

3-0176
16-15

THIS AGREEMENT, made and entered into this Thirteenth
day of December in the year one thousand nine hundred and
seventy-three,

BETWEEN, the Township of West Milford and the West Milford
Municipal Employees Guild, Supervisory Employees, hereinafter
referred to as the "Union",

WHEREAS, the Employer has voluntarily endorsed the
practices and procedures of collective bargaining as a fair and
orderly way of conducting its relations with its employees insofar
as such practices and procedures are appropriate to the functions
and obligations of the Township, acting through its Municipal Manager,
to retain the right effectively to operate in a responsible and efficient
manner and are consonant with the paramount interests of the
Township and its citizens; and

WHEREAS, the parties recognize that this agreement is not
intended to modify any of the discretionary authority vested in the
Township by the Statutes of the State of New Jersey; and

WHEREAS, it is the intention of the agreement to provide
where not otherwise mandated by statute or ordinances, for the
salary structure, fringe benefits and employment conditions of the
employee covered by this agreement, to prevent interruptions of
work and interference with the efficient operation of the Township,
and to provide an orderly and prompt method of handling and
processing grievances; and

WHEREAS, this contract is entered into pursuant to the
provisions of Chapter 303, Laws of the State of New Jersey, 1968;

ARTICLE I. RECOGNITION

The Employer recognizes the Union as the exclusive representative of all Supervisory employees of the various administrative departments of the Township of West Milford, but excluding any supervisory employees, licensed professional employees, or summer seasonal employees. A classification list of all those employees represented under this contract is attached and is listed under Appendix A which is attached hereto and made a part hereof.

ARTICLE II. MANAGEMENT RIGHTS

It is understood and agreed that the Township Council and the properly appointed and designated management officials of the Township possess the sole right to operate all departments of the Township, and retains the right in accordance with applicable laws and regulations to:

- (1) Direct the employees of all departments, and to assign work;
- (2) To hire, promote, transfer, assign and retain employees in positions within any department and to discipline, promote, discharge or take any other disciplinary action against the employee; civil service procedure shall not be violated;
- (3) To remove employees from duties because of lack of work or other legitimate reasons, but subject to Civil Service regulations;
- (4) To maintain the efficiency of the governmental operations entrusted to them;
- (5) To take whatever actions may be necessary to carry out the mission of any department in the situation of an emergency; assign men to districts;
- (6) To determine the care, maintenance and operation of equipment;

(7) To employ, assign, and make promotions subject to Civil Service regulations;

(8) To make rules, regulations and policies for the operation of any department;

(9) To prescribe the method of purchase of equipment and supplies for any department;

(10) It is further understood and agreed that in accordance with applicable laws and regulations management possess the sole right to

(a) Hire, assign and transfer employees.

(b) Determine the budget and work programs of any Department.

(c) Determine the methods, means and number of personnel needed to carry out the specific program.

(d) Introduce new and improved methods or facilities.

(e) Exchange existing methods or facilities.

(f) Contract for goods or services.

(g) That work or work programs to be performed by any department shall be all that work that is properly authorized by the Township Council.

ARTICLE III. HOURS OF WORK

Section I. The regular hours of work each day shall be consecutive except for interruption of lunch periods. The work day shall begin at 8:30 A.M. until 12:00 Noon which shall be the morning period; from 12:00 Noon to 1:00 P.M. which shall be the lunch period; and from 1:00 P.M. to 4:30 P.M. which shall be the afternoon period. These hours shall be consistent with the prevailing time throughout the year.

Section II. The work week shall consist of five consecutive days in any calendar week.

Section III. Compensatory time off on a hour for hour basis will be allowed to Department Heads after consideration by the Township Manager as to the necessity of the overtime.

ARTICLE IV. LEAVES

Section I. Sick leave.

(a) Sick leave with pay shall accrue to any full-time employee on the basis of one working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days in every calendar year thereafter. Part-time permanent employees shall be entitled to sick leave as established by regulation.

(b) Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

(c) An employee may be reimbursed for accrued sick leave at the time of termination of his employment, at the rate of TEN DOLLARS (\$10.00) per day earned as of January 1, 1973. Upon termination the appointing authority shall certify to the Department of Civil Service the employee's accumulated sick leave which has been paid in accordance with this agreement.

Section II. Vacation.

(a) Amount of vacation leave.

(1) Annual vacation leave with pay shall be earned at the rate of one working day of vacation for each month of service during the remainder of the calendar year following the date of appointment; twelve working days vacation thereafter for every year and up to ten years of service; fifteen working days vacation after the completion of ten years and up to twenty years of service; twenty working days vacation after the completion of twenty years of service. Permanent part-time employees shall receive vacation credit allowance on a proportionate basis.

(2) Vacation allowance must be taken during the current calendar year at such time as permitted or directed by the appointing authority unless the appointing authority determines that it cannot be taken because of pressure of work. Any unused vacation may be carried forward into the next succeeding year only.

(3) A permanent employee who returns from military service is entitled to full vacation allowance for the calendar year of return and the year preceding, provided the latter can be taken during the year of return.

(b) Vacation leave due upon separation.

(1) An employee who is retiring or who has otherwise separated shall be entitled to the vacation for the current year prorated upon the number of months worked in the calendar year in which the separation or retirement becomes effective and any vacation leave which may have been carried over from the preceding calendar year.

(2) Whenever a permanent employee dies having to his credit any annual vacation leave, there shall be calculated and paid to his estate a sum of money equal to the compensation figured on his salary rate at the time of the death.

Section III. Holidays.

(a) The following days shall be recognized and observed as paid holidays:

New Years Day

Lincoln's Birthday

Washington's Birthday

Good Friday

Memorial Day

Independence Day

Labor Day

Columbus Day

General Election Day

Veteran's Day

Thanksgiving Day and the day following

Christmas Day

Employees eligible for holiday pay shall receive seven hours pay at their regular straight time hourly rate of pay for the above enumerated holidays when not worked. Whenever any of the holidays listed above shall fall on a Saturday, the preceding Friday shall be observed as the holiday if so provided by State Law. Whenever any of the holidays listed above shall fall on a Sunday, the succeeding Monday shall be observed as the holiday. All employees shall be granted four hours early quitting time on New Years Eve and Christmas Eve days.

(b) All employees shall be eligible for holiday pay if the employee worked his last scheduled work day prior to the holiday or he is absent by prior consent of his superior.

(c) If a holiday falls within an employees vacation he shall be paid an additional days pay for the unworked holiday or shall be granted one additional day vacation at his option.

(d) If an employee works on any of the holidays listed in Section III(a) of this article, he shall be given compensatory time off as provided in Article III, Section III.

Section IV. Personal days.

Each full-time employee shall be granted three personal days leave upon the approval of his immediate supervisor. Forty-eight hours notice must be given prior to personal days leave, which are not accumulative.

Section V. Death in family.

In the event of death in the immediate family of an employee, each full-time employee shall be granted a funeral leave of three days; if the funeral is outside of the State and requires travel time, an additional two days travel time may be allowed with the approval of the immediate supervisor. Immediate family of the employees under this section is defined as parents, children, brothers, sisters, grandparents and parent-in-laws.

ARTICLE V. SALARY SCALES

The salary scales are to be in accordance with the attached ordinance and salary scales.

ARTICLE VI. INSURANCE

The Blue Cross, Blue Shield, Group Insurance Program presently in effect, including Rider "J", for the employees and dependents, at no cost to the employees, shall continue in effect

for the permanent employees. In addition, the employer shall provide full family major medical insurance. The employer shall have the right to substitution, provided the same coverage is provided.

ARTICLE VII. GRIEVANCE PROCEDURE

Any grievances or dispute which may arise between the parties on the application, meaning or interpretation of this agreement, shall be settled in the following manner:

Step #1: An employee with a grievance shall first discuss it with his immediate superior. Such complaint shall be made within five (5) working days of the occurrence, or when the aggrieved person is aware of the incident which might lead to a grievance.

The reply to the grievance at this step shall be disclosed to the aggrieved person within three (3) working days.

Step #2: If the employee is not satisfied with the disposition at Step #1, he shall, within no more than three (3) working days, file the grievance in writing with the department head, if he is not the immediate superior in Step #1. The department head shall render his decision within five (5) working days after receiving such written grievance from the employee. (If the employee is the department head, this step is to be eliminated).

Step #3: If the grievance still has not been settled, the employee, no later than five (5) working days after receipt of the department head's decision, may request a review by the Township Manager. The request shall be submitted in writing. The Township Manager shall respond in writing within ten (10) working days.

Step #4: Arbitration - the employer and the employee will attempt to mutually agree on an arbitration panel of not less than

two and not more than five arbitrators who may be called upon to arbitrate grievances. Wherever feasible, the same arbitrator shall not be used twice in succession. Either party may remove an arbitrator from the panel by written notice to the other. If the parties cannot agree on a panel of arbitrators, they shall request such a panel from the New Jersey Public Employment Relations Commission, or from the New Jersey State Mediation Service, from the American Arbitration Association, and then select an arbitrator through the procedure outlined by that organization.

Representation: Nothing herein shall prevent any employee from processing his own grievance. However, he may have a representative, who may be an organization designated by the employee as his spokesman, provided, that the employee shall have designated such representative in writing and a copy of such authorization shall have been filed with the Township Manager or with the individual conducting any hearing prior to the holding of such meeting. If the representative is an organization, then and in such case such organization shall notify the employer of the names of the person or alternate in writing, and who are designated by the organization to represent employees under the above grievance procedure.

Representatives of the organization, who are not employees of the employer, will be permitted to visit the employees during the last hour of the work day, at their work stations, but only after prior arrangement and notification has been made by the department head.

Employee - the term "employee" shall mean any regularly employed individual receiving compensation from the employer and included in within agreement. Any reference to the masculine gender shall also be intended to apply to female employees.

ARTICLE VIII. POSITION CLASSIFICATION AND POSITION DESCRIPTION

The position classification and position description for employees as covered by this agreement are attached hereto as Appendix C and by reference are made part of this agreement. Any additions or modifications made to them by Civil Service and adopted by the Township shall automatically become part of this agreement.

ARTICLE IX. GENERAL PROVISIONS

Section I. The Union agrees that its members will not solicit membership in the Union or otherwise carry on Union activities during regular working hours.

Section II. The Township and Union agrees not to discriminate against any employee because of race, color, creed or origin, or sex.

Section III. The Township and Union agrees not to interfere with the right of employees to become or not become members of the Union and further that there shall be no discrimination or coercion against any employee because of Union membership or non-membership.

Section IV. Strikes. The Union acknowledges that the employees of the Township will not strike, engage in or condone any strike, slow down, stoppage of work or any other interruption of the operation of Township duties. Any or all employees who violate the provisions of this section may be discharged or otherwise disciplined by the Township pursuant to the rules of Civil Service or other State statutes applicable. The Township will not lock any

employees out during the term of the agreement as a result of a labor dispute with the Union.

Section V. If any provisions of this agreement are subsequently declared by the proper legislative or judicial authorities to be unlawful or unenforceable, or not in accordance with applicable statutes or ordinances, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

ARTICLE X. TERMINATION

Section I. This agreement shall be effective as of January 1, 1973, except as herein above stated and shall remain in full force and effect until the 31st of December, 1974, at 12:00 midnight, and shall be thereafter unless prior to the anniversary date, either party shall notify the other in writing sixty days in advance, that it desires to modify this agreement. In the event that such notice is given, negotiations shall begin not later than thirty days prior to the anniversary date; this agreement shall remain in full force and be effective during the period negotiations and until notice of termination of this agreement is provided to the other party in the manner set forth in the following paragraph.

Section II. In the event that either party desires to terminate this agreement, written notice must be given to the other party not less than ten days prior to the desired termination date which shall not be before the anniversary date set forth in the preceding paragraph.

IN WITNESS WHEREOF, the parties have hereto set their

hands and seals, and/or caused their corporate seals to be
hereto affixed, after signature of their proper corporate officers
the day and year first above written.

TOWNSHIP OF WEST MILFORD,
IN THE COUNTY OF PASSAIC

by George E. Ebert

ATTEST:

Ellen Ryan

by Henry Schuch

ATTEST:

Lawrence Caruso

APPENDIX A

Building Inspector

Municipal Judge

Municipal Treasurer

Chief Assessor

Tax Collector

Township Engineer

Chief Sanitary Inspector

Township Clerk

Planner

Health Officer

DEPT.	NAME	TITLE	1972 SALARY	1973 SALARY	INC.	FIRST	SECOND	THIRD	FOURTH	FIFTH	PROPOSED 1973 SALARY	INC. % OF	ADJ. COS
Bldg. Insp.	E. Richards	Bldg. Insp. U.	12240.00	12240.00		10349.67	10952.04	11589.46	12263.98	12977.76	13,464.00	10	1224
	L. Caruso	Asst. Bldg. Ins.	9570.00	9570.00		8122.17	8562.99	9061.37	9588.76	10146.83	10,527.00	10	957
Twp. Clk.	G. Eckhardt	Twp. Clk.	12240.00	12240.00		NOT IN SURVEY	NOT IN SURVEY				13,464.00	10	1224
	Ruth Napp	Sr. Clk. Steno.	6548.00	6548.00		5871.80	6138.99	6406.18	6675.49	6942.68	6,942.68	6	394
	F. Johnstone *	Clk. Typist	5001.00	5219.00		5072.36	5302.43	5533.57	5763.65	5993.73	5,533.57	6	314
Mun. Ct.	Judge Cluff	Mun. Judge	-	4674.00		NOT IN SURVEY	NOT IN SURVEY				4,954.44	6	280
	Linda Allen	Clk. Typist	4784.00	5002.00		5072.36	5302.43	5538.57	5763.65	5993.73	5,302.43	6	300
	Louise Olin	Mun. Ct. Clk.	6703.00	6974.00		6797.42	7107.09	7374.36	7725.16	8033.70	7,394.36	6	420
	Fran Anderson	Dep. Ct. Clk.	6384.00	6662.00		6474.04	6768.80	7063.55	7357.24	7652.00	7,063.55	6	401
Bd. Adj.	C. Bartkowicz	Sr. Clk. Typist	5514.00	5753.00		5590.83	5846.36	6099.76	6354.22	6607.63	6,099.76	6	346
	Bd. of Adj. Secy.	(Bartkowicz) Secy.	600.00	636.00		NOT IN SURVEY	NOT IN SURVEY				674.16	6	31
Planning	G. DeCesare	Secretary	7069.00	7390.00		7495.08	7835.43	8175.78	8516.13	8856.47	7,835.43	6	44
Finance	G. Vreeland	Twp. Treasurer	10600.00	10600.00		13458.07	14069.85	14680.57	15292.34	15361.43	11,236.00	6	63
	L. Nelson	Bk. Mach. Oper.	5023.00	5251.00		5325.76	5567.50	5809.24	6050.98	6291.67	5,567.50	6	31
	D. Allen	Prin. Bk. Mach. Operator	5479.00 (change in title)	6309.00		6797.42	7107.09	7394.36	7725.16	8033.70	6,797.42	6	48
Assessor	L. Freeland	Chief Assessor	13860.00	13860.00		11625.91	12153.93	12683.01	13233.29	13739.04	15,246.00	10	138
	V. Hedgecock	Sr. Asses. Clk.	7286.00	7577.00		6797.42	7107.02	7394.36	7725.16	8033.70	8,033.70	6	45
	D. Siy	Asst. Assessor	9640.00	9640.00		7726.27	8175.95	8651.80	9155.35	9688.20	10,604.00	10	96

DEPT.	NAME	TITLE	1972 SALARY	1973 SALARY	INC. % OF	FIRST	SECOND	THIRD	FOURTH	FIFTH	1973 SALARY	INC. % OF	ADJ. CCF
	L. Martin *	Clk. Typist*	5002.00	5219.00		5072.36	5302.43	5533.57	5763.65	5993.73	5,533.57	6	31
	L. Martin *	Sr. Clk. Typist*	-	5753.00		5590.83	5846.36	6099.76	6354.22	6607.63	6,099.76	6	34
Collector	Michelfelder	Tax Collector	14090.00	14090.00		NOT IN SURVEY					15,499.00	10	14
	Baker *	Dep. Tax. Col.	8555.00	8927.00		8676.23	9070.65	9465.07	9858.44	10253.91	9,465.07	6	53
	Cousin	Sr. Bk. Mach. Operator	6994.00	7286.00		6797.42	7107.09	7394.36	7725.16	8033.70	7,725.16	6	43
	Dann *	Bk. Mach. Oper.*	5251.00	5479.00		5325.76	5567.50	5809.24	6050.98	6291.67	5,809.24	6	30
	Dann *	Oper. * Sr. Bk. Mach.	-	6411.00		6797.42	7107.02	7394.36	7725.16	8033.70	6,797.42	6	28
	Crotta *	Bk. Mach. Oper.	-	4739.00		5325.76	5567.50	5809.24	6050.98	6291.67	5,325.76	6	50
	Wendelkin*	Sr. Bk. Mach. Oper. *	--	6411.00		6797.42	7107.02	7394.36	7725.16	8033.70	6,797.42	6	32
	Wendelkin*	Dep. Tax. Col.*	-	8183.00		8676.23	9070.65	9465.07	9858.44	10253.91	8,676.23	6	49
Twp. Mgr.	Wojciechowski	Adm. Secy.	7390.00	7711.00		7495.03	7835.43	8175.78	8516.13	8856.47	8,175.78	6	40
Pub. Wks.	Kaveliski*	Prin. Clk. Steno.	6411.00	6703.00		6797.42	7107.02	7394.36	7725.16	8033.70	7,107.02	6	40
	Stegmann	Twp. Engineer	18000.00	18000.00		NOT IN SURVEY					19,080.00	6	10
	Decker	Prin. Eng. Aide	12320.00	12320.00		NOT IN SURVEY					13,552.00	10	12
	Storms	Draftsman	5539.00	6044.00		NOT IN SURVEY					6,406.64	6	36
	Planten	Pb. Wks. Inspect.	-	9000.00		NOT IN SURVEY					9,540.00	6	54
	Schoenberg	Asst. Engineer	-	11500.00		NOT IN SURVEY					12,190.00	6	69
Police	Zegarón	Clk. Typist	5002.00	5219.00		5072.36	5302.43	5533.57	5763.65	5993.73	5,533.57	6	31

EMPLOYEE NAME	TITLE	1972 SALARY	1973 SALARY	INC. %	FIRST	SECOND	THIRD	FOURTH	FIFTH	1973 SALARY	INC. % OF	ADDITIONAL COSTS
Waldrin*	EEA Secretary	-	4512.00		NOT IN SURVEY					5200.00	6	712.00
Niesen	Planner	12000.00	12000.00		NOT IN SURVEY					12720.60	6	720.60
Greene	Ch. San. Insp.	11868.00	12343.00		11073.51	11577.14	12079.64	12583.34	13086.97	13577.00	10	1234.00
Moschetta	P. H. Nurse Sr.	9299.00	9671.00		8676.23	9070.65	9465.07	9859.49	10253.91	10253.91	6	582.00
Rodda	Secy. & Registr.	8550.00	8550.00		7271.64	7762.23	8252.82	8743.41	9234.00	9234.00	8	684.00
Travis	P. H. Nurse	8032.00	8353.00		7495.08	7835.43	8175.78	8516.13	8856.47	9188.00	10	835.00
Schaub	San. Insp.	7869.00	8270.00		6992.78	7399.77	7830.46	8286.20	8768.47	9950.00	20	1680.00
Schmidt	Pl. Insp.	part time 4982.00	full time 9045.00		NOT IN SURVEY					9950.00	10	905.00
Martin	Dog Warden	6000.00	6000.00		NOT IN SURVEY					6360.00	6	360.00
Rosemary Beck	Clk. Steno. P. T.	2205.00	2337.00		NOT IN SURVEY					2477.22	6	140.22
Ronne Nutter	EEA Secretary	-	5200.00		NOT IN SURVEY					5200.00		
J. Windreich	Clk. Typist	-	4784.00		5072.36	5302.43	5533.57	5763.65	5993.73	5072.36	6	288.36
L. Baker	Bk. Mach. Op.	-	5023.00		5525.76	5567.50	5809.24	6050.98	6291.67	5325.76	6	302.76
I. Eirman	Bk. Mach. Op.	-	5023.00		5325.76	5567.50	5809.24	6050.98	6291.67	5325.76	6	302.76
Kathleen Mays	Clerk Typist	-	4784.00		5072.36	5302.43	5533.57	5763.65	5993.73	5072.36	6	288.36
ALL SALARIES ARE TO BE PRORATED ACCORDING TO STARTING DATE OR DATE OF PROMOTION.												
William Martin	promoted to Senior Clerk Typist, third step, effective September 10, 1973											
Walter Stone	terminated September 10, 1973											
Peggy Baker	terminated employment August 31, 1973											
John	promoted to Senior Bookkeeping Machine Operator, effective September 10, 1973											
John	new employee - started at low salary bracket - is to be brought up to first step of \$5325.76											

Waldrin - started at title of Sr. Bk. Mach. Oper. - appointed (temporary appointment) position of Deputy Tax Collector effective September 10, 1973.
 Rodda - terminated employment August 24, 1973.
 Waldrin - started at low salary bracket - must be brought up to \$5200.00

DEPARTMENT	NAME	TITLE	SALARY	INC.	FIRST	SECOND	THIRD	FOURTH	FIFTH	SALARY	INC.	CO
Building Inspector	E. Richards	Bld. Insp. U.	13464.00		10970.65	11609.16	12284.83	12999.82	13756.43	14,271.84	6	80
	L. Caruso	Asst. Bld. Ins.	10527.00		8609.50	9076.77	9605.05	10164.09	10755.64	11,158.62	6	6
Township Clerk	G. Eckhardt	Twp. Clk.	13464.00		NOT IN SURVEY					14,271.84	6	8
	Ruth Napp	Sr. Clk. Steno.	6942.68		6224.11	6507.33	6790.55	7076.19	7359.24	7,359.24	6	41
	J. Windreich	Clk. Typist	5072.36		5376.70	5620.58	5865.58	6109.47	6353.35	5,376.70*	6	30
Municipal Judge	Judge Cluff	Mun. Judge	4954.44		NOT IN SURVEY					5,251.71	6	29
	Linda Allen	Clk. Typist	5302.43		5376.70	5620.58	5865.58	6109.47	6353.35	5,865.58	6	56
	Louise Olin	Mun. Ct. Clk.	7394.36		7205.27	7533.52	7838.00	8188.67	8515.72	8,188.67	6	79
	F. Anderson	Dep. Ct. Clk.	7063.55		6862.48	7174.93	7487.36	7798.67	8111.12	7,798.67	6	73
Bd. of Adjustmt.	C. Bartkovicz (C. Bartkovicz) Secretary	Sr. Clk. Typist	6099.76		5926.28	6197.14	6465.75	6735.47	7004.09	6,735.47	6	63
		Secretary	674.16		NOT IN SURVEY					714.61	6	4
Planning	G. DeCosare	Secretary	7835.43		7944.79	8305.55	8666.33	9027.10	9387.85	8,666.33	5	83
Finance	G. Vrecland	Twp. Treas.	11236.00		14265.55	14914.04	15561.40	16309.12	16283.12	11,910.16	6	67
	D. Allen	Prin. Bk. Mach. Operator	6797.42		7205.27	7533.52	7838.00	8188.67	8515.72	7,205.27**	6	407
Assessor	L. Freeland	Ch. Assessor	15246.00		12323.46	12883.17	13444.00	14027.29	14563.38	16,160.76	6	91
	V. Hedgecock	Sr. Asses. Cl.	8033.70		7205.27	7533.52	7838.00	8188.67	8515.72	8,515.72	6	48
	D. Sly	Asst. Asses.	10604.00		8189.84	8666.65	9170.91	9704.67	10269.49	11,240.24	6	636
	L. Martin	Sr. Clk. Typ.	6099.76		5926.28	6197.14	6465.75	6735.47	7004.09	6,465.75**	6	36

NAME	TITLE	SALARY	INC.	FIRST	SECOND	THIRD	FOURTH	FIFTH	SALARY	INC.	CC
Collector	H. Michelfelder	15499.00		NOT IN SURVEY					16,428.94	6	929.
	J. Wendelkin	8676.23		9196.80	9614.89	10032.97	10449.95	10869.14	9,196.80**	6	520.
	D. Crotta L. Baker	5325.76 5325.76		5645.31 5645.31	5901.55 5901.55	6157.79 6157.79	6414.03 6414.03	6669.17 6669.17	5,645.31* 5,645.31*	6 6	319. 319.
	Irene Eirman	5325.76		5645.31	5901.55	6157.79	6414.03	6669.17	5,645.31*	6	319.
Township Mgr.	S. Wojciechowski	8175.78		7944.79	8305.55	8666.33	9027.10	9387.85	9,027.10	6	851.
Public Works	Stegmann	19080.00		NOT IN SURVEY					20,225.00	6	1143.
	Decker	13552.00		NOT IN SURVEY					14,365.12	6	813.
	Storms	6406.64		NOT IN SURVEY					6,791.04	6	384.
	Planten	9540.00		NOT IN SURVEY					10,112.40	6	572.
	Schoenberg	12190.00		NOT IN SURVEY					12,921.40	6	731.
Police	E. Zegaren	5533.57		5376.70	5620.58	5865.58	6109.47	6353.35	6,109.47	6	575.
	D. Waldrin	5200.00		NOT IN SURVEY					5,512.00	6	312.
Planner	Nieson	12720.60		NOT IN SURVEY					13,484.00	6	763.
Health	J. Greene	13577.00		11738.00	12272.00	12805.00	13339.00	13873.00	14,392.00	6	815.
	J. Moschetta	10253.91		9197.80	9615.00	10033.00	10451.00	10869.14	10,869.14	6	615.
	Rodda	9234.00		7707.94	8228.00	8748.00	9268.00	9788.04	9,788.04	6	554.
	Travis	9188.00		7945.00	8306.00	8667.00	9027.00	9388.00	9,739.28	6	551.
	Schaub	9950.00		7413.00	7844.00	8301.00	8784.00	9295.00	10,547.00	6	597.

1370

AN ORDINANCE CONCERNING SALARIES AND COMPENSATION AND
AMENDING SECTION 13-5 OF THE REVISED ORDINANCES OF THE
TOWNSHIP OF WEST MILFORD, NEW JERSEY, 1958

BE IT ORDAINED, by the Township Council of the Township of West Milford, in the County of Passaic:

1. Section 13-5 of the Revised Ordinances of the Township of West Milford, New Jersey, 1958, insofar as the Officers, Clerical Assistants, and Employees herein stated, is hereby amended to read as follows:

"13-5. Salary Schedule.

For the years 1973 and 1974 and future years, unless otherwise specified herein, or amended, the annual salaries of the officers and the compensation, while on duty of the officers and employees of the Township shall be in accordance with the ranges as follows, or where no ranges are specified, in the manner as specified on the following pages.

1973

1974

	<u>Salary Range</u>	<u>Non-Range</u>	<u>Salary Range</u>	<u>Non-Range</u>
Administrative Secretary to Municipal Manager	\$ 7495.08 - 8856.47	-	\$ 7944.78 - 9387.85	-
Assessor	-	\$ 1.00	-	\$ 1.00
Assistant Assessor	-	\$10604.00	-	\$11,240.24
Assistant Building Inspector	-	\$10527.00	-	\$11,158.62
Assistant Municipal Engineer	-	\$12190.00	-	\$12,921.40
Bookkeeping Machine Operator	\$ 5325.76 - 6291.67	-	\$ 5645.31 - 6669.17	-
Building Inspector	-	\$13464.00	-	\$14,271.84
Chief Assessor	-	\$15246.00	-	\$16,160.76
Chief Sanitary Inspector	-	\$13577.00	-	\$14,392.00
Clerk Typist	\$ 5072.36 - 5993.73	-	\$ 5376.70 - 6353.35	-
Clerk Stenographer (part time)	"	\$ 2477.22	-	\$ 2,625.85
Deputy Municipal Court Clerk	\$ 6474.04 - 7652.00	-	\$ 6862.48 - 8111.12	-
Deputy Municipal Tax Collector	\$ 8676.23 - 10253.91	-	\$ 9196.80 - 10869.14	-
Director of Civilian Defense and Disaster Control	-	\$ 2000.00	-	\$ 2,000.00
Director of Welfare	-	\$ 4200.00	-	\$ 4,200.00

	1973		1974	
	Salary Range	Non-Range	Salary Range	Non-Range
Draftsman	-	\$ 6406.64	-	\$ 6,791.04
Judge of Municipal Court	-	\$ 4954.44	-	\$ 5,251.71
Municipal Court Clerk	\$ 6797.42 - 8033.70	-	\$ 7205.27 - 8515.72	-
Municipal Clerk	-	\$13464.00	-	\$14,271.84
Municipal Tax Collector	-	\$15499.00	-	\$16,428.94
Municipal Treasurer (part time)	-	\$11236.00	-	\$11,910.16
Plumbing Inspector	-	\$ 9950.00	-	\$10,547.00
Poundkeeper	-	\$ 6360.00	-	\$ 6,741.60
Principal Bookkeeping Machine Operator	\$ 6797.42 - 8033.70	-	\$ 7205.27 - 8515.72	-
Principal Clerk Stenographer	\$ 6797.42 - 8033.70	-	\$ 7205.27 - 8515.72	-
Principal Engineering Aide	-	\$13552.00	-	\$14,365.12
Prosecuting Attorney	-	\$ 2696.64	-	\$ 2,858.44
Public Health Nurse	-	\$ 9188.00	-	\$ 9,739.28
Public Works Inspector	-	\$ 9540.00	-	\$10,112.40

	1973		1974	
	Salary Range	Non-Range	Salary Range	Non-Range
Sanitary Inspector	-	\$ 9950.00	-	\$10,547.00
Secretary, Board of Adjustment	\$ 600.00 - 1,200.00	-	\$ 600.00 - 1,200.00	-
Secretary and Registrar of Vital Statistics	\$ 7271.64 - 9,234.00	-	\$ 7707.94 - 9,788.04	-
Secretary, Planning Board	\$ 7495.08 - 8,856.47	-	\$ 7944.78 - 9,387.86	-
Senior Assessing Clerk	\$ 6797.42 - 8,033.70	-	\$ 7205.27 - 8,515.72	-
Senior Bookkeeping Machine Operator	\$ 6797.42 - 8,033.70	-	\$ 7205.27 - 8,515.72	-
Senior Clerk Typist	\$ 5590.33 - 6,607.63	-	\$ 5926.28 - 7,004.09	-
Senior Clerk Stenographer	\$ 5871.80 - 6,942.68	-	\$ 6224.11 - 7,359.24	-
Senior Public Health Nurse	\$ 8676.23 - 10,253.91	-	\$ 9196.80 - 10,869.14	-
Township Engineer	-	\$19080.00	-	\$20,225.00
Veterans Service Officer	-	\$ 900.00	-	\$ 900.00
Health Officer	\$15000.00 - 18,000.00	-	\$15900.00 - 19,080.00	-

	<u>1973 Salary Ranges</u>	<u>1974 Salary Ranges</u>
Special Policemen (specially qualified, according to standards fixed by Township Council, for special Patrol Duty with regular member of Police Department while on duty	\$2.92/Hour	\$3.10/Hour
Special Police assigned to Municipal Court	\$10.60 per evening	\$11.24 per evening
All other Special Policemen, Special Policewomen, while on duty	\$2.39/Hour	\$2.53/Hour
Special Police Matron, with clerical duties	\$2.39/Hour	\$2.53/Hour

LONGEVITY

Longevity pay shall be paid to above named full time officers and employees, as follows, payable on December 1st:

After five years of service	\$ 65.00/year
After ten years of service	\$130.00/year
After fifteen years of service	\$195.00/year
After twenty years of service	\$260.00/year
After twenty-five years of service	\$325.00/year

2. The hours of duty for the above named officers, clerical assistants and employees and the amount of days of annual vacation for each shall be fixed and determined by and between the Township Council and representatives of the employee units, and by agreement, in accordance with the provisions of Chapter 303, Laws of the State of New Jersey, 1968.
3. The salaries and compensation appearing under the column headed

"1973" shall be retroactive to January 1, 1973, and the salaries and compensation appearing under the heading "1974" shall become effective January 1, 1974, provided they are not inconsistent with any Federal or State regulation.

4. Administrative and clerical employees shall be paid overtime on a straight hourly basis for the first two hours of overtime worked and on a straight hourly basis for the last two hours of overtime worked and shall be paid on the basis of time and one-half for any intervening hours and the maximum overtime hours to be worked in any twenty-four hour period shall be seven and one-half hours. This provision shall not apply to any statutory position and/or officers of the Township whose attendance at Township Council meetings and/or any other government agencies whose attendance at meetings are considered as a part of their regular employment in their position. Department heads, whose duties require them to work other than normal working hours shall, upon approval of the Township Manager, be granted compensatory time off on an hour for hour basis in lieu of the time worked.

5. Any and all ordinances or parts thereof in conflict or inconsistent with any of the terms of this Ordinance are hereby repealed to such extent as they are so in conflict or inconsistent.

6. This Ordinance shall take effect twenty (20) days after its final passage by the Township Council.

Introduced: November 21, 1973

Adopted: December 5, 1973

Effective Date: December 5, 1973 (by resolution
proclaiming an emergency)

GEORGE E. ECKERT (L.S.)
MAYOR

ATTEST:

GEORGE F. ECKHARDT, JR. (L.S.)

TOWNSHIP CLERK