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Date: July 24, 2014
To: Mayor and Council
FROM: Administration
SUBJECT: Salary Ordinance

The process for approval of salaries is adoption of the salary ordinance (two readings) first, then adoption of the salary resolution. The salary ordinance outlines the ranges for each class of titles as well as the listed title under each classification. Monday night's meeting will be the first reading of the ordinance, and only involves the ranges for each of the classifications. The second reading and adoption will be scheduled for the August 25th meeting, and the Salary Resolution will also be considered at the August 25th meeting.

The across the board increase this year is presented as 1.6% for all non-contractual permanent employees. We are also recommending additional adjustments for 10 individuals as well as a final adjustment for harmonization for 4 individuals. I have provided a summary sheet and the detail behind it.

For the salary ordinance there are a few ranges that require increasing the top range to allow for the increases in salary. I have provided a column showing what the current ordinance has as the top range. Then the detail I have provided a column showing what the 2014 salary will be, then to the right of that a breakdown of the increase over last year, whether it is due to the 1.6%, other adjustment, or harmonization. Some of the other adjustments are due to a step increase which you will be able to tell in their title.

These recommended increases have been discussed with the Personnel Committee, and I will be providing the summary to CFAC for their review against the budget. I will have that review prior to the Salary Resolution on August 25th. If you would like to discuss any of this prior to Monday night I will be happy to entertain any questions.

**ORDINANCE # 2014-
OF THE MAYOR AND COUNCIL OF PRINCETON
CONCERNING SALARIES AND COMPENSATION OF CERTAIN
PERSONNEL OF THE MUNICIPALITY OF PRINCETON**

BE IT ORDAINED by the Mayor and Council of Princeton:

1. Salary and Wage Classification Plan for non-contractual personnel.

Class I

- Administrator

Class I-A

- Chief

Class II (Department Directors) 140,000- 165,000

- Director of Planning and Engineering
- Director of Infrastructure and Operations
- Deputy Admin./Director of Finance

Class III (Senior Division Directors) 110,000-127,000

- Interim Director of Public Works
- CFO
- Land Use Engineer
- Director of Health, Youth and Community Services/Corner House
- Construction Official

Class IV (Division Directors) 82,500-107,500

- Assistant Superintendent Public Works
- Assistant Superintendent Public Works/Arborist
- Recreation Director
- Health Officer
- Planning Director
- Director of Emergency Services

Class V (Division Managers) 80,000-100,000

- Assistant Engineer
- Zoning Officer
- Court Administrator
- Municipal Clerk
- Fire/Housing
- Chief Information Officer
- Assessor

Class VI (Field Operations Specialists) **70,000-100,500**

- Engineering Project Manager
- Construction Manager
- Infrastructure/Operations Construction Manager
- Construction Code Inspectors /Sub-code Officials

Class VII (Program Managers) **57,000-90,000**

- Affordable Housing Manager
- Human Services Director
- Historic Preservation Officer/Assistant Zoning Officer
- Tax Collector
- Parking Supervisor
- Arborist
- Recreation Assistant Director
- Development Compliance Official
- Director of Clinical Operations
- Call Center Manager

Class VIII Program Specialists **50,000-83,820**

- CAD Design Manager
- CAD Design Inspector
- Senior Environmental Health Specialist
- Grant Development Coordinator

Class IX (Supervisors) **50,000-82,000**

- Deputy Court Administrator
- Deputy Clerk
- Lead Mechanic
- Foreman (DWP, SOC, Buildings)
- Recreation Maintenance Foreman

Class X (Assistants Program and Operations) **42,000-72,500**

- Assistant to the Municipal Clerk
- Planning Administrative Coordinator/Assistant to Planner
- Construction Engineer
- Infrastructure/Operations Administrative
- Infrastructure/Operations Recycling
- Assistant to Zoning Officer / Board Secretary
- Land Use Development Review Official
- Recreation Program Supervisors
- Customer Service Coordinator

Class XI (Program Operations) **42,000-70,000**

- Animal Control Officer
- Assistant Recreation Maintenance Foreman
- Fire Prevention Inspectors
- Parking Supervisory Support

Class XII (Senior Technical Support)

40,000-73,660

- Technical Assistant to the Construction Official
- Environmental Health Inspector
- Purchasing Agent
- Bookkeeper
- IT Coordinator
- Human Resource Manager
- Payroll & Benefits Coordinator
- Rental Housing Support
- Emergency Services Support
- Assistant to the Chief
- Police Administrative Coordinator
- Administrative Office Coordinator
- Prevention Coordinator

Class XIII (Technical Assistant)

40,000-60,000

- Deputy Tax Collector
- Assistant Assessor
- IT Tech
- Registrar
- Outreach Coordinator
- Clinicians
- Recreation Maintenance
- Parking Enforcement

Class XIV (Administrative Support)

45,000-60,000

- Recreation
- Finance
- Engineering
- Clerk
- Planning
- Construction
- Administrative Assistants (steps 5-12)

Class XV (Secretarial Support)

30,000—55,000

- Violations Records Clerks
- Police Records Clerks
- Engineering
- Construction
- Recreation
- Secretary / Administrative Secretary (steps 0-12)
- Administrative Assistant (steps 0-4)

Unclassified

Judge

Crossing guards

Part time / Seasonal / Hourly /Per diem

2. The Administrator, with the approval of the Mayor and Princeton Council, may direct the payment of additional compensation.
3. Salaries and compensation to be effective as of January 1, 2014 unless currently applied.

The salaries and compensation provided for herein shall be effective as of January 1, 2014 or as currently applied for employees who were on the payroll as of the date of the final adoption of this ordinance.

4. Compensation of other personnel.

The salaries or compensation of any officers or employees for whom compensation is not fixed in this ordinance, or for whom compensation is not otherwise fixed by or pursuant to law, shall be fixed and determined by resolution of the Mayor and Council from time to time in such amounts as shall be commensurate with the nature and extent of their employment and the compensation hereinabove provided for similar personnel.

	Across the Board	Other Adjustments	Harmonization
Current Fund:			
· Non-Contractual	117,364	26,252	17,526
Construction Trust	9,509	28,804	
Parking Utility	5,522		
Affordable Housing Utility	1,083		
	133,478	55,056	17,526
· Police Contract*	190,061		
· AFSCME	33,352		38,006
· Teamsters	11,379		21,574
*Budgeted in Police S&W			

SALARY & WAGE CLASSIFICATION PLAN

CLASS I-A:
Chief (eff. 4/8/14)

Nick Sutter

current ord

2014 162,282 0 8,322 8,803
Diff cola Other Diff harmonization Construction

CLASS II: Department Directors

Director of Planning and Engineering
Captain (until 4/8/14)
Director of Infrastructure and Operations
Deputy Administrator / Director of Finance

Robert Kiser
Nick Sutter
Robert Hough
Kathryn Monzo

\$ 140,000 - \$ 165,000 \$ 160,000

155,241 2,445
154,668 609
150,368 2,368
161,456 2,543

CLASS III: Senior Division Directors

Interim Director of Public Works (until 7/1/14)
CFO
Land Use Engineer
Director of Health, Youth and Community Services/Corner House
Construction Official

Wayne Carr
Sandra Webb
John West
Gary DeBlasio
John Pettenati

\$ 110,000 - \$ 127,000

115,690 1,822
126,808 1,997
123,898 1,951
114,888 1,678
115,283 1,677

CLASS IV: Division Directors

Assistant Superintendent Public Works / Arborist (eff. 4/28/14)
Assistant Superintendent Public Works (eff. 4/28/14)
Recreation Director
Health Officer (eff. 4/7/14)
Health Officer (eff. 10/7/14)
Planning Director
Director of Emergency Services

Greg O'Neil
Daniel VanMater
Benjamin Stentz
Jeffrey Grosser
Jeffrey Grosser
Lee Solow
Robert Gregory

\$ 82,500 - \$ 107,500

87,500 0
87,500 0
91,440 1,440
87,500 87,500
90,000 90,000
106,796 1,682
95,000 1,433

4,027

CLASS V: Division Managers

Assistant Engineer
Zoning Officer
Court Administrator
Municipal Clerk
Fire / Housing
Chief Information Officer
Assessor

Deanna Stockton
Derek Bridger
Susan Shapiro
Linda McDermott
William Drake
Robert McQueen
Neal Snyder

\$ 80,000 - \$ 100,000

91,440 1,440
91,029 1,434
83,041 1,308
82,814 1,304
88,676 1,396
95,108 1,498
97,671 1,538

CLASS VI: Field Operations Specialists

Engineering Project Manager
Construction Manager (until 6/30/14)
Infrastructure and Operations Construction Manager
Construction Code Inspectors - Building (until 5/31/14)
Building (Eff 6/1/14)
-Electric Sub-code Official (until 5/31/14)
-Electric Sub-code Official (Eff 6/1/14)
-Plumbing Sub-code Official (until 5/31/14)
-Plumbing Sub-code Official (Eff 6/1/14)
-Building Inspector (until 3/28/14)
-Electrical Inspector (until 1/30/14)

Donald Mayer-Brown
Robert Killian
Thomas Hughes
Daniel Taglieri
Daniel Taglieri
Lawrence Logan
Lawrence Logan
David Hwisdock
David Hwisdock
Thomas Motfat
John Gadzinski

\$ 70,000 - \$ 100,500

99,950 1,574
87,684 1,381
71,120 1,120
78,726 1,240
85,235 85,235
79,288 1,249
85,843 85,843
83,902 83,902
90,839 90,839
100,153 100,153
70,000 70,000

6,509
6,555
6,937

SALARY & WAGE CLASSIFICATION PLAN

CLASS XI: Program Operations

Animal Control

Fire Prevention Inspector (Until 7/1/14)

	2014	Diff	Diff	Diff
		cola	Other	harmonization Construction
Mark Johnson	47,488	748		
Joseph Boyle	44,587	-		
Margaret Brookes	42,672	672		
Charles Sugg	55,645	876		
Ronald Dilapo	68,645	1,081		
Bruce O'Neill	55,863	880		
Mukul Mehta	57,769	910		

current ord \$ 68,000

\$ 42,000 - \$ 70,000 \$ 72,500

CLASS XII: Senior Technical Support

Technical Assistant to the Construction Official

Environmental Health Inspector

Purchasing Agent

Bookkeeper

(Until 6/27/14)

Accounting Assistant

IT Coordinator

Human Resource Manager (AC-2) (until 1/28/14)

Payroll & Benefits Coordinator (AA-9) (until 1/28/14)

Rental Housing Support

Emergency Services Support (AA-10)

Assistant to the Chief

Police Administrative Coordinator (AC-6)

Office Coordinator

Prevention Coordinator

Lorraine Hollywood	67,196	1,058		
Keith Levine	73,660	1,160		
Lily Huie	62,543	985		
Robert Cass	67,066	1,056		
Mary Carr	53,812	847		
Leo Jablonski	52,473	826		
Leo Berry	67,449	1,062		
Curtis Berry	54,500	-		
Carol Colquhoun	62,992	992		
Jacqueline Nagin	62,992	992		
Jacqueline Nagin	54,198	854	1,693	
Jacqueline Bell	52,211	822		
Sandra Bell	55,916	881		
Linda Dellavalle	67,449	1,062		
Diane Laszyck	61,472	968	1,527	
Maria O'Connell	43,688	688		
Wilda Hernandez	45,596	718		
Jacqueline Schreiber				

\$ 40,000 - \$ 60,000

CLASS XIII: Technical Assistant

Deputy Tax Collector

Assistant Assessor

IT Tech

Registrar

Outreach Coordinator

(Until 9/1/14)

Clinicians

Recreation Maintenance (Step 3)

(Step 10)

(Step 2)

Recreation Maintenance (Step 10)

(Step 10)

Parking Enforcement (eff. 1/1/14)

	2014	Diff	Diff	Diff
		cola	Other	harmonization Construction
Maurreen Ray	40,640	640		
Maurreen Ray	46,736	736		
Rodney Patterson	58,202	917		
Patricia Millsop	41,351	651		
Lauralyn Bowen	46,267	729		
Bethany Andrade	41,351	651		
Calvin Reed	41,868	659		
Janice Cho	42,672	672		
Mark Mellillo	44,504	701		
Leonor Sainz	47,613	750		
Gerald Macfarlan	43,822	690	1,044	
Stephen Magyari	51,248	807		
Ray McDowell	42,761	673	1,044	
Edwin Esquillin	51,248	807		
Gregory Glassen	43,830	690		
William Rainey	43,830	690		

SALARY & WAGE CLASSIFICATION PLAN

CLASS XIV: Administrative Support

Administrative Assistants (steps 5-12)
 Clerk (AS-10)
 Recreation (AA-10)
 Finance (AA-12)
 Engineering (AA-12) (Until 6/29/14)
 Planning (AA-12)
 Construction (AS-12)

CLASS XV: Secretarial Support

Secretary / Administrative Secretary (steps 0-12)
 Administrative Assistant (steps 0-4)
 Administrative Secretary (step 12)
 Violations Records Clerk
 (eff. 1/1/14)

Police Records Clerk (AA-7)
 Police Records Clerk (AA-6)
 Engineering (S-6)
 Engineering (S-8)
 Construction (S-6)
 Recreation (S-8)
 Human Resources (AA-1)
 (eff. 3/31/14)

UNCLASSIFIED

Judge
 Crossing guards
 Advanced Practice Nurse (PT)
 Per Diem Clinician
 Per Diem Clinician
 Per Diem Program Facilitator
 Per Diem Program Assistant
 Per Diem Program Assistant
 Corner House Per diem Office Asst
 Per diem Receptionist
 Per diem Receptionist
 Corner House PT Office Asst
 Corner House Prev Coor/PT Office Asst
 PT-Temp office clerk (eff 1/3/14)
 PT-Temp office clerk
 PT-Temp office clerk (eff. 1/1/14)
 PT-Temp office clerk (from 2/3 to 3/28/14)
 PT Secretary (until. 1/27/14)
 PT Administrative Assistant (eff. 5/27/14)
 PT-Temp secretary
 PT-Temp secretary (until 3/26/14)

\$ 45,000 - \$ 61,000
 current ord \$ 60,000

\$ 30,000 - \$ 55,000

	2014	Diff	Diff	Diff
		cola	Other	harmonization Construction
Dawn	49,106	773	1,657	
Vikki	55,916	881	1,691	
Olivia	59,345	935		
Claudia	59,345	935		
Kerry	59,345	935		
Christine	52,477	826		
Erica	52,477	826		
Jaimie	37,084	584		
Odania	45,354	714		
Janice	50,955	802		
Shannon	50,914	802		
Cecilia	48,691	586	1,449	10,026
Laurene	42,752	673	1,465	
Rosanna	45,732	720		
Jacqueline	42,752	673	1,465	
Anastasia	45,732	720		
Susan	39,284	619		
John	93,472	1,472		
McCarthy	\$25,40/hr	1,296		
Lynn	28,102	443		
Bryan	\$25/hr			
Nicole	\$25/hr			
Mary	\$25/hr			
Riva	\$25/hr			
Carol	\$25/hr			
Lester	\$11/hr			
Stephen	\$11/hr			
Walter	\$11/hr			
Claire	\$11/hr			
Chelsea	\$15,24/hr			
Mary	\$20/hr			
Alyssa	\$20/hr			
Alex	\$15/hr			
Susan	\$15/hr			
Tenesha	\$20/hr			
Alexander	\$20/hr			
Nancy	\$15/hr			
Meghan	\$15/hr			
Shadow	\$18.50/hr			
	\$25.38/hr			
	\$14/hr			

SALARY & WAGE CLASSIFICATION PLAN

			2014	Diff	Diff	Diff
		current ord		cola	Other	harmonization Construction
Parking Enforcement / Court Security (eff. 1/7/14)	William	Raney	\$20/hr			
Parking garage attendant	Deborah	Allen	10.70			
Parking garage attendant	Amanda	Baer	10.16			
Parking garage attendant	Wayne	Baer	10.70			
Parking garage attendant	Frank	Dvorak	10.70			
Parking garage attendant	Mario	Estrada	10.34			
Parking garage attendant	Manuel	Flores	10.70			
Parking garage attendant	Rayford	Johnson	16.45			
Parking garage attendant	Michael	Lise	16.45			
Parking garage attendant	Luis	Paredes	14.37			
Parking garage attendant	Edgar	Recinos	10.34			
Parking garage attendant	Luis	Salazar	10.34			
Parking garage attendant	Joshua	Smith	10.16			
Parking garage attendant	Thomas	Smith	10.34			
Fire & Housing - PT Secretary	Carol	Fleming	15.24			
Fire & Housing - PT Inspector	Matthew	Wagner	17.37			
PT Clerk - Health	Anne	Borek	19.52			
PT Deputy Registrar-Health	Tamara	Kretschmann	16.44			
Summer Intern - Engineering (Eff. 6/5/14)	Joshua	Beck	\$12/hr			
Summer Intern - Engineering (Eff. 6/16/14)	Esthi	Zipori	\$12/hr			
Summer Intern - IT (Eff. 5/27/14)	Gregory	Motta	\$12/hr			
Summer Intern - Finance (Eff. 5/30/14)	Kristina	Cass	\$10/hr			
DPW-Seasonal Temp (Eff. 5/12/14)	Cody	Hughes	\$11/hr			
DPW-Seasonal Temp (Eff. 6/23/14)	Michael	Gammons	\$11.50/hr			
DPW-Seasonal Temp (Eff. 4/28/14)	Ian	Maher	\$10.50/hr			
DPW-Seasonal Temp (Eff. 5/12/14)	William	Baker, Jr	\$10/hr			
DPW-Seasonal Temp (Eff. 6/11/14)	Michael	Micali	\$10.50/hr			
DPW-Seasonal Temp (Eff. 5/12/14)	Sean	Wallace	\$10.50/hr			
SOC-Seasonal Temp (Eff. 6/2/14)	Christopher	Mucie	\$10/hr			
SOC-Seasonal Temp (Eff. 6/2/14)	Jonathan	McGuire	\$10.50/hr			
SOC-Seasonal Temp (Eff. 6/10/14)	Handy	Pierre	\$10/hr			
SOC-Seasonal Temp (Eff. 6/30/14)	Matthew	Vasseur	\$10/hr			
PT Board Secretary (Eff. 5/16/14)	V. Bea	Snowdon	\$15/hr			
PT Temp Meeting Secretary (Eff. 3/4/14)	Jacqui	Shaddow	\$15/hr			
Temp Mechanic (Eff. 1/1/14 thru 4/30/14)	David	Hart	\$24/hr			
Temp Mechanic	Alex	Moise	18.29			
Temp-Summer Employment Program (Eff. June thru Aug)	Calvin	Reed	\$1000/mo			
Temp-Summer Employment Program (Eff. June thru Aug)	Bethany	Andrade	\$1000/mo			
Human Svcs Temp Summer Employees (Eff. 7/7/14)	See list of names in HR					
Mayor	Elizabeth	Lempert	8.25/hr			
Council President	Bernard P.	Miller				
Council Person	Lance	Liverman				
Council Person	Jo S.	Butler				
Council Person	Jenny	Crummiller				
Council Person	Heather	Howard				
Council Person	Patrick	Simon				

SALARY & WAGE CLASSIFICATION PLAN

	2014	Diff	Diff	Diff
		cola	Other	harmonization Construction
current ord		118,755	40,975	17,526 28,804