

BOROUGH OF CRESSKILL

ORDINANCE NO. 16-10-1489

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, 2016 through December 31, 2019.

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 5**

5.00 **SALARIES**

5.01a The following salary schedule will be in effect as of January 1, 2016 thru December 31, 2019 for employees hired prior to January 1, 2012:

|                | <u>1-1-16</u> | <u>1-1-17</u> | <u>1-1-18</u> | <u>1-1-19</u> |
|----------------|---------------|---------------|---------------|---------------|
| <u>Foreman</u> |               |               |               |               |
| Start          | \$96,893      | \$98,831      | \$100,808     | \$102,824     |
| Third          | \$104,208     | \$106,292     | \$108,418     | \$110,586     |
| Fifth          | \$111,521     | \$113,751     | \$116,026     | \$118,347     |

|                 |          |          |           |           |
|-----------------|----------|----------|-----------|-----------|
| <u>Mechanic</u> |          |          |           |           |
| Start           | \$66,685 | \$68,019 | \$69,379  | \$70,767  |
| Second          | \$74,003 | \$75,483 | \$76,993  | \$78,533  |
| Fourth          | \$82,136 | \$83,779 | \$85,454  | \$87,163  |
| Sixth           | \$89,457 | \$91,246 | \$93,071  | \$94,933  |
| Eighth          | \$96,457 | \$98,386 | \$100,354 | \$102,361 |

Senior Tree Man

|       |          |          |          |           |
|-------|----------|----------|----------|-----------|
| Start | \$82,772 | \$84,427 | \$86,116 | \$87,838  |
| Third | \$88,639 | \$90,412 | \$92,220 | \$94,064  |
| Fifth | \$95,951 | \$97,870 | \$99,288 | \$101,824 |

Laborer/Driver/Equipment Operator

|        |          |          |          |           |
|--------|----------|----------|----------|-----------|
| Start  | \$52,859 | \$53,916 | \$54,994 | \$56,094  |
| Second | \$60,179 | \$61,383 | \$62,610 | \$63,862  |
| Fourth | \$67,498 | \$68,848 | \$70,225 | \$71,629  |
| Sixth  | \$74,597 | \$76,089 | \$77,611 | \$79,163  |
| Eighth | \$82,074 | \$83,716 | \$85,390 | \$87,098  |
| Ninth  | \$88,639 | \$90,412 | \$92,220 | \$94,064  |
| Tenth  | \$95,951 | \$97,870 | \$99,828 | \$101,824 |

The above represents a 2% increase in salary for the years 2016, 2017, 2018 and 2019. If an employee were to move to a different category, he would move to the appropriate step above his previous salary.

- 5.01b The following salary schedule will be in effect as of January 1, 2016 thru December 31, 2019 for employees hired after 2012.

Labor/Driver/Equipment/Operator

|          | <u>1-1-16</u> | <u>1-1-17</u> | <u>1-1-18</u> | <u>1-1-19</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    | \$56,893      | \$58,030      | \$59,191      | \$60,375      |
| Sixth    | \$62,510      | \$63,761      | \$65,036      | \$66,337      |
| Seventh  | \$68,085      | \$69,447      | \$70,836      | \$72,252      |
| Eighth   | \$73,660      | \$75,133      | \$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      | \$91,191      | \$94,035      | \$95,915      |
| Twelfth  | \$95,951      | \$97,870      | \$99,828      | \$101,824     |

- 5.01c The following salary schedule will be in effect as of January 1, 2016 thru December 31, 2019 for employees hired after to January 1, 2016:

Laborer/Driver/Equipment Operator (New hire starts at 32,000 regardless of year)

|        | <u>1-1-16</u> | <u>1-1-17</u> | <u>1-1-18</u> | <u>1-1-19</u> |
|--------|---------------|---------------|---------------|---------------|
| Start  | \$32,000      | \$32,640      | \$33,293      | \$33,959      |
| Second | \$37,150      | \$37,893      | \$38,651      | \$39,424      |

|          |          |          |          |          |
|----------|----------|----------|----------|----------|
| Third    | \$42,300 | \$43,146 | \$44,009 | \$44,889 |
| Fourth   | \$47,450 | \$48,399 | \$49,367 | \$50,354 |
| Fifth    | \$52,600 | \$53,652 | \$54,725 | \$55,820 |
| Sixth    | \$57,750 | \$58,905 | \$60,083 | \$61,285 |
| Seventh  | \$62,900 | \$64,158 | \$65,441 | \$66,750 |
| Eighth   | \$68,050 | \$69,411 | \$70,799 | \$72,215 |
| Ninth    | \$73,200 | \$74,664 | \$76,157 | \$77,680 |
| Tenth    | \$78,350 | \$79,917 | \$81,515 | \$83,146 |
| Eleventh | \$83,500 | \$85,170 | \$86,873 | \$88,611 |
| Twelfth  | \$88,644 | \$90,417 | \$92,225 | \$94,070 |

|                |               |               |               |               |
|----------------|---------------|---------------|---------------|---------------|
|                | <u>1-1-16</u> | <u>1-1-17</u> | <u>1-1-18</u> | <u>1-1-19</u> |
| <u>Foreman</u> |               |               |               |               |
| Start          | \$96,893      | \$98,831      | \$100,808     | \$102,824     |
| Third          | \$104,208     | \$106,292     | \$108,418     | \$110,586     |
| Fifth          | \$111,521     | \$113,751     | \$116,026     | \$118,347     |

Mechanic – Tree Man

|         |          |          |          |          |
|---------|----------|----------|----------|----------|
| Start   | \$50,000 | \$51,000 | \$52,020 | \$53,060 |
| Second  | \$54,346 | \$55,433 | \$56,542 | \$57,672 |
| Third   | \$58,692 | \$59,866 | \$61,063 | \$62,284 |
| Fourth  | \$63,038 | \$64,299 | \$65,585 | \$66,896 |
| Fifth   | \$67,384 | \$68,732 | \$70,106 | \$71,508 |
| Sixth   | \$71,730 | \$73,165 | \$74,628 | \$76,120 |
| Seventh | \$76,076 | \$77,598 | \$79,149 | \$80,732 |
| Eighth  | \$80,422 | \$82,030 | \$83,671 | \$85,344 |
| Ninth   | \$84,768 | \$86,463 | \$88,193 | \$89,956 |
| Tenth   | \$89,111 | \$90,893 | \$92,711 | \$94,565 |

Senior Tree Man

|       |          |          |          |           |
|-------|----------|----------|----------|-----------|
| Start | \$82,772 | \$84,427 | \$86,116 | \$87,838  |
| Third | \$88,639 | \$90,412 | \$92,220 | \$94,064  |
| Fifth | \$95,951 | \$97,870 | \$99,288 | \$101,824 |

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.