

TOWN OF HARRISON
COUNTY OF HUDSON
ORDINANCE NO. 1448

**AN ORDINANCE TO AMEND ORDINANCE NOS. 1224, 1284, 1346 AND 1357 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 a new salary schedule for the following permanent employees of the Town of Harrison (“Town”), effective January 1 of the year indicated:

See Schedule A, attached hereto and made a part hereof.
- Section 2.

In conformance with the Minimums and Maximums set forth in Schedule A, across-the-board salary increases as follows: 2021 – 3% (retroactive pay to 01/01/2021 on wages only); 2022 – 2% (effective 01/01/2022); 2023 – 2% (effective 01/01/2023); 2024 – 2% (effective 01/01/2024).
- Section 3.

All of the terms and conditions set forth in the attached Memorandum of Agreement (“MOA”) between the Town of Harrison and Harrison Civil Service Employees Association (“Association”), made a part hereof, are incorporated herein by reference as if set forth at length herein, and the Town Attorney’s execution of the MOA is hereby authorized and ratified. No terms of the Collective Negotiations Agreement (“CAN”) have been altered by the MOA or this Ordinance except as set forth in the MOA and this Ordinance.
- 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 Mayor and Town Clerk are hereby authorized to sign a new CNA with the Harrison Civil Service Employees Association incorporating the above-referenced terms into the existing CNA.
- Section 6.

Any existing ordinances or parts thereof which are inconsistent with the provisions herein are hereby repealed.
- Section 7.

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

/s/ Ellen Mendoza
Councilwoman Ellen Mendoza

Introduced: 08-03-2021

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 August 3, 2021, the foregoing Ordinance passed on first reading.

Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT			X			
M. CAMANO			X			
M. DOLAGHAN			X			
J. DORAN		X	X			
J. HUARANGA	X		X			
E. MENDOZA			X			
F. NASCIMENTO			X			
E. VILLALTA						X
J. FIFE			X			

Adopted: 08-17-2021

Approved: _____
Mayor James A. Fife

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 duly held on August 17, 2021 the foregoing Ordinance, previously published according to law, was adopted on second reading, approved by the Mayor, spread in full in the ordinance book, and published according to law.

Paul J. Zarbetski, Town Clerk

Town Council	Moved	Seconded	Yes	No	Abstain	Absent
L. BENNETT		X	X			
M. CAMANO			X			
M. DOLAGHAN			X			
J. DORAN	X		X			
J. HUARANGA			X			
E. MENDOZA			X			
F. NASCIMENTO						X
E. VILLALTA			X			
J. FIFE			X			

Town of Harrison
Ordinance 1448 - Schedule A

<u>Civil Service Employees</u>		2021	2022	2023	2024
	<u>MIN.</u>	<u>MAX</u>	<u>MAX</u>	<u>MAX</u>	<u>MAX</u>
ACCOUNT CLERK/TYPING/MULTI-LINGUAL	15,000	74,400	75,888	77,406	78,954
ADMINISTRATIVE CLERK	40,000	122,181	124,625	127,118	129,660
AIDE TO THE MAYOR P/T HOURLY	15	35	35	35	35
ASSIST CONSTRUCTION CODE OFFICIAL	20,000	107,585	109,737	111,932	114,171
ASSIST MUNICIPAL TAX COLLECTOR	20,000	79,999	81,599	83,231	84,896
BOILER OPERATOR P/T	1,500	13,448	13,717	13,991	14,271
BUILDING MAINT. WORKER	18,000	88,726	90,501	92,311	94,157
BUILDING SERVICE WORKER	18,000	88,726	90,501	92,311	94,157
BUILDING SUBCODE OFFICIAL/ZONING OFFICER F/T	10,000	107,585	109,737	111,932	114,171
CHIEF ACCOUNTANT	30,000	97,452	99,401	101,389	103,417
CLERK 1/KEYBOARDING/MULTI-LINGUAL P/T	1,500	37,200	37,944	38,703	39,477
CLERK 1/MULTI-LINGUAL	15,000	74,400	75,888	77,406	78,954
CLERK 2/MULTI-LINGUAL	20,000	79,999	81,599	83,231	84,896
CLERK 3/MULTI-LINGUAL	30,000	97,452	99,401	101,389	103,417
COMMUNICATIONS SYSTEMS TECH	1,500	37,201	37,945	38,704	39,478
COMMUNICATIONS SYSTEMS TECH 1	1,500	39,246	40,031	40,832	41,649
COMMUNICATIONS SYSTEMS TECH 2	1,500	41,405	42,233	43,078	43,940
DEPUTY MUNICIPAL COURT ADMINISTRATOR	20,000	79,999	81,599	83,231	84,896
DEPUTY REGISTRAR VITAL STATISTICS P/T	500	1,346	1,373	1,400	1,428
DIRECTOR OF FIRE / DIRECTOR OF PUBLIC SAFETY	20,000	50,000	50,000	50,000	50,000
DIRECTOR OF REDEVELOPMENT (UNCLASS.)	20,000	65,455	66,764	68,099	69,461
ELECTRICAL INSPECTOR P/T	1,500	40,345	41,152	41,975	42,815
ELECTRICIAN	18,000	88,726	90,501	92,311	94,157
ELECTRICIAN / HEATING & AC MECHANIC	18,000	88,726	90,501	92,311	94,157
ELECTRICIAN / TRAFFIC MAINT WORKER	18,000	88,726	90,501	92,311	94,157
ELECTRICIAN P/T	2,500	53,792	54,868	55,965	57,084
FIRE OFFICIAL P/T HOURLY	25	50	50	50	50
FIRE PREVENTION SPECIALIST P/T HOURLY	15	25	25	25	25
GRADUATE NURSE PUBLIC HEALTH	30,000	88,726	90,501	92,311	94,157
HEAVY EQUIPMENT OPERATOR	25,000	94,691	96,585	98,517	100,487
JUDGE OF THE MUNICIPAL COURT	25,000	100,659	102,672	104,725	106,820
KEYBOARDING CLERK 1/MULTI-LINGUAL	20,000	74,400	75,888	77,406	78,954
KEYBOARDING CLERK 2/MULTI-LINGUAL	20,000	79,999	81,599	83,231	84,896
KEYBOARDING CLERK 3/MULTI-LINGUAL	30,000	97,452	99,401	101,389	103,417
KEYBOARDING CLERK 3/REG OF VITAL STATISTICS	30,000	97,452	99,401	101,389	103,417
LABORER 1	18,000	88,726	90,501	92,311	94,157
LIBRARY ASSIST	18,000	43,636	44,509	45,399	46,307
LIBRARY DIRECTOR	25,000	101,817	103,853	105,930	108,049
LIBRARY DIRECTOR (UNCLASS.)	25,000	101,817	103,853	105,930	108,049
MECHANIC	25,000	79,999	81,599	83,231	84,896
MECHANIC/TRUCK DRIVER	30,000	101,817	103,853	105,930	108,049
MECHANIC'S HELPER P/T HOURLY	7	63	63	63	63
MUNICIPAL ATTORNEY P/T	10,000	77,120	78,662	80,235	81,840
MUNICIPAL COURT ADMINISTRATOR	25,000	107,635	109,788	111,984	114,224
MUNICIPAL COURT ATTENDANT	20,000	74,400	75,888	77,406	78,954
MUNICIPAL COURT ATTENDANT PT HOURLY	15	30	30	30	30
MUNICIPAL RECYCLING COORDINATOR P/T	5,000	20,000	20,400	20,808	21,224
MUNICIPAL RECYCLING COORDINATOR P/T HOURLY	10	15	15	15	15
MUNICIPAL TREASURER	40,000	107,585	109,737	111,932	114,171
MUNICIPAL TREASURER P/T	10,000	77,120	78,662	80,235	81,840
OMNIBUS OPERATORS/BUS DRIVERS F/T	18,000	88,726	90,501	92,311	94,157
OMNIBUS OPERATORS/BUS DRIVERS P/T HOURLY	7	22	22	22	22
PARKING ATTENDANT P/T	5,000	36,363	37,090	37,832	38,589
PARKING ENFORCEMENT OFFICER	18,000	88,654	90,427	92,236	94,081
PLUMBER F/T	18,000	88,726	90,501	92,311	94,157
PLUMBER P/T	2,500	53,792	54,868	55,965	57,084
PLUMBING INSPECT/PLUMBING SUBCODE OFFICIAL F/T	18,000	88,726	90,501	92,311	94,157
PLUMBING INSPECT/PLUMBING SUBCODE OFFICIAL P/T	2,500	53,792	54,868	55,965	57,084

Town of Harrison
Ordinance 1448 - Schedule A

<u>Civil Service Employees</u>		2021	2022	2023	2024
	<u>MIN.</u>	<u>MAX</u>	<u>MAX</u>	<u>MAX</u>	<u>MAX</u>
PLUMBING INSPECTOR P/T	10,000	40,345	41,152	41,975	42,815
PRINCIPAL ACCOUNT CLERK/TYPING	30,000	97,452	99,401	101,389	103,417
PRINCIPAL ACCOUNTANT	20,000	79,999	81,599	83,231	84,896
PRINCIPAL LIBRARY ASSIST	30,000	97,452	99,401	101,389	103,417
PUBLIC DEFENDER	10,000	45,084	45,986	46,906	47,844
PUBLIC SAFETY TELECOM.	20,000	74,400	75,888	77,406	78,954
PUBLIC SAFETY TELECOM. P/T HOURLY	12	23	23	23	23
PUBLIC SAFETY TELECOM. TRAINEE	17,500	43,636	44,509	45,399	46,307
PURCHASING AGENT	5,000	74,400	75,888	77,406	78,954
PURCHASING AGENT P/T	5,000	37,200	37,944	38,703	39,477
RECREATION AIDE	7	20	20	20	20
RECREATION PROGRAM SPECIALIST	35,000	96,001	97,921	99,879	101,877
REGISTERED ENVIR. HEALTH SPEC PUB HEALTH	25,000	88,726	90,501	92,311	94,157
REGISTRAR VITAL STATISTICS	5,000	21,817	22,253	22,698	23,152
SCHOOL TRAFFIC GUARD P/T	2,500	20,872	21,289	21,715	22,149
SCHOOL TRAFFIC GUARD P/T HOURLY	20	23	23	23	23
SENIOR ACCOUNT CLERK	20,000	79,999	81,599	83,231	84,896
SENIOR ACCOUNTANT	15,000	74,400	75,888	77,406	78,954
SENIOR CITIZEN PROGRAM AIDE P/T	7	20	20	20	20
SENIOR LIBRARY ASSIST./MULTI-LINGUAL	20,000	79,999	81,599	83,231	84,896
SENIOR PARKING ATTENDANT P/T	5,000	36,363	37,090	37,832	38,589
SENIOR PUBLIC SAFETY TELECOM.	20,000	81,752	83,387	85,055	86,756
SEWER MAINTENANCE INSPECTOR, P/T	5,000	8,242	8,407	8,575	8,747
SEWER MAINTENANCE INSPECTOR, P/T HOURLY	25	65	65	65	65
SPECIAL LAW ENFORCEMENT OFFICER I P/T HOURLY	20	29	29	29	29
SPECIAL LAW ENFORCEMENT OFFICER II P/T HOURLY	20	29	29	29	29
SPECIAL LAW ENFORCEMENT OFFICER III P/T HOURLY	20	35	35	35	35
SR. BUILDING MAINT. WORKER	18,000	88,726	90,501	92,311	94,157
SUB CODE OFFICIAL-ELECTRIC P/T	2,500	53,792	54,868	55,965	57,084
SUB CODE OFFICIAL-FIRE P/T	2,500	53,792	54,868	55,965	57,084
SUB CODE OFFICIAL-PLUMBING	18,000	88,726	90,501	92,311	94,157
SUB CODE OFFICIAL-PLUMBING P/T	2,500	53,792	54,868	55,965	57,084
SUPERINTENDENT OF RECREATION	35,000	96,001	97,921	99,879	101,877
SUPERVISING PARKING ENFORCEMENT OFFICER	20,000	81,752	83,387	85,055	86,756
SUPERVISOR PUBLIC WORKS	35,000	112,727	114,982	117,282	119,628
SUPERVISOR WATER/SEWER	35,000	112,727	114,982	117,282	119,628
SYSTEMS ANALYST (UNCLASS.) IT	25,000	106,182	108,306	110,472	112,681
TAX ASSESSOR	15,000	61,090	62,312	63,558	64,829
TECHNICAL ASSIST TO CONSTRUCTION OFFICIAL	30,000	97,452	99,401	101,389	103,417
TRUCK DRIVER	20,000	90,182	91,986	93,826	95,703
VIOLATIONS CLERK	20,000	79,999	81,599	83,231	84,896
WATER REPAIR SUPERVISOR PT	5,000	16,074	16,395	16,723	17,057

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") entered into on this 3rd day of August 2021 by and between the Town of Harrison ("Town") and Harrison Civil Service Employees Association ("Association").

WHEREAS, the Town is the public employer of all full-time permanent blue and white collar employees and Public Safety Telecommunicators (Dispatchers) represented by the Association as set forth in the collective negotiations agreement covering the period January 1, 2018 through December 31, 2020 ("Expired Agreement"); and

WHEREAS, the parties have negotiated in good faith to modify certain terms and conditions of employment set forth in the Expired Agreement; and

WHEREAS, the parties desire to memorialize those modifications in a successor agreement covering the period January 1, 2021 through December 31, 2024 ("Successor Agreement"); and

NOW, THEREFORE, in consideration of the promises and mutual covenants herein, and for good and other valuable consideration, the parties agree as follows:

1. All terms and conditions of employment contained in the January 1, 2018 through December 31, 2020 collective negotiations agreement shall remain in full force and effect, except as expressly modified herein.
2. Duration: 4-year term (1/1/2021-12/31/2024).
3. Starting 1/1/2021 and retroactive to that date, increase the starting salaries for Laborers and Dispatchers hired after 1/1/2021 as follows:
 - a. Laborers with a valid NJ CDL license - \$36,000.
 - b. Laborers without a valid NJ CDL license - \$32,000 until they acquire a valid NJ CDL license, at which time their annual salary will increase to \$36,000 prospectively.
 - c. Dispatchers - \$32,000 until such time as they acquire their NJ Dispatcher Certification AND complete their internal Harrison Police Dept. training, at which time their annual salary will increase to \$36,000 prospectively.

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4. Salary

2021:

- A. Increase the salaries of the unit members in Laborer and Dispatcher titles hired prior to 1/1/2021 listed on the attached spreadsheet to the amounts shown on the attached spreadsheet. These employees effectively received less than “\$36,000” starting in 2021. Employees on the attached spreadsheet who have either not acquired a valid NJ CDL license or have not acquired a NJ Dispatcher Certification AND completed their internal Harrison Police Dept. training shall remain at their current salaries until such time as same is acquired.
- B. 3% ATB raise for all unit members, after application of A, above.
- C. Keep current step program in place (\$1,000 every July).
- D. No retro pay on overtime.
- E. No retroactive adjustments on employee contributions.

2022:

2% ATB raise for all unit members.

2023:

2% ATB raise for all unit members.

2024:

2% ATB raise for all unit members.

5. Add to the Successor Agreement that DPW members who perform snow-removal operations when the Town Hall is closed due to weather shall receive their regular pay AND time-and one-half overtime pay for each such hour worked between 7:30 am and 3:30 pm when the Town Hall is so closed.
6. Add to the Successor Agreement that Dispatchers who work when the Town Hall is closed due to weather shall receive their regular pay AND one hour of comp time for each such hour worked during their 10 hour shift.
7. Institute an "Order-In Policy" for the Dispatchers that will be implemented with input from the Association.
8. One time stipend of \$1,000 payable in July 2021 (or as soon as practicable after the Town adopts the required salary ordinance) for any Dispatcher who worked continuously during the COVID-19 pandemic without being placed on a "staggered" work schedule, and the following DPW employees: Frankie Dellasanti and Patricia Domerstad.
9. Insert the following language regarding the Workplace Democracy Enhancement Act, "The Town agrees to comply with the provisions of the Workplace Democracy Enhancement Act (WDEA). Every 120 days, the Town shall provide to the Association a list of all negotiations unit employees, including date of hire, job title, worksite location, home address, work telephone numbers, home and cell phone numbers, and


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work and personal email addresses on file with the Town. Annual salary of all negotiations unit employees to be provided twice per year. The foregoing information is to be provided to the Association Secretary."

10. Effective upon full execution of this MOA and approval of the governing body, in-line promotional raises shall be \$2,500 per level. All other promotions and title changes shall be subject to the following procedure:
 - a. 30 days written notice to the CSEA president and secretary of promotion/new title.
 - b. Notice shall contain name of employee, current title, promoted/new title and proposed salary for the new/promoted title with explanation.

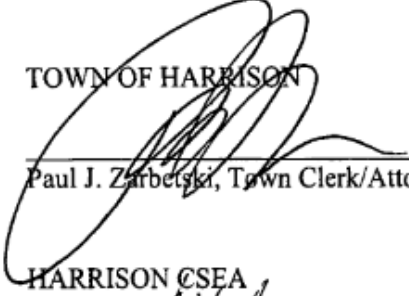
This provision does not apply to any member of the bargaining unit who had a promotion or title change prior to the effective date.

11. Health insurance premium contributions shall continue to be paid in accordance with the Chapter 78 grid.
12. Active employees who pass away shall not have their current year's leave prorated in the same manner as employees who retire or resign during the year (Art. VII, Sec. 4 of Expired Agreement).
13. Update Art. X, Sec. 1(D) (Sick Leave) to add language that pursuant to statute, sick leave payouts for employees hired after 05/21/2010 shall be capped at \$15,000.
14. Accrual of personal time in the first year of employment to be the same as for vacation time - 1 for every completed month of service, to a maximum of 2 days. Beginning January of following year - 2 days.
15. The parties acknowledge that the \$2,500 life insurance policy is for active employees only as stated in Art. XI, Section 5: "Active members shall receive a \$2,500.00 term life insurance policy."
16. All modifications are effective upon ratification and approval of MOA except where stated.
17. This MOA shall be subject to ratification by the membership of Harrison Civil Service Employees Association and approval by the Town Council by adoption of a salary ordinance.
18. The negotiations committee of each party shall recommend ratification and approval of this MOA.

IN WITNESS WHEREOF, the parties hereto have duly executed this Agreement as of the date indicated above.

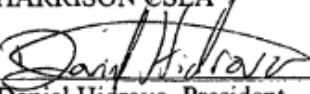
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DH Reg
M.D.
m.d.

TOWN OF HARRISON

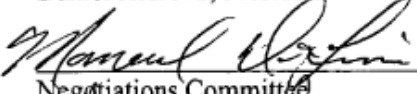

Paul J. Zarbetski, Town Clerk/Attorney

Date: 08/03/2021

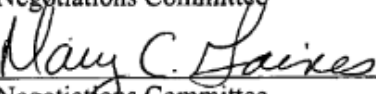
HARRISON CSEA


Daniel Hidrovo, President


Date: 8-4-2021


Negotiations Committee


Date: 8-4-2021


Negotiations Committee

Date: 08/04/2021


Negotiations Committee

Date: 8/4/2021


Negotiations Committee

Date: 8/4/21

Name	DOH	2.00% 2018	2.00% 2019	2.00% 2020	1/1/2021	Increase
Hidrovo, Daniel	01/04/16	34,000	35,700	37,434		
Increment		1,000	1,000	1,000		
		35,000	36,700	38,434	\$ 37,244	\$ 1,190
Abarca - Mancheno, Edgar	10/30/17	34,000	34,680	36,394		
Increment		-	1,000	1,000		
		34,000	35,680	37,394	\$ 35,979	\$ 1,415
DaCunha, Andre	06/03/19	-	34,000	34,680		
Increment		-	-	1,000		
		-	34,000	35,680	\$ 31,600	\$ 4,080
Burga, Alexis	11/25/19	-	34,000	34,680		
Increment		-	-	-		
		-	34,000	34,680	\$ 32,640	\$ 2,040
Di Pierola, Julio	01/06/20	-	-	34,000		
Increment		-	-	-		
		-	-	34,000	\$ 32,000	\$ 2,000
Restrepo, Christian	01/06/20	-	-	34,000		
Increment		-	-	-		
		-	-	34,000	\$ 32,000	\$ 2,000
Johnson, Stanley	12/16/20	-	-	34,000		
Increment		-	-	-		
		-	-	34,000	\$ 32,000	\$ 2,000
Rich, Raymond	08/01/15	34,000	35,700	37,434		
Increment		1,000	1,000	1,000		
		35,000	36,700	38,434	\$ 37,244	\$ 1,190
Bathman, Richard	07/02/18	34,000	34,680	36,394		
Increment		-	1,000	1,000		
		34,000	35,680	37,394	\$ 33,232	\$ 4,162
Lewis, Jason	03/13/19	-	34,000	34,680		
Increment		-	-	1,000		
		-	34,000	35,680	\$ 31,600	\$ 4,080