

**BOROUGH OF NORTHVALE**  
**County of Bergen**  
**State of New Jersey**

**ORDINANCE #1067-2023**

**AN ORDINANCE TO FIX THE SALARIES, WAGES AND COMPENSATION OF DPW CONTRACT EMPLOYEES OF THE BOROUGH OF NORTHVALE, COUNTY OF BERGEN AND STATE OF NEW JERSEY (Year 2 of 5-Year Contract – 2.50%)**

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

**Section 1.** The Department of Public Works Contract Employees shall consist of One Superintendent, and in the discretion of the Governing Body, there may be an Assistant Superintendent, Foremen and suc other Department of Public Works employees as determined by the Governing Body.

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

<b>2023</b>	<b>2023</b>
Less than 1 year of service	\$45,252.17
Beginning 2nd year of service	\$70,832.78
Beginning 3rd year of service	\$79,163.00
Beginning 4th year of service and thereafter	\$87,493.22
Working Foreman	\$9,668.36
C-2 License	\$735.44

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

<b>2023</b>	<b>2023</b>
Less than 1 year of service	\$49,973.85
Beginning 2nd year of service	\$58,665.93
Beginning 3rd year of service	\$70,832.58
Beginning 4th year of service	\$79,163.01
Beginning 5th year of service	\$87,493.22
Working Foreman	\$9,668.36
C-2 License	\$735.44

All Employees, regardless of date of hire, in this bargaining unit shall receive a CDL stipend payable by separate check, before June 1 of the year in which it is due as follows:

Effective 1/1/23	\$2,300.00
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**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

Longevity shall be paid in two installments with the 1<sup>st</sup> pay check in July and the 1<sup>st</sup> pay check in December of each year and it is not to exceed \$7,500.00 in any one year.

**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.

**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 \$215.00 per day.

**Section 4.** Each new and existing employee of the Department of Public Works shall receive \$2,000.00, effective January 1, 2022, for clothing allowance. Clothing allowance shall be paid by separate check in 2 (two) equal installments. The 1<sup>st</sup> (first) payment shall be in the 1<sup>st</sup> (first) pay period of each year and the 2<sup>nd</sup> (second) payment shall be during the 1<sup>st</sup> (first) pay period in July of each year.

**Section 5.** 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 6.** All full time employees of the Department of Public Works shall be paid bi-weekly.

**Section 7.** All ordinances and parts of ordinances inconsistent herewith are repealed.

**Section 8.** This Ordinance shall take effect immediately after passage and publication according to law.

*Joseph E. McGuire*

Joseph E. McGuire, Mayor

Attest:

*Frances M. Weston*

Frances Weston  
Municipal Clerk

Introduced: April 12, 2023

2<sup>nd</sup> Reading: May 10, 2023

Adopted: May 10, 2023