

Memo

To: Northfield Township Board of Trustees

From: Marlene Chockley, Supervisor

RE: Staff Raises

Date: July 6, 2017

Trustees,

At our last meeting the Board requested that staff raises be removed from the budget pending a determination on what was appropriate. The personnel committee met to discuss staff salaries and believe that what was proposed in the 2017-2018 fiscal year budget is fair with the exception of questions about the salary of the waste water treatment plant director.

Evaluating his salary more closely, revealed that the promotion resulted in an increase of only \$67/year in actual dollars earned and the opportunity to realize overtime pay has been eliminated. I believe that the additional responsibility and work hours of serving in that position warrant a 3% pay increase and I recommend that the pay increase be approved.

Below is a table with the recommendations presented to the Board on June 27.

<u>Name</u>	<u>Position</u>	<u>Current Salary (Hourly)</u>	<u>Proposed Increase</u>	<u>Proposed New Rate</u>	<u>Proposed % Increase</u>
Tami Averill	Comm. Center Director	\$20.86	\$1.25	\$22.11	6%
Mary Bird	Assistant to the Assessor	\$19.57	\$1.17	\$20.74	6%
Jennifer Carlisle	Assistant to the Twp. Manager	\$17.51	\$1.49	\$19.00	9%
Dawn Samfilippo	Deputy Treasurer	\$18.00	\$1.08	\$19.08	6%
Cristina Wilson	Deputy Clerk	\$19.00	\$1.14	\$20.14	6%
William Wagner	Public Safety Director	\$41.01	\$ 0.82	\$41.83	2%
Dan Willis	WWTP Director	\$30.29	\$ 0.91	\$31.20	3%

Our staff are skilled in their jobs. They take pride in the work they do and are conscientious, even staying beyond closing time to help one another if needed. Because we have such a small staff, each of them plays a critical role in serving our residents. These increases reflect the value of those skills. In the case of Chief Wagner, the 2% was his recommendation. It would be a good move for us to initiate a true salary study.

Thank you for your consideration.



Marlene Chockley