

TERM SHEET  
UPDATED MAY 31, 2017

TOWN OF HARRISON – HARRISON CIVIL SERVICE ASSOCIATION  
COLLECTIVE NEGOTIATING 2017

Whereas, the Town of Harrison ("Town") and the Harrison Civil Service Association ("Association") have met on several occasions to negotiate the terms of a new collective negotiations agreement ("CNA") (the last one expired 12/31/2015); and

Whereas, the Town and the Association agreed to the terms for a new CNA with both parties, through representatives, signing a "Proposed Term Sheet" on April 26, 2017 (copy attached as Appendix A), subject to approval by the Mayor & Council, the Association membership, and the DCA, which has fiscal oversight of the Town under the Transitional Aid Program (the "Program"); and

Whereas, the membership of the Association ratified the Proposed Term Sheet and the Mayor & Council introduced Ordinance No. 1341 on May 2, 2017, thereby agreeing to the terms of the Proposed Term Sheet. A copy of Ordinance No. 1341, which incorporates the Proposed Term Sheet, is attached hereto as Appendix B; and

Whereas, the Town forwarded the Proposed Term Sheet to the DCA for approval, as per the Program; and

Whereas, the DCA did not approve the Proposed Term Sheet, requiring several concessions from the Association, including contractual agreement that the dynamic status quo doctrine does not apply to the CNA; elimination of (July) increments for new hires, and reduction in the effective percentage salary increases; and

Whereas, the DCA agreed, after discussions with the Town, to a new two (2) year deal for 2016 and 2017, with the effective percentage salary increase being under 2%, and only the concessions contained in the Proposed Term Sheet; and

Whereas, the Mayor & Council agreed to the new two (2) year deal by introducing Ordinance No. 1346 on May 25, 2017 (copy attached as Appendix C), with a hearing/adoption advertised for June 6, 2017; and

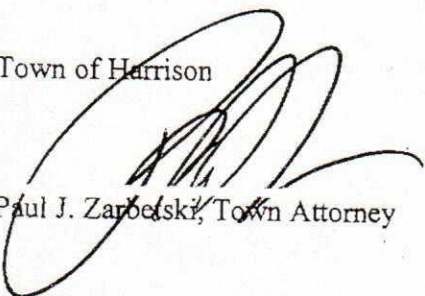
Whereas, the Association membership at a meeting held on May 31, 2017 approved of the new two (2) year deal.

Now, therefore, be it agreed between the Town and Association as follows.

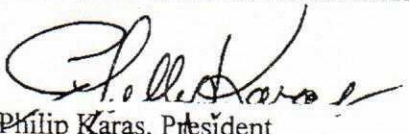
1. Salaries:
  - a. 2016 – 2% across-the-board (No Retroactive Pay)
  - b. 2017 – 2% across-the-board (Retroactive Pay to 01/01/17)

2. Anyone hired on or after the date of execution of this Term Sheet, eliminate longevity for new hires.
3. Anyone hired on or after the date of execution of this Term Sheet, eliminate paid health insurance for retirees and their dependents when the retiree and his/her spouse/partner reaches Medicare age (currently 65).
4. Increase Max salary for Municipal Court Attendant to entry level Clerk (\$65,424 – 2015 amount).
5. Increase Max salary for Public Safety Telecommunications Operator to entry level Clerk (\$65,424 – 2015 amount).
6. Increase Max salary for Senior Public Safety Telecommunications Operator (\$71,888 – 2015 amount).
7. The Association agrees that the Town has the right to move out of the State Health Benefits (SHBP) plan to an equal or better plan, and can at any time move back to the SHBP for the then current SHBP coverage, notwithstanding that same may not be equal to or better. The Town will refrain from acting on this until and if all the unions agree.
8. Terminal leave payment for vacation and sick days accumulated in the final year shall be prorated as per the methodology currently in the FMBA CBA (i.e., retirement in 1<sup>st</sup> Q.—25%, 2<sup>nd</sup> Q.—50%, 3<sup>rd</sup> Q.—75%, 4<sup>th</sup> Q.—100%).
9. All of the foregoing terms and conditions in paragraphs 1-8 above shall immediately become part of the CNA between the Town and the Association, and the CNA shall be amended to reflect same and signed by the parties, covering the period of 01/01/2016 to 12/31/2017.
10. All of the terms and conditions set forth in the expired CNA (01/01/2012 – 01/01/2015) that are not modified herein shall remain in full force and effect.
11. The Town and the Association shall meet prior to 12/31/2017 for the purposes of negotiating the terms for a successor agreement.

Town of Harrison

  
Paul J. Zarbetski, Town Attorney

Harrison Civil Service Association

  
Philip Karas, President

Negotiations Committee Members

Mary C. Hayes  
Noemia Carvalho  
M. de Sousa  
Clinda Hill  
Christine Barton

PROPOSED TERM SHEET

TOWN OF HARRISON – HARRISON CIVIL SERVICE ASSOCIATION  
COLLECTIVE BARGAINING 2017

For negotiation purposes only. All terms to be approved by the HCSA membership, Mayor and Council and DCA.

1. Salaries:
  - a. 2016 – 2% (No Retro)
  - b. 2017 – 2% (Retro to 01/01/17)
  - c. 2018 – 2% (01/01/2018)
  - d. 2019 – 2% (01/01/2019)
  - e. 2020 – 2% (01/01/2020)
2. Anyone hired on or after the date of execution of the new CBA, eliminate longevity for new hires.
3. Anyone hired on or after the date of execution of the new CBA, eliminate paid health insurance for retirees and their dependents when the retiree and his/her spouse/partner reaches Medicare age (currently 65).
4. Increase Max for Municipal Court Attendant to Entry Level Clerk (\$65,424 – 2015 amount).

Dispatch

1. Salaries:
  - a. 2016 – 2% (No Retro)
  - b. 2017 – 12% (Retro to 04/01)
  - c. 2018 – 0% (01/01/2018)
  - d. 2019 – 0% (01/01/2019)
  - e. 2020 – 2% (01/01/2020)
2. Anyone hired on or after the date of execution of the new CBA, eliminate longevity for New Hires
3. Anyone hired on or after the date of execution of the new CBA, eliminate paid health insurance for retirees and their dependents when the retiree and his/her spouse/partner reaches Medicare age (currently 65).
4. Increase Max for Public Safety Telecommunication Operator to Entry Level Clerk (\$65,424 – 2015 amount).
5. Increase Max for Senior Public Safety Telecommunication Operator to (\$71,888 – 2015 amount).

Appendix A

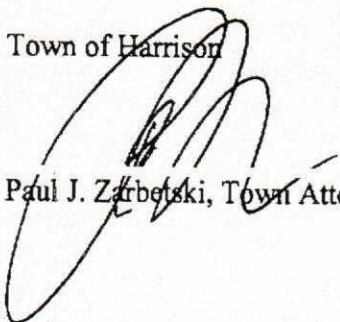
6. Dispatch schedule to be same 12-hour shift as the PBA unions, same to be implemented as soon as practicable.
7. Sick Days 15 – 9.6 hour days (currently receiving 12-10 hour days).
8. Dispatchers shall receive seven 12-hour “Kelly” days under the same terms as the PBA unions.

HCSA agrees that the Town has the right to move out of the State Health Benefits (SHBP) plan to an equal or better plan, and can at any time move back to the SHBP for the then current SHBP coverage, notwithstanding that same may not be equal to or better. The Town will refrain from acting on this until and if all the unions agree.


Terminal leave payment for vacation and sick days accumulated in the final year shall be prorated as per the methodology currently in the FMBA CBA (i.e., retirement in 1<sup>st</sup> Q.—25%, 2<sup>nd</sup> Q.—50%, 3<sup>rd</sup> Q.—75%, 4<sup>th</sup> Q.—100%).

All of the terms and conditions set forth in the expired CNA (01/01/2012 – 01/01/2015) that are not modified herein shall remain in full force and effect.

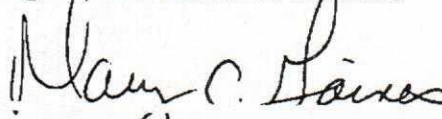
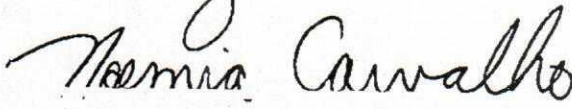
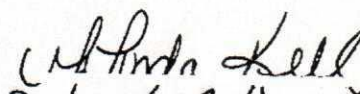

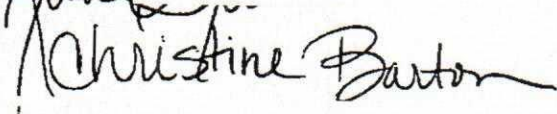
Town of Harrison

  
Paul J. Zarbetski, Town Attorney

Harrison Civil Service Association

  
Philip Karas, President

Negotiations Committee Members

TOWN OF HARRISON

COUNTY OF HUDSON

ORDINANCE NO. 1341

**AN ORDINANCE TO AMEND ORDINANCE NOS. 1224 AND 1284 TO PROVIDE SALARY INCREASES FOR CIVIL SERVICE EMPLOYEES OF THE TOWN OF HARRISON**

**BE IT ORDAINED**, by the Mayor and Council of the Town of Harrison, County of Hudson and State of New Jersey, that:

**Section 1.** There is hereby established new salary schedules for the following permanent employees of the Town of Harrison, effective January 1 of the year indicated:

Civil Service Employees	2016		2017	2018	2019	2020
	MIN.	MAX	MAX	MAX	MAX	MAX
ACCOUNT CLERK/TYPING/MULTI-LINGUAL	20,000	66,732	68,067	69,428	70,817	72,233
CLERK 1/MULTI-LINGUAL	20,000	66,732	68,067	69,428	70,817	72,233
KEYBOARDING CLERK 1/MULTI-LINGUAL	20,000	66,732	68,067	69,428	70,817	72,233
SENIOR ACCOUNT CLERK	20,000	71,754	73,189	74,653	76,146	77,669
CLERK 2/MULTI-LINGUAL	20,000	71,754	73,189	74,653	76,146	77,669
KEYBOARDING CLERK/2 MULTI-LINGUAL	20,000	71,754	73,189	74,653	76,146	77,669
PRINCIPAL ACCOUNT CLERK/TYPING	30,000	87,409	89,157	90,940	92,759	94,614
CLERK 3/MULTI-LINGUAL	30,000	87,409	89,157	90,940	92,759	94,614
KEYBOARDING CLERK 3/MULT-LINGUAL	30,000	87,409	89,157	90,940	92,759	94,614
ADMINISTRATIVE CLERK	40,000	109,588	111,780	114,016	116,296	118,622
ELECTRICAL INSPECTOR P/T	1,500	36,187	36,911	37,649	38,402	39,170
PLUMBING INSPECTOR P/T	1,000	36,187	36,911	37,649	38,402	39,170
SUB CODE OFFICIAL-ELECTRIC P/T	2,500	48,248	49,213	50,197	51,201	52,225
SUB CODE OFFICIAL-FIRE P/T	2,500	48,248	49,213	50,197	51,201	52,225
SUB CODE OFFICIAL-PLUMBING P/T	2,500	48,248	49,213	50,197	51,201	52,225
ASSIST CONSTRUCTION CODE OFFICIAL	20,000	96,496	98,426	100,395	102,403	104,451
BUILDING SUBCODE OFFICIAL/ZONING OFFICER F/T	10,000	96,496	98,426	100,395	102,403	104,451
MUNICIPAL COURT ATTENDANT	20,000	66,732	68,067	69,428	70,817	72,233
VIOLATIONS CLERK	20,000	71,754	73,189	74,653	76,146	77,669
DEPUTY MUNICIPAL COURT ADMINISTRATOR	20,000	71,754	73,189	74,653	76,146	77,669
MUNICIPAL COURT ADMINISTRATOR	25,000	96,542	98,473	100,442	102,451	104,500
JUDGE OF THE MUNICIPAL COURT	25,000	90,284	92,090	93,932	95,811	97,727
BOILER OPERATOR P/T	1,500	12,062	12,303	12,549	12,800	13,056
BUILDING SERVICE WORKER	18,000	79,582	81,174	82,797	84,453	86,142
BUILDING MAINT. WORKER	18,000	79,582	81,174	82,797	84,453	86,142
SR. BUILDING MAINT. WORKER	18,000	79,582	81,174	82,797	84,453	86,142
OMNIBUS OPERATORS/BUS DRIVERS P/T HOURLY	7	20	21	21	22	22
ELECTRICIAN	18,000	79,582	81,174	82,797	84,453	86,142
LABORER 1	18,000	79,582	81,174	82,797	84,453	86,142
TRUCK DRIVER	20,000	80,887	82,505	84,155	85,838	87,555
TRUCK DRIVER HEAVY	20,000	83,211	84,875	86,573	88,304	90,070
HEAVY EQUIPMENT OPERATOR	25,000	84,931	86,630	88,363	90,130	91,933
MECHANIC'S HELPER/ PART TIME	7	58	59	60	62	63
MECHANIC	25,000	71,754	73,189	74,653	76,146	77,669
MECHANIC/TRUCK DRIVER	30,000	91,324	93,150	95,013	96,913	98,851
PARKING ATTENDANT P/T	5,000	32,616	33,268	33,933	34,612	35,304
SUPERVISOR PUBLIC WORKS	35,000	101,109	103,131	105,194	107,298	109,444
SUPERVISOR WATER/SEWER	35,000	101,109	103,131	105,194	107,298	109,444
MUNICIPAL TREASURER P/T	10,000	69,173	70,556	71,967	73,406	74,874
MUNICIPAL TREASURER	40,000	96,496	98,426	100,395	102,403	104,451
FIRE PREVENTION SPECIALIST P/T HOURLY	15	25	25	25	25	25
FIRE OFFICIAL P/T HOURLY	25	50	50	50	50	50
REGISTERED ENVIR. HEALTH SPEC FOR HEALTH	25,000	79,582	81,174	82,797	84,453	86,142

**Civil Service Employees Continued**

	<u>MIN.</u>	<u>2016 MAX</u>	<u>2017 MAX</u>	<u>2018 MAX</u>	<u>2019 MAX</u>	<u>2020 MAX</u>
DIRECTOR OF REDEVELOPMENT (UNCLASS.)	20,000	58,709	59,883	61,081	62,303	63,549
SYSTEMS ANALYST (UNCLASS.) IT	25,000	95,238	97,143	99,086	101,068	103,089
LIBRARY ASSIST	18,000	39,139	39,922	40,720	41,534	42,365
SENIOR LIBRARY ASSIST./MULTI-LINGUAL	20,000	71,754	73,189	74,653	76,146	77,669
PRINCIPAL LIBRARY ASSIST	30,000	87,409	89,157	90,940	92,759	94,614
LIBRARY DIRECTOR (UNCLASS.)	25,000	91,324	93,150	95,013	96,913	98,851
LIBRARY DIRECTOR	25,000	91,324	93,150	95,013	96,913	98,851
MUNICIPAL ATTORNEY P/T	10,000	69,173	70,556	71,967	73,406	74,874
GRADUATE NURSE PUBLIC HEALTH	30,000	79,582	81,174	82,797	84,453	86,142
CLASS I POLICE OFFICER P/T HOURLY	20	26	26	27	29	29
CLASS II POLICE OFFICER P/T HOURLY	20	26	26	27	29	29
CLASS III POLICE OFFICER P/T HOURLY	20	26	26	27	29	29
SCHOOL TRAFFIC GUARD P/T	2,500	18,721	19,095	19,477	19,867	20,264
PUBLIC SAFETY TELECOM. TRAINEE	17,500	39,139	39,922	40,720	41,534	42,365
PUBLIC SAFETY TELECOM.	20,000	66,732	68,067	69,428	70,817	72,233
PUBLIC SAFETY TELECOM. P/T HOURLY	12	20	21	21	22	22
SENIOR PUBLIC SAFETY TELECOM.	20,000	73,326	74,793	76,289	77,815	79,371
PARKING ENFORCEMENT OFFICER	18,000	79,517	81,107	82,729	84,384	86,072
PUBLIC DEFENDER	10,000	40,438	41,247	42,072	42,913	43,771
RECREATION AIDE	7	18	19	19	19	20
RECREATION PROGRAM SPECIALIST	35,000	86,106	87,828	89,585	91,377	93,205
SUPERINTENDENT OF RECREATION	35,000	86,106	87,828	89,585	91,377	93,205
DEPUTY REGISTRAR VITAL STATISTICS P/T	500	1,207	1,231	1,256	1,281	1,307
REGISTRAR VITAL STATISTICS	5,000	19,570	19,961	20,360	20,767	21,182
TAX ASSESSOR	15,000	54,794	55,890	57,008	58,148	59,311

**Section 2.** All of the terms and conditions set forth in the April 26, 2017 Term Sheet between the Town of Harrison and the Harrison Civil Service Association, attached hereto and made a part hereof, are incorporated herein by reference as if set forth at length herein.

**Section 3.** All conditions not covered by this Ordinance shall continue to be governed, controlled and interpreted by reference to the Town's ordinances, resolutions, rules and regulations. Any and all present benefits which are enjoyed by employees covered by this Ordinance, that have not been included in this Ordinance or changed by the Collective Bargaining Agreement, shall be continued, if legal.

**Section 4.** The Harrison School Crossing Guards shall receive the same bereavement/funeral benefits as are enjoyed by the members of the Harrison Civil Service Association.

**Section 5** Any existing ordinances or parts thereof which are inconsistent with the provisions herein are hereby repealed.

**Section 6.** This Ordinance shall take effect immediately upon final passage according to law.

*/s/ James P. Doran*  
Councilman James P. Doran

Introduced: 05-02-2017

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council held on May 2, 2017, the foregoing Ordinance passed on first reading.

*Paul J. Zarbetski*  
Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT		X	X			
M. DOLAGHAN			X			
J. DORAN	X		X			
J. HUARANGA			X			
C. MANDAGLIO			X			
A. MILLAN						X
F. NASCIMENTO						X
E. VILLALTA			X			
J. FIFE			X			

PROPOSED TERM SHEET

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COLLECTIVE BARGAINING 2017

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  - e. 2020 - 2% (01/01/2020)
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3. Anyone hired on or after the date of execution of the new CBA, eliminate paid health insurance for retirees and their dependents when the retiree and his/her spouse/partner reaches Medicare age (currently 65).
4. Increase Max for Municipal Court Attendant to Entry Level Clerk (\$65,424 - 2015 amount).

Dispatch

1. Salaries:
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  - c. 2018 - 0% (01/01/2018)
  - d. 2019 - 0% (01/01/2019)
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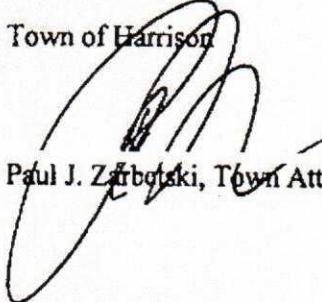
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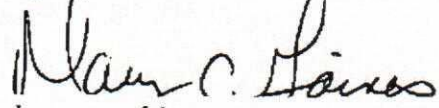
Town of Harrison

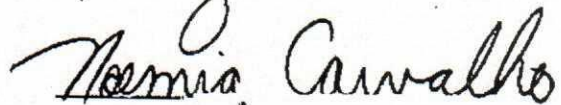
  
Paul J. Zarbowski, Town Attorney

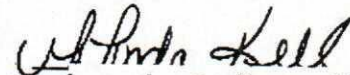
Harrison Civil Service Association

  
Philip Karas, President

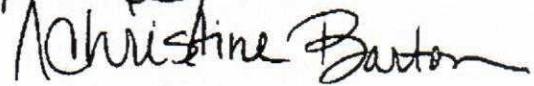
Negotiations Committee Members











TOWN OF HARRISON

COUNTY OF HUDSON

ORDINANCE NO. 1346

**AN ORDINANCE TO AMEND ORDINANCE NOS. 1224 AND 1284 TO PROVIDE SALARY INCREASES FOR CIVIL SERVICE EMPLOYEES OF THE TOWN OF HARRISON**

BE IT ORDAINED, by the Mayor and Council of the Town of Harrison, County of Hudson and State of New Jersey, that:

**Section 1.** There is hereby established new salary schedules for the following permanent employees of the Town of Harrison, effective January 1 of the year indicated:

Civil Service Employees	2016		2017
	MIN.	MAX	MAX
CLERK 1/MULTI-LINGUAL PART TIME	1,500	26,093	26,615
ACCOUNT CLERK/TYPING/MULTI-LINGUAL	15,000	66,732	68,067
CLERK 1/MULTI-LINGUAL	15,000	66,732	68,067
KEYBOARDING CLERK 1/MULTI-LINGUAL	20,000	66,732	68,067
SENIOR ACCOUNT CLERK	20,000	71,754	73,189
CLERK 2/MULTI-LINGUAL	20,000	71,754	73,189
KEYBOARDING CLERK/2 MULTI-LINGUAL	20,000	71,754	73,189
PRINCIPAL ACCOUNT CLERK/TYPING	30,000	87,409	89,157
CLERK 3/MULTI-LINGUAL	30,000	87,409	89,157
KEYBOARDING CLERK 3/MULT-LINGUAL	30,000	87,409	89,157
ADMINISTRATIVE CLERK	40,000	109,588	111,780
ELECTRICAL INSPECTOR P/T	1,500	36,187	36,911
PLUMBING INSPECTOR P/T	10,000	36,187	36,911
SUB CODE OFFICIAL-ELECTRIC P/T	2,500	48,248	49,213
SUB CODE OFFICIAL-FIRE P/T	2,500	48,248	49,213
SUB CODE OFFICIAL-PLUMBING P/T	2,500	48,248	49,213
ASSIST CONSTRUCTION CODE OFFICIAL	20,000	96,496	98,426
BUILDING SUBCODE OFFICIAL/ZONING OFFICER F/T	10,000	96,496	98,426
MUNICIPAL COURT ATTENDANT	20,000	66,732	68,067
VIOLATIONS CLERK	20,000	71,754	73,189
DEPUTY MUNICIPAL COURT ADMINISTRATOR	20,000	71,754	73,189
MUNICIPAL COURT ADMINISTRATOR	25,000	96,542	98,473
JUDGE OF THE MUNICIPAL COURT	25,000	90,284	92,090
BOILER OPERATOR P/T	1,500	12,062	12,303
BUILDING SERVICE WORKER	18,000	79,582	81,174
BUILDING MAINT. WORKER	18,000	79,582	81,174
SR. BUILDING MAINT. WORKER	18,000	79,582	81,174
OMNIBUS OPERATORS/BUS DRIVERS P/T	18,000	79,582	81,174
OMNIBUS OPERATORS/BUS DRIVERS P/T HOURLY	7	20	21
ELECTRICIAN	18,000	79,582	81,174
LABORER I	18,000	79,582	81,174
TRUCK DRIVER	20,000	80,887	82,505
TRUCK DRIVER HEAVY	20,000	83,211	84,875
HEAVY EQUIPMENT OPERATOR	25,000	84,931	86,630
MECHANIC'S HELPER/ PART TIME	7	58	59
MECHANIC	25,000	71,754	73,189
MECHANIC/TRUCK DRIVER	30,000	91,324	93,150
PARKING ATTENDANT P/T	5,000	32,616	33,268
SUPERVISOR PUBLIC WORKS	35,000	101,109	103,131
SUPERVISOR WATER/SEWER	35,000	101,109	103,131
MUNICIPAL TREASURER P/T	10,000	69,173	70,556
MUNICIPAL TREASURER	40,000	96,496	98,426
FIRE PREVENTION SPECIALIST P/T HOURLY	15	25	25
FIRE OFFICIAL P/T HOURLY	25	50	50
REGISTERED ENVIR. HEALTH SPEC PUB HEALTH	25,000	79,582	81,174

*Approved*

**Civil Service Employees Continued**

		<b>2016</b>	<b>2017</b>
	<u>MIN.</u>	<u>MAX</u>	<u>MAX</u>
DIRECTOR OF REDEVELOPMENT (UNCLASS.)	20,000	58,709	59,883
SYSTEMS ANALYST (UNCLASS.) IT	25,000	95,238	97,143
LIBRARY ASSIST	18,000	39,139	39,922
SENIOR LIBRARY ASSIST./MULTI-LINGUAL	20,000	71,754	73,189
PRINCIPAL LIBRARY ASSIST	30,000	87,409	89,157
LIBRARY DIRECTOR (UNCLASS.)	25,000	91,324	93,150
LIBRARY DIRECTOR	25,000	91,324	93,150
MUNICIPAL ATTORNEY P/T	10,000	69,173	70,556
GRADUATE NURSE PUBLIC HEALTH	30,000	79,582	81,174
CLASS I POLICE OFFICER P/T HOURLY	20	26	26
CLASS II POLICE OFFICER P/T HOURLY	20	26	26
CLASS III POLICE OFFICER P/T HOURLY	20	26	26
SCHOOL TRAFFIC GUARD P/T	2,500	18,721	19,095
PUBLIC SAFETY TELECOM. TRAINEE	17,500	39,139	39,922
PUBLIC SAFETY TELECOM.	20,000	66,732	68,067
PUBLIC SAFETY TELECOM. P/T HOURLY	12	20	21
SENIOR PUBLIC SAFETY TELECOM.	20,000	73,326	74,793
PARKING ENFORCEMENT OFFICER	18,000	79,517	81,107
PUBLIC DEFENDER	10,000	40,438	41,247
RECREATION AIDE	7	18	19
RECREATION PROGRAM SPECIALIST	35,000	86,106	87,828
SUPERINTENDENT OF RECREATION	35,000	86,106	87,828
DEPUTY REGISTRAR VITAL STATISTICS P/T	500	1,207	1,231
REGISTRAR VITAL STATISTICS	5,000	19,570	19,961
TAX ASSESSOR	15,000	54,794	55,890

**Section 2.** In conformance with the Minimums and Maximums set forth above, across-the-board salary increases as follows: 2016 – 2% (no retroactive pay); 2017 – 2% (retroactive pay to 01/01/17).

**Section 3.** The following terms and conditions have been agreed to and shall become part of the Collective Negotiating Agreement between the Town and the Harrison Civil Service Employees' Union ("HCSA"):

- Anyone hired on or after the date of execution of the new Collective Negotiating Agreement ("CNA"), eliminate longevity for new hires;
- Anyone hired on or after the date of execution of the new CNA, eliminate paid health insurance for retirees and their dependents when the retiree and his/her spouse/partner reaches Medicare age (currently 65);
- HCSA agrees that the Town has the right to move out of the State Health Benefits (SHBP) plan to an equal or better plan, and can at any time move back to the SHBP for the then current SHBP coverage, notwithstanding that same may not be equal to or better. The Town will refrain from acting on this until and if all the unions agree;
- Terminal leave payment for vacation and sick days accumulated in the final year shall be prorated as per the methodology currently in the FMBA CBA (i.e., retirement in 1<sup>st</sup> Q.—25%, 2<sup>nd</sup> Q.—50%, 3<sup>rd</sup> Q.—75%, 4<sup>th</sup> Q.—100%);
- Increase Maximum for Public Safety Telecommunication Operator to Entry Level Clerk (\$65,424 – 2015 amount);
- Increase Maximum for Senior Public Safety Telecommunication Operator to (\$71,888 – 2015 amount);
- Increase Maximum for Municipal Court Attendant to Entry Level Clerk (\$65,424 – 2015 amount);
- All of the terms and conditions set forth in the expired CNA (01/01/2012 – 01/01/2015) that are not modified herein shall remain in full force and effect.

**Section 4.** All conditions not covered by this Ordinance shall continue to be governed, controlled and interpreted by reference to the Town's ordinances, resolutions, rules and regulations. Any and all present benefits which are enjoyed by employees covered by this Ordinance, that have not been included in this Ordinance or changed by the CNA, shall be continued, if legal.

**Section 5.** The Harrison School Crossing Guards shall receive the same bereavement/funeral benefits as are enjoyed by the members of the Harrison Civil Service Association.

- Section 6.** The Mayor and Town Clerk are hereby authorized to sign a new CNA with the HCSA incorporating the above-referenced terms into the existing CNA.
- Section 7.** Any existing ordinances or parts thereof which are inconsistent with the provisions herein are hereby repealed.
- Section 8.** This Ordinance shall take effect immediately upon final passage according to law.

/s/ James P. Doran  
Councilman James P. Doran

Introduced: 05-25-2017

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council held on May 25, 2017, the foregoing Ordinance passed on first reading.

*Paul J. Zarbetski*

Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT		X	X			
M. DOLAGHAN			X			
J. DORAN	X		X			
J. HUARANGA			X			
C. MANDAGLIO						X
A. MILLAN			X			
F. NASCIMENTO						X
E. VILLALTA			X			
J. FIFE			X			

TOWN OF HARRISON

COUNTY OF HUDSON

ORDINANCE NO. 1345

**AN ORDINANCE TO AMEND ORDINANCE NOS. 1224 AND 1283 REGARDING MUNICIPAL DEPARTMENT HEADS AND TO PROVIDE SALARY INCREASES FOR SAME**

BE IT ORDAINED, by the Mayor and Council of the Town of Harrison, County of Hudson and State of New Jersey, that:

**Section 1.** There are hereby established salary schedules for all Town employees serving in a Municipal Department Head title, except the Chief of Police, effective January 1 of the year indicated. The covered titles include: "Municipal Department Head," "Construction Official/Municipal Engineer," "Municipal Clerk," "Chief Financial Officer," "Superintendent of Public Works," "Tax Collector," and "Municipal Department Head – Health & Human Services" (hereinafter "Department Head title(s)").

A. For all employees serving in a Department Head title before 12/31/2017:

<b>Min.</b>	<b>Max. 2016</b>	<b>Max. 2017</b>
75,000	141,982	144,822

Any employee in a Department Head title not at maximum salary shall receive the same percentage salary increases as the Civil Service Association members. Time served by an employee in any Department Head title while in charge of a Town department shall be credited toward maximum salary.

B. For all employees commencing service in a Department Head title after 01/01/18, maximum salary shall be reached after twelve (12) years of service in a Department Head title, on the following salary schedule:

<b><u>Step</u></b>	<b><u>2018*</u></b>
Min.	75,000
Step 2	78,000
Step 3	81,120
Step 4	84,364
Step 5	87,739
Step 6	91,249
Step 7	94,899
Step 8	98,695
Step 9	102,643
Step 10	106,749
Step 11	111,019
Step 12	115,459
Max.	120,077

An existing employee of the Town making more than Min. on the date that he/she commences service in a Department Head title shall be placed on the next highest step on the schedule.

\* Using 2017 figures, to be updated when the Department Head Contract is settled for 2018.

**Section 2.** There shall be no retro-active payment for 2016.

**Section 3.** Terminal leave payment for accumulated Sick Days shall be capped at \$15,000.

**Section 4.** It is agreed that the Town has the right to move out of the State Health Benefits (SHBP) plan to an equal or better plan, and can at any time move back to the SHBP for the then current SHBP coverage, notwithstanding that same may not be equal to or better.

**Section 5.** Only employees serving in the following Department Head titles before 01/01/2016 shall continue in the longevity pay program: Construction Official/Municipal Engineer, Municipal Clerk, Chief Financial Officer, Superintendent of Public Works, Tax Collector, and Municipal Department Head – Health & Human Services. For all other employees serving in Department

Head titles, eliminate all longevity pay, provided that any employee serving in a Department Head title before 12/31/2017 shall remain in the longevity program that they were entitled to as a Town employee on the date that such service in a Department Head title began, until he/she reaches maximum salary, at which time all longevity pay shall cease.

- Section 6.** For all employees who commence serving in a Department Head title after 01/01/2016, eliminate paid health insurance for retirees and their dependents when the retiree and his/her spouse/partner reaches Medicare age (currently 65), except that any such employee shall continue in the paid health insurance program that he/she was entitled to as an employee of the Town as of the date becoming a Department Head.
- Section 7.** Only employees serving in the following Department Head titles before 01/01/2016 shall continue in the holiday and continuing education pay program: Construction Official/Municipal Engineer, Municipal Clerk, Chief Financial Officer, Superintendent of Public Works, Tax Collector, and Municipal Department Head – Health & Human Services. For all other employees serving in Department Head titles, eliminate all holiday and continuing education pay.
- Section 8.** Vacation benefits shall be as set forth in the previously signed 2007 – 2011 Contract.
- Section 9.** Terminal leave payment for vacation and sick days accumulated in the final year shall be prorated as per the methodology currently in the FMBA CBA (i.e., retirement in 1<sup>st</sup> Q.—25%, 2<sup>nd</sup> Q.—50%, 3<sup>rd</sup> Q.—75%, 4<sup>th</sup> Q.—100%).
- Section 11.** All conditions not covered by this Ordinance shall continue to be governed, controlled and interpreted by reference to the Town’s ordinances, agreements, resolutions, rules and regulations. Any and all present benefits which are enjoyed by employees covered by this Ordinance, that have not been included in this Ordinance or changed by the Collective Bargaining Agreement, shall be continued, if legal. It is acknowledged that all previous contracts and ordinances applicable to employees serving in Municipal Department Head titles included employees in the title Municipal Department Head who were in charge of a Town department.
- Section 12.** Any existing ordinances or parts thereof which are inconsistent with the provisions herein are hereby repealed.
- Section 13.** This Ordinance shall take effect immediately upon final passage according to law.

\_\_\_\_\_  
Councilman James P. Doran

Introduced: 05-25-2017

I, Paul J. Zarbetski, Town Clerk of the Town of Harrison, County of Hudson, State of New Jersey, hereby certify that at a Meeting of the Mayor and Council held on May 25, 2017, the foregoing Ordinance passed on first reading.

\_\_\_\_\_  
Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT		X	X			
M. DOLAGHAN			X			
J. DORAN	X		X			
J. HUARANGA			X			
C. MANDAGLIO						X
A. MILLAN			X			
F. NASCIMENTO						X
E. VILLALTA			X			
J. FIFE			X			

Adopted: 06-06-2017

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT						
M. DOLAGHAN						
J. DORAN						
J. HUARANGA						
C. MANDAGLIO						
A. MILLAN						
F. NASCIMENTO						
E. VILLALTA						
J. FIFE						