section VIII. Vacation

(a) Full time employees of the Township of South Hackensack shall be entitled to an annual vacation period according to length of service as follows:

First year after six (6) months of service	one (1) week vacation
Two (2) through five (5) years of service	two (2) weeks vacation
Six (6) through twelve (12) years of service	three (3) weeks vacation
Thirteen (13) through sixteen (16) years of service	four (4) weeks vacation
more than Sixteen (16) years	five (5) weeks vacation

(b) Vacation must be taken during each current year and shall not be cumulative, unless approved by the Township Committee prior to the end of the year.

(c) This section shall not apply to any employee who has either contracted either individually or as part of a bargaining unit with the Township of South Hackensack, containing terms contradictory to those terms contained in this section; in such cases, the terms of such contract shall prevail and any such employee governed by that contract shall be paid or benefited as more specifically provided therein.

Section VII. Funeral Leave

(a) Each full time employee shall be entitled to be absent without loss of pay because of attendance at the funeral of any of the following named relatives:

1. One (1) day absence with full pay while attending the funeral of an uncle, aunt, brother-in-law, sister-in-law, niece, nephew.
2. Five (5) days absence with full pay in the event of the death of the employees spouse, child, mother, father, grandchild, brother, sister, parents-in-law, grandparents,

grandparents-in-law, or another relative member of the employees household. The employer reserves the right to verify the legal relationship of the family member of the employee.

(b) This section shall not apply to any employee who has either contracted either individually or as part of a bargaining unit with the Township of South Hackensack, containing terms contradictory to those terms contained in this section; in such cases, the terms of such contract shall prevail and any such employee governed by that contract shall be paid or benefited as more specifically provided therein.

Section X. Accumulated Sick Time

(a) Full time employees shall accumulate sick days on the basis of sixteen (16) days of such leave per year. Unused sick days may be accumulated from year to year according to the following schedule:

1. After twenty-five (25) years of full time service to the Township, or twenty-five (25) years of PERS service, a full time employee shall be compensated for unused sick days to a maximum of ninety-five (95) days.

2. After twenty (20) years of full time service, each employee who is separated due to voluntary resignation or retirement shall be compensated for one half of the unused accumulated sick days to a maximum of seventy-five (75) days.

3. After fifteen (15) years of full time service, each full time employee who is separated due to voluntary resignation or retirement shall be compensated for one half of the unused accumulated sick days to a maximum of sixty (60) days.

4. After ten (10) years of full time service, each full time employee who is separated due to voluntary resignation or retirement, shall be compensated for one half unused accumulated sick days to a maximum of forty-five (45) days.

5. After five (5) years of full time service, each full time employee who is separated due to voluntary resignation or retirement, shall be compensated for one quarter unused accumulated sick days to a maximum of twenty-two and one half (22 1/2) days.

(b) There will be no compensation paid to an employee who is separated due to voluntary resignation under five years of service, or is terminated for cause or required to resign as an alternative to disciplinary action.

(c) When a full time employee has depleted his accumulated sick days, vacation, or other accumulated time for any bona fide illness, not in the line of duty, the Township Committee may pass a Resolution granting the employee up to three months sick leave with pay each year which shall include any sick days accumulated during the current year.

(d) Any full time employee entitled to ninety-five (95) accumulated sick days shall serve notice in writing to the Township Clerk by January 15th of the retirement year. Upon retirement, the ninety-five (95) days compensation will be based on their base pay for that year. Credit toward accumulated sick days will be based on unused sick days as of the year 1973.

(e) This section shall not apply to any employee who has either contracted either individually or as part of a bargaining unit with the Township of South Hackensack, containing terms contradictory to those terms contained in this section; in such cases, the terms of such contract shall prevail and any such employee governed by that contract shall be paid or benefited as more specifically provided therein.

Section XI.


(a) Salaries, retainers, compensation or benefits provided for herein shall be retroactive to January 1, 2008, except where noted otherwise, except as to any employee who has either contracted either individually or as part of a bargaining unit with the Township of South

Hackensack and whose contract provides otherwise.

Section XII.

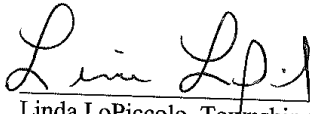
(a) All parts of Ordinances inconsistent with this Ordinance are hereby amended to the extent of such inconsistencies and this Ordinance shall take effect after passage and publication as provided by law.

Approved:



Rosina Romano, Mayor

Attest:



Linda LoPiccolo, Township Clerk

Date of Introduction: February 19, 2009

Date of Adoption: March 12, 2009