

ORDINANCE NO. 2-2015

**AN ORDINANCE ESTABLISHING PAY GRADES AND FIXING
SALARIES AND BENEFITS FOR THE DEPARTMENT OF PUBLIC
WORKS OF THE BOROUGH OF MORRIS PLAINS
AND
FIXING THE SALARY OF THE PERSONNEL DIRECTOR**

BE IT ORDAINED, by the Borough Council of the Borough of Morris Plains, in the County of Morris and State of New Jersey, they being the Governing Body of said Borough, as follows:

Section 1:

- A. Effective January 1, 2015 the pay grades, salary ranges or rates of hourly compensation set forth below for the following position titles shall be, and they hereby are, fixed as follows:

MECHANICS PAY GRADES

**SALARY RANGE effective
January 1, 2015**

1A – Probationary Mechanic	\$19.09 per hour
2A – Assistant Mechanic	\$19.09 to 26.45 per hour
3A – Assistant Diesel Mechanic	\$19.79 to 31.45 per hour
4A - Mechanic	\$20.79 to 33.55 per hour
5A – Assistant Senior Mechanic	\$21.84 to 36.65 per hour
6A – Senior Mechanic	\$22.84 to 38.65 per hour
7A – Master Mechanic	\$23.94 to 46.45 per hour
8A – Master Senior Mechanic	\$25.94 to 48.45 per hour

SHOP PAY GRADES

**SALARY RANGE effective
January 1, 2015**

1B – Probationary Laborer	\$19.09 per hour
2B – Laborer	\$19.09 to 26.45 per hour
3B – Truck Driver	\$19.79 to 31.45 per hour
4B – Senior Truck Driver	\$20.79 to 33.55 per hour
5B – Operator	\$21.84 to 36.65 per hour
6B – Senior Operator	\$22.84 to 38.65 per hour
7B – Master Operator	\$23.94 to 46.45 per hour
8B – Master Senior Operator	\$25.94 to 48.45 per hour

MECHANICS PAY GRADES

1A – Probationary Mechanic
2A – Assistant Mechanic
3A – Assistant Diesel Mechanic
4A – Mechanic
5A – Assistant Senior Mechanic
6A – Senior Mechanic
7A – Master Mechanic
8A – Master Senior Mechanic

**SALARY RANGE effective
January 1, 2016**

\$19.47 per hour
\$19.47 to 27.00 per hour
\$20.18 to 32.10 per hour
\$21.20 to 34.25 per hour
\$22.27 to 37.40 per hour
\$23.29 to 39.45 per hour
\$24.42 to 47.40 per hour
\$26.46 to 49.45 per hour

SHOP PAY GRADES

B – Probationary Laborer
2B – Laborer
3B – Truck Driver
4B – Senior Truck Driver
5B – Operator
6B – Senior Operator
7B – Master Operator
8B – Master Senior Operator

**SALARY RANGE effective
January 1, 2016**

\$19.47 per hour
\$19.47 to 27.00 per hour
\$20.18 to 32.10 per hour
\$21.20 to 34.25 per hour
\$22.27 to 37.40 per hour
\$23.29 to 39.45 per hour
\$24.42 to 47.40 per hour
\$26.46 to 49.45 per hour

MECHANICS PAY GRADES

1A – Probationary Mechanic
2A – Assistant Mechanic
3A – Assistant Diesel Mechanic
4A – Mechanic
5A – Assistant Senior Mechanic
6A – Senior Mechanic
7A – Master Mechanic
8A – Master Senior Mechanic

**SALARY RANGE effective
January 1, 2017**

\$19.86 per hour
\$19.86 to 27.55 per hour
\$20.59 to 32.75 per hour
\$21.63 to 34.95 per hour
\$22.72 to 38.15 per hour
\$23.76 to 40.25 per hour
\$24.90 to 48.35 per hour
\$26.98 to 50.45 per hour

SHOP PAY GRADES

1B – Probationary Laborer
2B – Laborer
3B – Truck Driver
4B – Senior Truck Driver
5B – Operator
6B – Senior Operator
7B – Master Operator
8B – Master Senior Operator

**SALARY RANGE effective
January 1, 2017**

\$19.86 per hour
\$19.86 to 27.55 per hour
\$20.59 to 32.75 per hour
\$21.63 to 34.95 per hour
\$22.72 to 38.15 per hour
\$23.76 to 40.25 per hour
\$24.90 to 48.35 per hour
\$26.98 to 50.45 per hour

The 2015 salary and hourly rates of pay shall be established by Resolution of the Borough Council for each employee within the salary range for said employee's position title.

B. All those employees whose employment with the Borough's Department of Public Works commenced on or after the date of adoption of this ordinance shall receive a pay rate fixed by the Borough Council by resolution, which pay rate shall not be less than the minimum nor more than the maximum of the appropriate salary range or pay rate as set forth herein. Any such compensation established hereunder shall be set by the Borough Council after considering the recommendation of the Superintendent of the Department of Public Works.

C. All employees hired during this contract shall serve a probationary period during the first one hundred and eighty (180) days of employment with the Borough of Morris Plains in its Department of Public Works. The probationary period may be extended by the Borough Council by resolution for an additional time not exceeding ninety (90) days. During the probationary period, each employee shall be evaluated and a recommendation shall be made to the Borough Council regarding continuation of said employee by the employee's Department Head.

After approval from the Borough Council for permanent status to either Assistant Mechanic or Laborer an employee is entitled to a one dollar (\$1.00) increase of their current wage rate.

Section 2:

In addition to the above salaries, said employees shall receive longevity as set forth below:

<u>Years of Continuous Service</u>	<u>Amount of Longevity per Year</u>
1 - 4	None
5 - 10	\$ 300.00

11 -14	\$ 450.00
15 -18	\$ 550.00
19 -21	\$ 650.00
Over 21	\$ 750.00

Longevity shall be based on an employee's anniversary date. The longevity pay provided for herein shall be paid bi-weekly at the same time and in addition to the regularly salary as provided for in Section 1 hereof. All employees hired after January 1, 1990, shall not be entitled to longevity pay.

Section 3:

If an employee is assigned weekend standby coverage during this contract he shall receive the following for every weekend served.

2 Day Weekend	\$130.00
3 Day Weekend	\$170.00
4 Day Weekend	\$205.00

Section 4:

If an employee is recalled to duty, he shall receive a minimum guarantee of three (3) hours compensation at time and one-half his normal hourly rate of pay for all work performed under such circumstances provided said recall duty is not contiguous with the employee's normal shift. The Borough shall have the right to retain the employee on duty for the minimum time period. In addition to the minimum of three (3) hours of guaranteed pay, each employee shall receive a forty-five dollars (\$45.00) call out fee per call out for snow removal only.

Section 5:

An hourly employee who receives a promotion within the Department of Public Works shall be granted an increase in rate of pay equal to the greater of the following two amounts:

- (a) Five percent (5%) of the current wage rate which the employee is receiving; or

(b) The difference between the minimum rate of pay of the title to which the employee will be promoted as provided by this ordinance and the employee's current rate of pay prior to said promotion.

Section 6:

Effective January 1, 2015, the salary range for the Borough Official, employee or position listed below is fixed as follows:

Personnel Director	\$ 4,000.00 to	\$12,000.00 per year
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Section 7:

All ordinances and parts of ordinances inconsistent herewith are hereby repealed to the extent of such inconsistency.

Section 8:

If any section, subsection, sentence, clause or phrase of this ordinance is, for any reason, held to be invalid by a Court of competent jurisdiction to be invalid, such a decision shall not affect the validity of the remaining portions of this ordinance.

Section 9:

This ordinance shall take effect upon publication, and final passage, as provided for by law.

Introduced: January 8, 2015

Adopted: January 22, 2015

/s/ Frank J. Druetzler