

BOROUGH OF NORTHALE
County of Bergen
State of New Jersey

ORDINANCE #904-2012

**AN ORDINANCE TO FIX THE SALARIES, WAGES AND COMPENSATION OF
DPW CONTRACT EMPLOYEES OF THE BOROUGH OF NORTHALE,
COUNTY OF BERGEN AND STATE OF NEW JERSEY**

**BE IT ORDAINED BY THE MAYOR AND COUNCIL OF THE
BOROUGH OF NORTHALE, COUNTY OF BERGEN, STATE OF NEW
JERSEY, as follows:**

Section 1. The Department of Public Works Contract Employees shall consist of one (1) Working Foreman/DPW Worker and as many DPW workers as may be deemed necessary, and the following annual salaries shall be paid retroactive to January 1, 2012.

**DEPARTMENT OF PUBLIC WORKS SALARY SCHEDULE
EMPLOYEES HIRED BEFORE JANUARY 1, 1995**

2012	2012
Less than 1 year of service	\$35,002.98
Beginning 2nd year of service	\$54,789.82
Beginning 3rd year of service	\$61,233.32
Beginning 4th year of service and thereafter	\$67,676.86
Working Foreman	\$5,955.07
C-2 License	\$700.00

**DEPARTMENT OF PUBLIC WORKS SALARY SCHEDULE
EMPLOYEES HIRED AFTER JANUARY 1, 1995**

2012	2012
Less than 1 year of service	\$38,655.24
Beginning 2nd year of service	\$45,378.65
Beginning 3rd year of service	\$54,789.82
Beginning 4th year of service	\$61,233.32
Beginning 5th year of service	\$67,676.82
Working Foreman	\$5,955.07
C-2 License	\$700.00

Section 2. In addition to the compensation set forth in Section 1, each full time employee of the Borough of Northvale shall receive longevity pay as follows:

EMPLOYEES HIRED BEFORE JANUARY 1, 1995

2% of the base annual pay after 5 years of service
4% of the base annual pay after 9 years of service
6% of the base annual pay after 13 years of service
8% of the base annual pay after 17 years of service
10% of the base annual pay after 21 years of service

EMPLOYEES HIRED AFTER JANUARY 1, 1995

Effective January 1, 1995, longevity pay will no longer be granted to any employees hired after January 1, 1995.

This shall be paid in two installments with first pay check in July and first pay check in December of each year, and is not to exceed \$7,500.00 in any one year. Retroactive longevity is to be paid to each employee for 2012 and is not to exceed \$7,500.00.

Section 3. The Superintendent of Public Works will designate a member of the Department each week to be available on a Saturday, Sunday or Holiday. Such time will be classified as "Stand By" time and shall be paid at the rate of \$100.00 per day.

Section 4. Each new and existing employee of the Department of Public Works shall receive, free of charge, in lieu of clothing allowance, a complete set of winter and summer uniforms. Thereafter, the Employer will pay each DPW employee the sum of \$400.00 by voucher and \$300.00 check to each employee for 2012

Section 5. Each DPW employee shall receive \$200.00 annually for the purchase of a minimum of two (2) pairs of work shoes. Payment will be made upon voucher submitted to the Borough.

Section 6. Time in excess of forty (40) hours per week for all full time employees is to be paid at the rate of time and one-half.

Section 7. All full time employees of the Department of Public Works shall be paid bi-weekly.

Section 8. All ordinances and parts of ordinances inconsistent herewith are repealed.

Section 9. This Ordinance shall take effect immediately after passage and publication according to law.

PAUL BAZELA, MAYOR

Wanda A. Worner
Borough Clerk

Introduced: January 3, 2012

Passed: February 8, 2012 (Second Reading)