

**BOROUGH OF OLD TAPPAN
ORDINANCE NO. 1086-15**

**AN ORDINANCE TO FIX THE SALARIES, WAGE AND
COMPENSATION OF THE OFFICERS AND EMPLOYEES
OF THE BOROUGH OF OLD TAPPAN, COUNTY OF
BERGEN, STATE OF NEW JERSEY FOR THE DPW
YEARS 2015-2019**

BE IT ORDAINED by the Mayor and Council of the Borough of Old Tappan as follows:

SECTION 1: That the respective wage or compensation to be paid to the Officers and Employees of the Borough of Old Tappan to a maximum as follows:

A. Department of Public Works: Hired on or before 12/31/05

	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>
Assistant Superintendent - per annum	89,621	91,414	93,242	95,107	97,009
Maintenance workers:					
5th year - per annum	82,404	84,052	85,733	87,448	89,197
4th year - per annum	76,455	77,984	79,544	81,135	82,757
3rd year - per annum	70,508	71,918	73,357	74,824	76,320
2nd year - per annum	64,561	65,852	67,169	68,513	69,883
1st year - per annum	58,613	59,785	60,981	62,201	63,445
Prob. (1-12 mos.) - per annum	53,525	54,596	55,687	56,801	57,937
Mechanics:					
5th year - per annum	86,253	87,978	89,737	91,532	93,363
4th year - per annum	82,805	84,461	86,150	87,873	89,630
3rd year - per annum	80,447	82,056	83,697	85,371	87,078
2nd year - per annum	78,136	79,698	81,292	82,918	84,577
1st year - per annum	77,015	78,555	80,127	81,729	83,364
Prob. (7-12 mos.) - per annum	55,881	56,998	58,138	59,301	60,487
Prob. (1-6 mos.) - per annum	54,391	55,479	56,588	57,720	58,874
Golf Course Foreman - per annum	84,979	86,678	88,412	90,180	91,984

B. Department of Public Works: Hired on or after 1/1/06

	<u>1/1/2015</u>	<u>1/1/2016</u>	<u>1/1/2017</u>	<u>1/1/2018</u>	<u>1/1/2019</u>
Assistant Superintendent - per annum	89,621	91,414	93,242	95,107	97,009
Maintenance workers:					
8th year - per annum	82,404	84,052	85,733	87,448	89,197
7th year - per annum	78,508	80,079	81,680	83,314	84,980
6th year - per annum	74,777	76,273	77,798	79,354	80,941
5th year - per annum	71,222	72,646	74,099	75,581	77,092
4th year - per annum	67,834	69,191	70,575	71,986	73,426
3rd year - per annum	64,610	65,902	67,220	68,564	69,936
2nd year - per annum	61,539	62,770	64,026	65,306	66,612

1st year - per annum	58,613	59,785	60,981	62,201	63,445
Prob. (1-12 mos.) - per annum	53,525	54,596	55,687	56,801	57,937
Mechanics:					
8th year - per annum	86,253	87,978	89,737	91,532	93,363
7th year - per annum	81,779	83,414	85,082	86,784	88,520
6th year - per annum	77,449	78,998	80,577	82,189	83,833
5th year - per annum	73,348	74,815	76,311	77,837	79,394
4th year - per annum	69,465	70,854	72,271	73,716	75,191
3rd year - per annum	65,786	67,102	68,444	69,813	71,209
2nd year - per annum	62,304	63,550	64,821	66,117	67,440
1st year - per annum	59,006	60,186	61,390	62,618	63,870
Prob. (7-12 mos.) - per annum	55,881	56,998	58,138	59,301	60,487
Prob. (1-6 mos.) - per annum	54,391	55,479	56,588	57,720	58,875
Golf Course Foreman - per annum	84,979	86,678	88,412	90,180	91,984

Effective January 1, 2006 for employees hired on or after that date, three additional steps have been added to the salary guide. All steps have been adjusted accordingly.

C. Department of Public Works: Hired on or after 1/1/15

	<u>1/1/15-12/31/19</u>
Assistant Superintendent - per annum	88,297
Maintenance workers:	
8th year - per annum	81,186
7th year - per annum	76,383
6th year - per annum	71,576
5th year - per annum	66,769
4th year - per annum	61,962
3rd year - per annum	57,155
2nd year - per annum	52,348
1st year - per annum	47,541
Prob. (1-12 mos.) - per annum	42,734
Mechanics:	
8th year - per annum	84,978
7th year - per annum	79,805
6th year - per annum	74,631
5th year - per annum	69,457
4th year - per annum	64,283
3rd year - per annum	59,109
2nd year - per annum	53,935
1st year - per annum	48,761
Prob. (7-12 mos.) - per annum	46,174
Prob. (1-6 mos.) - per annum	43,587
Golf Course Foreman - per annum	83,723

Effective January 1, 2015 for employees hired on or after that date, there will be no percentage increase on the steps during this contract.

SECTION 2: That the wage of compensation hereinbefore mentioned shall be paid bi-weekly on Friday for a total of 26 pay rolls.

SECTION 3: Longevity Pay

- A. Employees hired prior to January 1, 1981: Upon completion of three (3) year of employment, all full-time employees of the Borough shall be paid 1-1/2 percent longevity pay and the same percentage of payment for each three (3) years of employment thereafter of employment, up to a maximum of ten (10) percent.
- B. Employees hired after January 1, 1981 and before January 1, 1999: Upon completion of six (6) years of employment, all full-time employees of the Borough shall be paid three (3) percent longevity. Thence, one and one-half (1 1/2) percent of each three (3) years thereafter of employment up to a maximum of ten (10) percent.
- C. All adjustments made in regard to longevity shall occur on either the first day of January when the employee's anniversary date occurs between January 1st and June 30th or on the first day of July when their anniversary occurs between July 1st and December 31st in the year of entitlement.

SECTION 4: Overtime- All full-time employees, other than those designated as Department Heads will be paid at the rate of time and one-half (1 1/2), or double time as per DPW policy.

SECTION 5: All ordinances inconsistent with this Ordinance are hereby repealed.

SECTION 6: This ordinance shall take effect when published according to law and a Public Hearing held as required by Law, and shall be retroactive to January 1, 2015.