

BOROUGH OF CRESSKILL
ORDINANCE NO. 20-07-1557

AN ORDINANCE TO FIX THE SALARIES, WAGES AND
COMPENSATION FOR THE DEPARTMENT OF PUBLIC
WORKS EMPLOYEES OF THE BOROUGH OF CRESSKILL

BE IT ORDAINED by the Mayor and Council of the Borough of Cresskill in the County of Bergen and State of New Jersey, as follows:

SECTION I Salaries and wages, longevity payments or other compensation provided for by terms of this Ordinance and Article 5 listed below, are hereby fixed for the respective Department of Public Works employees of the Borough of Cresskill at the respective rates and sums shown herein, effective January 1, 2020 through December 31, 2023.

SECTION II Time of Payment. All salaries, wages, longevity payments or other compensation shall be paid in bi-weekly installments within the ranges and according to the conditions set forth in the Contract.

SECTION III Salaries

ARTICLE 7

7.00 **SALARY GUIDE**

7.01a The following salary schedule will be in effect as of January 1, 2020 thru December 31, 2020 for employees hired prior to January 1, 2012:

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
<u>Foreman</u>				
Start	\$104,880	\$106,978	\$109,117	\$111,300
Third	\$112,798	\$115,054	\$117,355	\$119,702
Fifth	\$120,714	\$123,128	\$125,591	\$128,103
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
<u>Mechanic</u>				
Start	\$72,182	\$73,626	\$75,099	\$76,601
Second	\$80,103	\$81,706	\$83,340	\$85,006
Fourth	\$88,907	\$90,685	\$92,498	\$94,348
Sixth	\$96,831	\$98,768	\$100,743	\$102,758
Eighth	\$104,408	\$106,496	\$108,626	\$110,799
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
<u>Senior Tree Man</u>				
Start	\$89,595	\$91,387	\$93,215	\$95,079
Third	\$95,946	\$97,865	\$99,822	\$101,818
Fifth	\$103,861	\$105,938	\$108,056	\$110,218
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

Laborer/Driver/Equipment Operator

	<u>1/1/20</u>	<u>1/1/21</u>	<u>1/1/22</u>	<u>1/1/23</u>
Start	\$57,216	\$58,361	\$59,528	\$60,718
Second	\$65,140	\$66,443	\$67,771	\$69,127
Fourth	\$73,062	\$74,523	\$76,014	\$77,534
Sixth	\$80,746	\$82,361	\$84,009	\$85,689
Eighth	\$88,840	\$90,616	\$92,429	\$94,277
Ninth	\$95,946	\$97,865	\$99,822	\$101,818
Tenth	\$103,861	\$105,938	\$108,057	\$110,218
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

7.01b The following salary schedule will be in effect as of January 1, 2020 thru December 31, 2023 for employees hired after 2012.

Foreman

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
Start	\$104,880	\$106,978	\$109,117	\$111,300
Third	\$112,798	\$115,054	\$117,355	\$119,702
Fifth	\$120,714	\$123,128	\$125,591	\$128,103
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

Mechanic

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
Start	\$58,583	\$59,755	\$60,950	\$62,169
Second	\$63,675	\$64,949	\$66,247	\$67,572
Third	\$68,767	\$70,142	\$71,545	\$72,976
Fourth	\$73,859	\$75,336	\$76,843	\$78,380
Fifth	\$78,951	\$80,530	\$82,141	\$83,784
Sixth	\$84,043	\$85,724	\$87,438	\$89,187
Seventh	\$89,135	\$90,918	\$92,736	\$94,951
Eighth	\$94,227	\$96,112	\$98,034	\$99,995
Ninth	\$99,319	\$101,306	\$103,332	\$105,398
Tenth	\$104,408	\$106,496	\$108,626	\$110,798
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

Senior Tree Man

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
Start	\$89,595	\$91,387	\$93,215	\$95,079
Third	\$95,946	\$97,865	\$99,822	\$101,818
Fifth	\$103,861	\$105,938	\$108,857	\$110,218
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

Labor/Driver/Equipment/Operator

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
Start	\$37,493	\$38,234	\$39,008	\$39,788
Second	\$43,527	\$44,398	\$45,286	\$46,191
Third	\$49,561	\$50,552	\$51,563	\$52,595
Fourth	\$55,595	\$56,707	\$57,841	\$58,998
Fifth	\$61,582	\$62,814	\$64,070	\$65,352
Sixth	\$67,663	\$69,017	\$70,397	\$71,805
Seventh	\$73,697	\$75,171	\$76,675	\$78,208
Eighth	\$79,731	\$81,326	\$82,953	\$84,612

Ninth	\$85,765	\$87,481	\$89,230	\$91,015
Tenth	\$91,800	\$93,636	\$95,508	\$97,418
Eleventh	\$97,834	\$99,790	\$101,786	\$103,822
Twelfth	\$103,861	\$105,938	\$108,057	\$110,218
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

7.01c The following salary schedule will be in effect as of January 1, 2020 thru December 31, 2023 for employees hired after January 1, 2016:

Laborer/Driver/Equipment Operator

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
Start	\$34,638	\$35,331	\$36,037	\$36,758
Second	\$40,212	\$41,017	\$41,837	\$42,674
Third	\$45,787	\$46,703	\$47,637	\$48,589
Fourth	\$51,361	\$52,389	\$53,436	\$54,505
Fifth	\$56,936	\$58,075	\$59,236	\$60,421
Sixth	\$62,510	\$63,761	\$65,036	\$66,337
Seventh	\$68,085	\$69,447	\$70,836	\$72,252
Eighth	\$73,660	\$75,113	\$76,635	\$78,168
Ninth	\$79,234	\$80,819	\$82,435	\$84,084
Tenth	\$84,809	\$86,505	\$88,235	\$90,000
Eleventh	\$90,383	\$92,191	\$94,035	\$95,915
Twelfth	\$95,951	\$97,870	\$99,828	\$101,824
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

Foreman

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
Start	\$104,880	\$106,978	\$109,117	\$111,300
Third	\$112,798	\$115,054	\$117,355	\$119,702
Fifth	\$120,714	\$123,128	\$125,591	\$128,103
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

Mechanic – Tree Man

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
Start	\$54,122	\$55,204	\$56,308	\$57,434
Second	\$58,826	\$60,002	\$61,202	\$62,426
Third	\$63,530	\$64,801	\$66,097	\$67,419
Fourth	\$68,234	\$69,599	\$70,991	\$72,411
Fifth	\$72,939	\$74,397	\$75,885	\$77,403
Sixth	\$77,643	\$79,196	\$80,780	\$82,395
Seventh	\$82,347	\$83,994	\$85,674	\$87,387
Eighth	\$87,051	\$88,792	\$90,568	\$92,380
Ninth	\$91,756	\$93,591	\$95,463	\$97,372
Tenth	\$96,457	\$98,386	\$100,353	\$102,361
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

Senior Tree Man

	<u>1-1-20</u>	<u>1-1-21</u>	<u>1-1-22</u>	<u>1-1-23</u>
Start	\$89,595	\$91,387	\$93,215	\$95,079
Third	\$95,946	\$97,865	\$99,822	\$101,818
Fifth	\$103,860	\$105,938	\$108,057	\$110,218
Fifteenth	Last step, plus any annual percentage increase, plus \$2,500.00			
Twentieth	Last step, plus any annual percentage increase, plus \$2,500.00			

- 7.02 As of January 1, 2020, all employees, as of the date of this Contract, who have attained twenty-one years or more of continuous service and who did not receive a stipend payment at their fifteenth or twentieth year shall be entitled to a pay increase of \$2,500.00.
- 7.03 If the Borough directs the employee to obtain special license(s), e.g. Pesticide Applicator License, the Borough will pay all costs for the acquisition (training) of such license(s). Licensing will be offered on a seniority basis, and the employee shall be compensated \$460.00 annually for license procurement.

This License Stipend is all inclusive and includes the payment to the employee includes up to three (3) licenses, e.g.:

Employee A
 Pesticide License
 \$460.00 Stipend

Employee B
 Pesticide License
 OSHA License; and
 DCA License
 \$460.00 Stipend

- 7.04 All new employees shall start at step one.
- 7.05 A CDL (Class B) License is required for employment. If the Borough requires that an employee upgrade his license or gets special endorsements, the Borough shall be responsible for the upgraded licensing per (Class B versus Class A). The Employee shall be compensated a Stipend of Seventy-Five Dollars (\$75.00) per year upon receipt of the Class A License. Class A CDL renewal will be completed on Borough Time and at the Borough's expense.

SECTION IV Contracts The terms and conditions of any Contracts or Agreements, which have been duly authorized by the Mayor and Council, will be adhered to and the employee shall be entitled to all the additional benefits that are expressed in detail in said Contract. Those benefits include those related to vacation time, sick time, personal time, holiday pay, overtime, pesticide license, CDL license, uniforms, tools, standby and longevity.

SECTION V

All other Ordinances of the Borough, or parts thereof, which are in conflict with this Ordinance are hereby repealed to the extent of such conflict.

SECTION VI

If any section, subsection, paragraph, subdivision, or sentence of this Ordinance is adjudged unconstitutional or invalid by a court of competent jurisdiction, such decision shall apply only to the section, subsection, paragraph, subdivision, sentence, clause, phrase or provision so adjudged, and the remainder of this Ordinance shall be deemed valid and effective.

SECTION VII

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