

SALEM COUNTY IMPROVEMENT AUTHORITY

RESOLUTION 2023-102

November 9, 2023

**RESOLUTION OF THE SALEM COUNTY IMPROVEMENT AUTHORITY AUTHORIZING
WAGE AND SALARY INCREASES FOR EMPLOYEES EFFECTIVE WITH THE
CHECK DATE OF JANUARY 3, 2024**

WHEREAS, the SCIA and the Personnel Committee have reviewed salary and wage history, and job performance of its employees for the past year; and

WHEREAS, the SCIA and the Personnel Committee have determined that wage and salary increases are warranted for its employees; and

WHEREAS, the Board has determined that the proposed increases are supported by the budget and funds are available to pay them;

NOW THEREFORE, BE IT RESOLVED by the Salem County Improvement Authority that the Board authorizes the wage and salary increases for its employees at \$1.25 per hour, as reflected on the attached Exhibit A.

BE IT FURTHER RESOLVED that these salary increases will be effective with the check date of January 3, 2024.

ATTEST:



Lewis Schneider, Vice-Chairperson



Susan Bestwick, Chairperson

CERTIFICATION

I certify that the foregoing is a true copy of a Resolution adopted by the Salem County Improvement Authority at a meeting thereof held on November 9, 2023.



Lewis Schneider, Vice-Chairperson

| Recorded Vote | | | | |
|------------------------|-----|-----|---------|--------|
| Governing Body Member: | Aye | Nay | Abstain | Absent |
| Susan Bestwick | ✓ | | | |
| Lew Schneider | ✓ | | | |
| Barry Davis | | | | ✓ |
| Laura Crane | ✓ | | | |
| Michael Bercute | | | | ✓ |

| JOB TITLE | CURRENT SALARY (2023) | | | 2024 SALARY | | |
|--|-----------------------|---------------------|---------------|--------------------|---------------|---------------|
| | HOURS PER WEEK | CURRENT HOURLY RATE | ANNUAL SALARY | HOURLY RATE \$1.25 | ANNUAL SALARY | ANNUAL SALARY |
| Senior Mechanic | 40 | \$ 30.49 | \$ 63,419.20 | \$ 31.74 | \$ 66,019.20 | |
| Laborer | 28 | \$ 15.92 | \$ 23,179.52 | \$ 17.17 | \$ 24,999.52 | |
| Equipment Operator/Scalemaster | 40 | \$ 23.90 | \$ 49,712.00 | \$ 25.15 | \$ 52,312.00 | |
| Equipment Operator | 40 | \$ 19.00 | \$ 39,520.00 | \$ 20.25 | \$ 42,120.00 | |
| Equipment Operator | 40 | \$ 28.14 | \$ 58,531.20 | \$ 29.39 | \$ 61,131.20 | |
| Scalemaster | 40 | \$ 21.50 | \$ 44,720.00 | \$ 22.75 | \$ 47,320.00 | |
| Safety Coordinator/Landfill Technician | 28 | \$ 14.13 | \$ 20,573.28 | \$ 15.38 | \$ 22,393.28 | |
| Scalemaster | 40 | \$ 23.00 | \$ 47,840.00 | \$ 24.25 | \$ 50,440.00 | |
| Landfill Manager | 20 | \$ 14.13 | \$ 14,695.20 | \$ 15.38 | \$ 15,995.20 | |
| Laborer | 40 | \$ 38.26 | \$ 84,580.80 | \$ 41.91 | \$ 87,180.80 | |
| Laborer | 24 | \$ 14.13 | \$ 17,634.24 | \$ 15.13 | \$ 18,882.24 | |
| Senior Scalemaster/Clean Communities Coordinator | 16 | \$ 14.13 | \$ 11,756.16 | \$ 15.13 | \$ 12,588.16 | |
| Equipment Operator | 40 | \$ 18.66 | \$ 38,812.80 | \$ 19.91 | \$ 41,412.80 | |
| Equipment Operator/Laborer | 40 | \$ 30.86 | \$ 64,188.80 | \$ 32.11 | \$ 66,788.80 | |
| | 40 | \$ 17.00 | \$ 35,360.00 | \$ 18.25 | \$ 37,960.00 | |
| | | | \$ 614,523.20 | | \$ 647,543.20 | |
| Executive Director | 35 | \$ 32.61 | \$ 59,350.20 | \$ 33.86 | \$ 61,625.20 | |
| Accounts Receivable | 40 | \$ 20.06 | \$ 41,724.80 | \$ 21.31 | \$ 44,324.80 | |
| Accounts Payable Clerk | 40 | \$ 26.13 | \$ 54,350.40 | \$ 27.38 | \$ 56,950.40 | |
| HR Generalist/Payroll | 40 | \$ 21.87 | \$ 45,489.60 | \$ 23.12 | \$ 48,089.60 | |
| Confidential Executive Assistant | 20 | \$ 17.00 | \$ 17,680.00 | \$ 18.25 | \$ 18,980.00 | |
| Recycling/Household Hazardous Waste Coordinator | 24 | \$ 17.51 | \$ 21,852.48 | \$ 18.76 | \$ 23,412.48 | |
| | | | \$ 240,447.48 | | \$ 253,382.48 | |
| | | | \$ 854,970.68 | | \$ 900,925.68 | |
| Seasonal Laborer (14 weeks) | 40 | \$ 14.13 | \$ 7,912.80 | \$ 15.13 | \$ 8,472.80 | |
| Seasonal Laborer (14 weeks) | 40 | \$ 14.13 | \$ 7,912.80 | \$ 15.13 | \$ 8,472.80 | |
| | | | \$ 15,825.60 | | \$ 16,945.60 | |
| | | | \$ 870,796.28 | | \$ 917,871.28 | |
| | | | \$ 25,000.00 | | \$ 25,000.00 | |
| | | | \$ 895,796.28 | | \$ 942,871.28 | |