

**BOROUGH OF HARRINGTON PARK**

**NOTICE IS HEREBY GIVEN** that the following proposed ordinance was introduced and passed on the first reading at a meeting of the Mayor and Council of the Borough of Harrington Park, County of Bergen, and State of New Jersey held on the 15<sup>th</sup> day of August 2013, and that said Ordinance will be taken up for further consideration for final passage at a meeting of the said Mayor and Council to be held at its meeting place in the Municipal Center, 85 Harriot Avenue, Harrington Park, New Jersey on the 9<sup>th</sup> day of September 2013, at 7 p.m. or soon thereafter as the matter can be reached, at which time and place all persons interested therein will be given an opportunity to be heard concerning the same.

ANN H. BISTRITZ  
Borough Clerk

**PROPOSED ORDINANCE No. 682  
Chapter 38**

AN ORDINANCE TO FIX THE SALARY, WAGE OR  
COMPENSATION OF PERSONS HOLDING OFFICE,  
POSITION OR EMPLOYMENT IN THE BOROUGH OF  
HARRINGTON PARK PUBLIC WORKS DEPARTMENT,  
COUNTY OF BERGEN, STATE OF NEW JERSEY.

Be it ordained by the Mayor and Council of Harrington Park as follows:

**PUBLIC WORKS DEPARTMENT**

The following salaries are pursuant to contract in force being paid at this time:

	<b>Full Time</b>	<b>Manner of Payment</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>
Foreman	F	C	\$ 2000.00	\$ 2000.00	\$ 2000.00
Step 1	F	C	\$36,753.36	\$37,488.43	\$38,238.20
Step 2	F	C	\$40,428.70	\$41,237.27	\$42,062.02
Step 3	F	C	\$44,104.02	\$44,986.10	\$45,885.82
Step 4	F	C	\$50,601.29	\$51,613.32	\$52,645.59
Step 5	F	C	\$55,352.77	\$56,459.83	\$57,589.03
Step 6	F	C	\$59,998.86	\$61,198.84	\$62,422.82
Step 7	F	C	\$65,199.08	\$66,503.06	\$67,833.12
Step 8	F	C	\$77,434.82	\$78,983.52	\$80,563.19

Stand-by Rate . . . . . \$ 75.00/Day (Jan. 1, 2013-June 30, 2013)  
\$100.00/Day retroactive to July 1, 2013

**Manner of Payment** (Explanatory references to the above)

C – Annual Salaries – paid on bi-weekly basis

**ANNIVERSARY DATE** for full-time employees shall be the first of the year. When full-time employment begins prior to June 1<sup>st</sup> in any year the anniversary date shall revert back to January 1<sup>st</sup> of the same year. When it begins on or after June 1<sup>st</sup> the anniversary date shall not be effective until January 1<sup>st</sup> of the following year. That section shall be effective for all purposes of the salary ordinance.

**LONGEVITY:** All full-time Public Works Department employees will be paid the following percentages of their base pay as shown: (Excludes Superintendent)

After 5 years of complete and continuous full-time Public Works Dept. employment . . . . .	1.5%
After 8 years of complete and continuous full-time Public Works Dept. employment . . . . .	3%
After 11 years of complete and continuous full-time Public Works Dept. employment . . . . .	4%
After 14 years of complete and continuous full-time Public Works Dept. employment . . . . .	5%
After 18 years of complete and continuous full-time Public Works Dept. employment . . . . .	6%
After 23 years of complete and continuous full-time Police Dept. employment . . . . .	7%

Payment shall be included in equal installments in regular payroll payments.  
\*\*Any full-time Public Works employee hired after January 1, 1995, will not be eligible for longevity.

**PAID HOLIDAYS:** FOR FULL-TIME Public Works Department employees shall be thirteen (13).

These to be paid:

New Year's Day	Memorial Day	Columbus Day	Day After Thanksgiving	New Year's Eve
President's Day	Independence Day (2015-Celebrated 7/3/15)	Veteran's Day	Christmas Day	Christmas Eve
Good Friday	Labor Day	Thanksgiving Day		

**OVERTIME:** There is no provision for overtime in this Ordinance.

**VACATION PAY:** FULL-TIME Public Works Department employees are entitled to paid vacations as follows:

After Six full months to 1 year employment . . . . .	1 week
After One full year of employment . . . . .	2 weeks
After Five full years of employment . . . . .	3 weeks
After Ten full years of employment . . . . .	4 weeks
After Eighteen full years of employment . . . . .	5 weeks

**EFFECTIVE DATE:** This Ordinance shall take effect immediately after passage and publication as provided by law and shall be retroactive to January 1, 2013 except where noted.