

TOWN OF HARRISON
COUNTY OF HUDSON
ORDINANCE NO. 1524

**AN ORDINANCE TO AMEND ORDINANCE NOS. 1224, 1284, 1346, 1357 AND 1448 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: 2025 – 4% (effective 01/01/2025); 2026 – 3% (effective 01/01/2026); 2027 – 3% (effective 01/01/2027); 2028 – 3% (effective 01/01/2028).

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 Any existing ordinances or parts thereof which are inconsistent with the provisions herein are hereby repealed.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: 12-17-2024

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 December 17, 2024, 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		X			
J. DORAN			X			
J. HUARANGA			X			
E. MENDOZA			X			
D. SARABANDO		X	X			
E. VILLALTA			X			
J. FIFE			X			

Adopted: 12-30-2024

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 December 30, 2024 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
M. CAMANO						X
J. DORAN	X		X			
J. HUARANGA			X			
E. MENDOZA		X	X			
D. SARABANDO			X			
E. VILLALTA						X
J. FIFE			X			

Town of Harrison
Ordinance 1524 - Schedule A

<u>CLASSIFICATION</u>	<u>Civil Service Employees</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
		<u>MAX</u>	<u>MAX</u>	<u>MAX</u>	<u>MAX</u>
A&E 1	AIDE TO THE MAYOR P/T HOURLY	40	40	40	40
CLERK 1	ACCOUNT CLERK/TYPING/MULTI-LINGUAL	82,112	84,575	87,112	89,725
CLERK 1	CLERK 1/MULTI-LINGUAL	82,112	84,575	87,112	89,725
CLERK 1	KEYBOARDING CLERK 1/MULTI-LINGUAL	82,112	84,575	87,112	89,725
CLERK 1 PT	CLERK 1/KEYBOARDING/MULTI-LINGUAL P/T	41,056	42,288	43,557	44,864
CLERK 2	CLERK 2/MULTI-LINGUAL	88,292	90,941	93,669	96,479
CLERK 2	KEYBOARDING CLERK 2/MULTI-LINGUAL	88,292	90,941	93,669	96,479
CLERK 2	SENIOR ACCOUNT CLERK	88,292	90,941	93,669	96,479
CLERK 3	CLERK 3/MULTI-LINGUAL	107,554	110,781	114,104	117,527
CLERK 3	KEYBOARDING CLERK 3/MULTI-LINGUAL	107,554	110,781	114,104	117,527
CLERK 3	KEYBOARDING CLERK 3/REG OF VITAL STATISTICS	107,554	110,781	114,104	117,527
CLERK 3	PRINCIPAL ACCOUNT CLERK/TYPING	107,554	110,781	114,104	117,527
CLERK 4	ADMINISTRATIVE CLERK	134,846	138,891	143,058	147,350
CONSTRUCTION CODE 1 PT	ELECTRICAL INSPECTOR P/T	44,528	45,864	47,240	48,657
CONSTRUCTION CODE 1 PT	PLUMBING INSPECTOR P/T	44,528	45,864	47,240	48,657
CONSTRUCTION CODE 2	PLUMBING INSPECT/PLUMBING SUBCODE OFFICIAL F/T	97,923	100,861	103,887	107,004
CONSTRUCTION CODE 2	SUB CODE OFFICIAL-PLUMBING	97,923	100,861	103,887	107,004
CONSTRUCTION CODE 2 PT	PLUMBING INSPECT/PLUMBING SUBCODE OFFICIAL P/T	59,367	61,148	62,982	64,871
CONSTRUCTION CODE 2 PT	SUB CODE OFFICIAL-ELECTRIC P/T	59,367	61,148	62,982	64,871
CONSTRUCTION CODE 2 PT	SUB CODE OFFICIAL-FIRE P/T	59,367	61,148	62,982	64,871
CONSTRUCTION CODE 2 PT	SUB CODE OFFICIAL-PLUMBING P/T	59,367	61,148	62,982	64,871
CONSTRUCTION CODE 3	TECHNICAL ASSIST TO CONSTRUCTION OFFICIAL	107,554	110,781	114,104	117,527
CONSTRUCTION CODE 4	ASSIST CONSTRUCTION CODE OFFICIAL	118,738	122,300	125,969	129,748
CONSTRUCTION CODE 4	BUILDING SUBCODE OFFICIAL/ZONING OFFICER F/T	118,738	122,300	125,969	129,748
COURT 1	MUNICIPAL COURT ATTENDANT	82,112	84,575	87,112	89,725
COURT 1 P/T	MUNICIPAL COURT ATTENDANT PT HOURLY	35	35	35	35
COURT 2	VIOLATIONS CLERK	88,292	90,941	93,669	96,479
COURT 3	DEPUTY MUNICIPAL COURT ADMINISTRATOR	88,292	90,941	93,669	96,479
COURT 4	MUNICIPAL COURT ADMINISTRATOR	118,793	122,357	126,028	129,809
COURT JUDGE 1	JUDGE OF THE MUNICIPAL COURT	111,093	114,426	117,859	121,395
DPW - BOILER OPERATOR 1	BOILER OPERATOR P/T	14,842	15,287	15,746	16,218
DPW - BUILDING 1	BUILDING SERVICE WORKER	97,923	100,861	103,887	107,004
DPW - BUILDING 2	BUILDING MAINT. WORKER	97,923	100,861	103,887	107,004
DPW - BUILDING 3	SR. BUILDING MAINT. WORKER	97,923	100,861	103,887	107,004
DPW - BUS 1	OMNIBUS OPERATORS/BUS DRIVERS P/T HOURLY	25	25	25	25
DPW - BUS 1 PT	OMNIBUS OPERATORS/BUS DRIVERS F/T	97,923	100,861	103,887	107,004
DPW - ELECTRICIAN 1	ELECTRICIAN	97,923	100,861	103,887	107,004
DPW - ELECTRICIAN 1	ELECTRICIAN / HEATING & AC MECHANIC	97,923	100,861	103,887	107,004
DPW - ELECTRICIAN 1	ELECTRICIAN / TRAFFIC MAINT WORKER	97,923	100,861	103,887	107,004
DPW - ELECTRICIAN 1 PT	ELECTRICIAN P/T	59,367	61,148	62,982	64,871
DPW - LABOR 1	LABORER I	97,923	100,861	103,887	107,004
DPW - LABOR 2	TRUCK DRIVER	99,531	102,517	105,593	108,761
DPW - LABOR 3	HEAVY EQUIPMENT OPERATOR	104,506	107,641	110,870	114,196
DPW - MECHANIC 1	MECHANIC'S HELPER P/T HOURLY	70	70	70	70
DPW - MECHANIC 2	MECHANIC	88,292	90,941	93,669	96,479
DPW - MECHANIC 3	MECHANIC/TRUCK DRIVER	112,371	115,742	119,214	122,790
DPW - MOTOR BOON DRIVER 1	MOTOR BROOM DRIVER	82,112	84,575	87,112	89,725
DPW - PARKING 1 PT	PARKING ATTENDANT P/T	40,133	41,337	42,577	43,854
DPW - PARKING 2 PT	SENIOR PARKING ATTENDANT P/T	40,133	41,337	42,577	43,854
DPW - PLUMBER	PLUMBER F/T	97,923	100,861	103,887	107,004
DPW - PLUMBER PT	PLUMBER P/T	59,367	61,148	62,982	64,871
DPW - SEWER 1 P/T	SEWER MAINTENANCE INSPECTOR, P/T	9,097	9,370	9,651	9,941
DPW - SEWER 1 P/T	SEWER MAINTENANCE INSPECTOR, P/T HOURLY	70	70	70	70
DPW - SUPERVISOR 1	SUPERVISOR PUBLIC WORKS	124,413	128,145	131,989	135,949
DPW - SUPERVISOR 1	SUPERVISOR WATER/SEWER	124,413	128,145	131,989	135,949
DPW - SUPERVISOR 1	WATER REPAIR SUPERVISOR PT	17,739	18,271	18,819	19,384
FINANCE 1	WATER REPAIR SUPERVISOR PT	82,112	84,575	87,112	89,725
FINANCE 1	SENIOR ACCOUNTANT	82,112	84,575	87,112	89,725
FINANCE 1 P/T	PURCHASING AGENT P/T	41,056	42,288	43,557	44,864
FINANCE 2	PRINCIPAL ACCOUNTANT	88,292	90,941	93,669	96,479
FINANCE 3	CHIEF ACCOUNTANT	107,554	110,781	114,104	117,527
FINANCE 4	MUNICIPAL TREASURER	118,738	122,300	125,969	129,748
FINANCE 4 P/T	MUNICIPAL TREASURER P/T	85,114	87,667	90,297	93,006
FIRE CIVILIAN	DIRECTOR OF FIRE / DIRECTOR OF PUBLIC SAFETY	52,000	53,560	55,167	56,822
FIRE SAFETY 1	FIRE PREVENTION SPECIALIST P/T HOURLY	35	35	35	35
FIRE SAFETY 2	FIRE OFFICIAL P/T HOURLY	50	50	50	50
HEALTH 1	GRADUATE NURSE PUBLIC HEALTH	97,923	100,861	103,887	107,004
HEALTH 2	SENIOR PUBLIC HEALTH NURSE	107,283	110,501	113,816	117,230
HEALTH 1	REGISTERED ENVIR. HEALTH SPEC PUB HEALTH	97,923	100,861	103,887	107,004
HEALTH 2	SR. REGISTERED ENVIR. HEALTH SPEC. PUB HEALTH	107,283	110,501	113,816	117,230
HEALTH 1	PUBLIC HEALTH INVESTIGATOR SPANISH/ENGLISH	88,292	90,941	93,669	96,479
HRA 1	DIRECTOR OF REDEVELOPMENT (UNCLASS.)	72,239	74,406	76,638	78,937
IT 1	COMMUNICATIONS SYSTEMS TECH	41,057	42,289	43,558	44,865

Town of Harrison
Ordinance 1524 - Schedule A

<u>CLASSIFICATION</u>	<u>Civil Service Employees</u>	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
		<u>MAX</u>	<u>MAX</u>	<u>MAX</u>	<u>MAX</u>
IT 2	COMMUNICATIONS SYSTEMS TECH 1	43,315	44,614	45,952	47,331
IT 3	COMMUNICATIONS SYSTEMS TECH 2	45,698	47,069	48,481	49,935
IT 4	SYSTEMS ANALYST (UNCLASS.) IT	117,188	120,704	124,325	128,055
LIBRARY 1	LIBRARY ASSIST	48,159	49,604	51,092	52,625
LIBRARY 2	SENIOR LIBRARY ASSIST./MULTI-LINGUAL	88,292	90,941	93,669	96,479
LIBRARY 3	PRINCIPAL LIBRARY ASSIST	107,554	110,781	114,104	117,527
LIBRARY 4	LIBRARY DIRECTOR	112,371	115,742	119,214	122,790
LIBRARY 4	LIBRARY DIRECTOR (UNCLASS.)	112,371	115,742	119,214	122,790
MUNICIPAL ATTORNEY 1	MUNICIPAL ATTORNEY P/T	85,114	87,667	90,297	93,006
POLICE - CLASS 1	SPECIAL LAW ENFORCEMENT OFFICER I P/T HOURLY	35	35	35	35
POLICE - CLASS 2	SPECIAL LAW ENFORCEMENT OFFICER II P/T HOURLY	35	35	35	35
POLICE - CLASS 3	SPECIAL LAW ENFORCEMENT OFFICER III P/T HOURLY	35	35	35	35
POLICE - CROSSING 1	SCHOOL TRAFFIC GUARD P/T	23,035	23,726	24,438	25,171
POLICE - CROSSING 1 P/T	SCHOOL TRAFFIC GUARD P/T HOURLY	27	27	27	27
POLICE - DISPATCH 1	PUBLIC SAFETY TELECOM. TRAINEE	48,159	49,604	51,092	52,625
POLICE - DISPATCH 2	PUBLIC SAFETY TELECOM.	82,112	84,575	87,112	89,725
POLICE - DISPATCH 2	PUBLIC SAFETY TELECOM. P/T HOURLY	27	27	27	27
POLICE - DISPATCH 3	SENIOR PUBLIC SAFETY TELECOM.	90,226	92,933	95,721	98,593
POLICE - PARKING 1	PARKING ENFORCEMENT OFFICER	97,844	100,779	103,802	106,916
POLICE - PARKING 2	SUPERVISING PARKING ENFORCEMENT OFFICER	90,226	92,933	95,721	98,593
PUBLIC DEFENDER 1	PUBLIC DEFENDER	49,758	51,251	52,789	54,373
RECREATION 1 P/T	RECREATION AIDE P/T	35	35	35	35
RECREATION 1	RECREATION AIDE	48,159	49,604	51,092	52,625
RECREATION 2	RECREATION PROGRAM COORDINATOR	82,112	84,575	87,112	89,725
RECREATION 3	RECREATION PROGRAM SPECIALIST	105,952	109,131	112,405	115,777
RECREATION 4	SUPERINTENDENT OF RECREATION	105,952	109,131	112,405	115,777
RECYCLING 1	MUNICIPAL RECYCLING COORDINATOR P/T HOURLY	20	20	20	20
RECYCLING PT	MUNICIPAL RECYCLING COORDINATOR P/T	22,073	22,735	23,417	24,120
REGISTRAR 1	DEPUTY REGISTRAR VITAL STATISTICS P/T	1,485	1,530	1,576	1,623
REGISTRAR 2	REGISTRAR VITAL STATISTICS	24,078	24,800	25,544	26,310
SENIORS 1	SENIOR CITIZEN PROGRAM AIDE P/T	25	25	25	25
TAX ASSESSOR 1	TAX ASSESSOR	67,422	69,445	71,528	73,674
TAX COLLECTOR 1	ASSIST MUNICIPAL TAX COLLECTOR	88,292	90,941	93,669	96,479

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement ("MOA") entered into on this ____ day of December 2024 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, 2021 through December 31, 2024 ("Expiring Agreement"); and

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

WHEREAS, the parties desire to memorialize those modifications in a successor agreement covering the period January 1, 2025 through December 31, 2028 ("Successor Agreement").

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 Expiring Agreement shall remain in full force and effect, except as expressly modified herein.
2. Duration: 4-year term (01/01/2025-12/31/2028).
3. Funeral Leave
 - A. (Art. VII, Section 1, A.) – Delete the terms "husband, wife" and replace with: "spouse/partner by marriage/civil union or domestic partnership as defined by New Jersey Law."
 - B. Add Subsection D. as follows: "In addition to the paid leave set forth above in Subsections A, B and C, a member shall be entitled to use his/her accumulated paid time off (vacation, sick, personal, etc.) for bereavement up to a maximum of 5 days per death."

4. Compensatory Time Off in Lieu of Overtime Pay – Members are permitted to request compensatory time off ("Comp Time") in lieu of overtime pay, provided that all such Comp Time earned in a calendar year shall be either used or scheduled or paid out in cash by the end of the calendar year earned.

5. Salary

2025:

- A. Starting 01/01/2025 and retroactive to that date, increase the starting salaries for Laborers with a current and valid CDL license to \$42,000. Currently employed Non-CDL licensed Laborers shall remain at their current salaries until such time as a CDL is acquired, at which time their annual salaries will become the greater of \$42,000 or their then current annual salaries. Currently employed CDL licensed Laborers making annual salaries less than \$42,000 will be brought up to \$42,000 as of 01-01-2025 (before application of the percentage increase set forth in C below).
- B. Starting 01/01/2025 and retroactive to that date, increase the starting salaries for all employees other than Laborers to \$34,000. Current employees making annual salaries less than \$34,000 will be brought up to \$34,000 as of 01-01-2025 (before application of the percentage increase set forth in C below).
- C. 4% ATB raise for all unit members, after application of A and B, above.
- D. Keep current step program, \$1,000 every July, in place, except that for any employee with a base annual salary below \$50,000, increase the step to \$2,000. Further, members will receive the step in the calendar year after the year hired (e.g., an employee hired on 05/15/2024 will receive the step starting 07/01/2025; an employee hired on 10/31/2024 will receive the step starting 07/01/2025).
- E. No retroactive pay on overtime.
- F. No retroactive adjustment on health benefit contribution if a new salary puts an employee in higher contribution bracket.

2026:

3% ATB raise for all unit members.

2027:

3% ATB raise for all unit members.

2028:
3% ATB raise for all unit members.

6. Non-sworn public safety employees who are required to wear a uniform will receive an annual uniform allowance of \$250.
7. All modifications are effective upon ratification and approval of MOA except where stated.
8. This MOA shall be subject to ratification by the membership of Harrison Civil Service Employees Association and approval of the Town Council.
9. All proposals of the parties not set forth herein are deemed withdrawn.
10. 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.

TOWN OF HARRISON

Paul J. Zarbetski, Town Clerk

Date: _____

HARRISON CSEA

Julio Depierola, President

Date: _____

Christopher Hidrovo

Date: _____

Maria F. DaCunha-Struck

Date: _____