

Contract 1508

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AGREEMENT

BETWEEN

THE BOROUGH OF HAWORTH

AND

P.B.A. LOCAL 206
(Haworth Unit)

for

JANUARY 1, 1991 TO DECEMBER 31, 1992

THIS AGREEMENT, made this 8 day of April, 1992,
pursuant to negotiations by and between the Borough of Haworth,
herein "Borough"; and P.B.A. Local 206, (Haworth Unit), herein
"P.B.A.".

WHEREAS, the parties entered into an agreement dated July 6,
1988, covering the terms and conditions of employment of the
members of the P.B.A.; and

WHEREAS, the parties were unsuccessful in negotiating a
successor contract; and

WHEREAS, the P.B.A. filed for binding interest arbitration;
and

WHEREAS, the arbitration culminated in an Arbitrator's Award
by Arbitrator John M. Stochaj, dated March 14, 1992;

NOW, THEREFORE, the parties agree that the agreement dated
July 6, 1988, be and is hereby amended as follows:

ARTICLE I

That Article V - Base Annual Salaries be and is hereby amended
as follows:

Article V - Base Annual Salaries

The Base Annual Salaries for the years 1991 and 1992
are set forth in Appendix "A".

ARTICLE II

That Article XIX - Insurance be and is hereby amended and
supplemented with new paragraph e as follows:

Article XIX - Insurance

e. The Borough shall provide a dental plan covering each employee who is a member of the P.B.A. effective May 1, 1992.

ARTICLE III

That Article XX - Personal Days, paragraph b be and is hereby amended as follows:

Article XX - Personal Days

b. Three (3) personal days each year shall be available to each officer during the years 1991 and 1992.

ARTICLE IV

That Article XXIII - Term of Agreement be and is hereby amended as follows:

Article XXIII - Term of Agreement

The term of this agreement shall be from January 1, 199~~1~~ through December 31, 1992. If a successor agreement is not executed by December 31, 1992, then this agreement shall continue in full force and effect until a successor agreement is executed, after negotiations controlled by the PERC Statute and applicable rules.

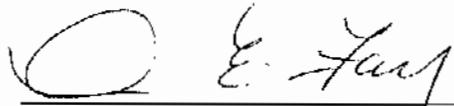
ARTICLE V

All other provisions of the agreement dated July 6, 1988, between the parties shall remain in full force and effect.

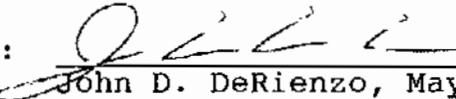
IN WITNESS WHEREOF the parties have caused the signatures of

their duly authorized officers to be affixed the day first written above.

ATTEST:

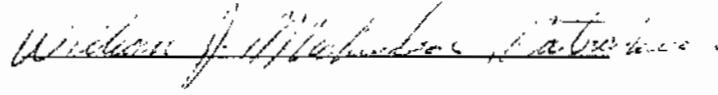

Ann E. Fay, Borough Clerk

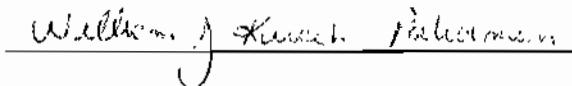
BOROUGH OF HAWORTH

By: 
John D. DeRienzo, Mayor

ATTEST:

P.B.A. Local 206 (Haworth Unit)

BY: 

By: 

APPENDIX A

SALARY SCALE

Salaries for 1991 and 1992 are hereby established as follows:

	<u>Effective</u> <u>1/1/91</u>	<u>Effective</u> <u>1/1/92</u>
Patrolman		
During 1st year	\$24,162.40	\$25,612.15
2nd year	27,533.39	29,185.40
3rd year	30,264.79	32,080.68
4th year	33,512.65	35,523.41
5th year and therafters	41,964.38	44,482.25
Sergeant	44,997.00	47,696.82
Lieutenant	46,375.00	49,157.50
Starting Patrolman*	15,900.00	16,854.00

*Starting Patrolman - until graduation from the Academy at which time he is at the Patrolman, 1st year step until the first year of service has been completed (including the time spent at the Academy).

JUDICIAL EXECUTIVE MANAGEMENT COMPENSATION PLAN

CLASSIFICATION: EMC 1

JOB TITLES IN EMC 1:

Vicinage Chief Probation Officer

COMPENSATION SYSTEM:

January 1, 1990 and 1991: Five per cent (5%) added to base salary of previous calendar year

July 1, 1990 and 1991: Lump sum payment of \$250 (not added to base salary)

JUDICIAL EXECUTIVE MANAGEMENT COMPENSATION PLAN

CLASSIFICATION: EMC 2

<u>JOB TITLES IN EMC 2:</u>	<u>SALARY RANGE</u>
Assistant Trial Court Administrator	EMC 2C
Case Manager	EMC 2C
Vicinage Assistant Chief Probation Officer	EMC 2C
Principal Probation Officer I	EMC 2B
Chief Clerk, Special Civil Part	EMC 2A
Director, Comprehensive Justice Center	EMC 2A
Judicial Accounts Manager	EMC 2A
Principal Probation Officer II	EMC 2A

COMPENSATION SYSTEM:

- January 1, 1990: \$2,000 added to December, 1989, base salary
- July 1, 1990: Placement onto the Judicial Executive Management Compensation Plan, a 12-step range-and-step system. Step placement governed by a minimum increase of \$1,000 to the January 1, 1990 base salary.
- Step One of each salary range on the July 1, 1990, Compensation Plan is the figure developed for the CWA Judicial Compensation Plan (i.e., Step One of Range A equals Range 33, Step One of the 1990 CWA system; Step One of Range B equals Range 34, Step One of the 1990 CWA system; Step One of Range C equals Range 40, Step One of the 1990 CWA system).
- Step increments on EMC 2 equal \$1,500.
- Employees whose January, 1990, salaries are higher than Step 12 of EMC 2 or who are placed on Step 12 of EMC 2 and receive less than a minimum increase of \$1,000 to their January 1, 1990, base salary receive a lump sum payment of \$500 ; this payment is not added to the base salary.

Compensation System - Cont'd.

January 1, 1991: The range-and-step system increases by five per cent (5%). Employees whose July, 1990, base salaries are higher than Step 12 shall receive a five per cent (5%) increase to their base salary.

July 1, 1991: Employees who receive a performance evaluation rating of satisfactory shall advance one step on the system. Step increments equal \$1,575.

Employees who are on Step 12 in January, 1991, or whose salaries are higher than Step 12 shall receive a lump sum payment of \$788. This lump sum payment shall not be added to the base salary and will be awarded upon a performance evaluation rating of satisfactory. The \$788 lump sum payment represents the net sum received for a step increment by employees whose placement on their range is Step 11 or below.

1990 JUDICIAL EXECUTIVE MANAGEMENT COMPENSATION PLAN

EMC 2

RANGE	INCREMENT	1	2	3	4	5	6	7	8	9	10	11	12	Steps
A	\$1,500	\$30,964	\$32,464	\$33,964	\$35,464	\$36,964	\$38,464	\$39,964	\$41,464	\$42,964	\$44,464	\$45,964	\$47,464	(Formerly CWA Range 33)
B	\$1,500	\$31,863	\$33,363	\$34,863	\$36,363	\$37,863	\$39,363	\$40,863	\$42,363	\$43,863	\$45,363	\$46,863	\$48,363	(Formerly CWA Range 34)
C	\$1,500	\$37,256	\$38,756	\$40,256	\$41,756	\$43,256	\$44,756	\$46,256	\$47,756	\$49,256	\$50,756	\$52,256	\$53,756	(Formerly CWA Range 40)

1991 JUDICIAL EXECUTIVE MANAGEMENT COMPENSATION PLAN

EMC 2

RANGE	INCREMENT	1	2	3	4	5	6	7	8	9	10	11	12	Steps
A	\$1,575	\$32,512	\$34,087	\$35,662	\$37,237	\$38,812	\$40,387	\$41,962	\$43,537	\$45,112	\$46,687	\$48,262	\$49,837	
B	\$1,575	\$33,456	\$35,031	\$36,606	\$38,181	\$39,756	\$41,331	\$42,906	\$44,481	\$46,056	\$47,631	\$49,206	\$50,781	
C	\$1,575	\$39,119	\$40,694	\$42,269	\$43,844	\$45,419	\$46,994	\$48,569	\$50,144	\$51,719	\$53,294	\$54,869	\$56,444	

JUDICIAL EXECUTIVE MANAGEMENT COMPENSATION PLAN

CLASSIFICATION: EMC 3

JOB TITLES IN EMC 3:

JUDICIAL SALARY RANGE

Administrative Analyst	21
Administrative Clerk	15
Administrative Secretary	20
Arbitration Administrator	21
Assignment Clerk/Calendar Coordinator	21
Court Aide	7
Intake Intern	13
Judge's Secretary	20
Jury Manager	18
Municipal Court Liaison	28
Research Analyst	21
Secretarial Assistant/Steno	16
Senior Accountant	28

COMPENSATION SYSTEM:

The compensation system developed with CWA, Local 1044, for organized Judicial employees shall serve as the compensation system for confidential and managerial employees of the Judiciary whose job titles are assigned to EMC 3.

JANUARY 1, 1990: All steps on the 1989 Burlington County Judicial Compensation Plan increase by \$1,100.

JULY 1, 1990: All employees having a minimum of eleven months of continuous, full-time employment by June 15, 1990, shall advance one step on the compensation system, based upon receiving a performance evaluation rating of satisfactory. Employees at or above Step 17 shall receive the increment for their range as a lump sum payment, which is not added to their base salary.

JANUARY 1, 1991: All steps on the Burlington County Judicial Compensation Plan increase by \$1,150.

JULY 1, 1991: All employees having a minimum of eleven months of continuous, full-time employment by June 15, 1991, shall advance one step on the compensation system, based upon receiving a performance evaluation rating of satisfactory. Employees at or above Step 17 shall receive the increment for their range as a lump sum payment, which is not added to their base salary.

JUDICIAL EXECUTIVE MANAGEMENT COMPENSATION PLAN

CLASSIFICATION: Hourly

<u>JOB TITLES IN THE HOURLY CLASSIFICATION</u>	<u>JUDICIAL SALARY RANGE</u>
Assistant Secretary to The Assignment Judge (Judge's Secretary)	20
Court Aide	7

COMPENSATION SYSTEM

The hourly rate for employees paid by the hour increases annually on January 1st of each calendar year. The hourly rate is based upon Range 1, Step 1 of the 1990 Burlington County Judicial Compensation Plan for the employee's job title.

The hourly rate is calculated as follows:

Step 1 of the appropriate range is divided by the number of working days in the calendar year (i.e., usually 261 working days); the resulting figure is divided by 8 (i.e., hours in the working day). The resulting figure represents the employee's hourly rate.

