

A G R E E M E N T

Between

BOROUGH OF RINGWOOD  
PASSAIC COUNTY, NEW JERSEY

and

LOCAL 286  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN  
AND HELPERS OF AMERICA

-----  
January 1, 1975 through December 31, 1976  
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LIBRARY  
Institute of Management & Labor Relations  
RUTGERS UNIVERSITY

MISCELLANEOUS

A. This Agreement or any amendments hereto shall become final and binding after a municipal council resolution authorizing the Mayor to execute it and after ratification by the Union membership pursuant to the By-Laws of Local No. 286 and execution by the authorized representative of Local No. 286, I.B.T.C.W.H.A.

B. There shall be no employee parties on Borough time or property.

C. If an employee is subpoenaed to appear in court during working hours as a witness or juror in connection with Borough business, he shall receive time off to attend court. The Borough shall pay the difference between juror duty pay and employee's hourly pay.

PREAMBLE

THIS AGREEMENT made and entered into on this fifteenth day of October, 1975, by and between the BOROUGH OF RINGWOOD, IN THE COUNTY OF PASSAIC, a Municipal Corporation of the State of New Jersey (hereinafter referred to as the "Borough") and LOCAL 286, INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA (hereinafter referred to as the "Union"), represents the complete and final understanding on all bargainable issues between the Borough and the Union and is designed to maintain and promote a harmonious relationship between the Borough and such of its employees who are covered by Article I, Recognition, in order that more efficient and progressive public service may be rendered.

ARTICLE I  
RECOGNITION

In accordance with the "Certification of Representative" of the Public Employment Relations Commission dated January 21, 1975 (Docket No. RO-884), the Borough recognizes the Union as the exclusive collective negotiations agent in matters pertaining to wages, hours of work and other conditions of employment for all blue collar and clerical employees employed by the Borough and more specifically enumerated by job title in Appendix A, but excluding all craft and professional employees, policemen, managerial executives, Department Heads, as defined by Pg. 7, Art. 64, Ch. 1, 2, 3, and supervisors within the meaning of the Act, covered in the aforementioned Certification.

ARTICLE II

MANAGEMENT RIGHTS

A. The Borough hereby retains and reserves unto itself, without limitation, all powers, rights, authority, duties and responsibilities conferred upon and vested in it prior to signing of this Agreement by the Laws and Constitution of the State of New Jersey and of the United States, including, but without limiting the generality of the foregoing, the following rights:

1. To the executive management and administrative control of the Borough Government and its properties and facilities, and the activities of its employees;

2. To hire all employees and subject to the provisions of law, to determine their qualifications and conditions for continued employment, or assignment and to promote and transfer employees;

3. To suspend, demote, discharge or take other disciplinary action for good and just cause according to law.

B. The exercise of the foregoing powers, rights, authority, duties or responsibilities of the Borough, the adoption of policies, rules, regulations and practices and furtherance thereof, and the use of judgment and discretion in connection therewith shall be limited only by the specific and express terms of this Agreement and then only to the extent such specific and express terms hereof are in conformance with the Constitution and

Laws of New Jersey and of the United States.

C. Nothing contained herein shall be construed to deny or restrict the Borough of its rights, responsibilities and authority under R.S. 40 and R.S. 11 or any other national, state, county or local laws or ordinances.

ARTICLE III  
SENIORITY, APPOINTMENT AND TRANSFER

A. Seniority is defined as the total length of service of an employee with the Borough commencing with his latest date of hire.

B. In conformance with Civil Service and other applicable regulations, and whenever possible and practicable, employees with the greatest seniority will be given preference in temporary promotions, in layoffs, recalls, shift assignments and vacation schedules.

C. All regular appointments to positions in the competitive, non-competitive and labor divisions of the classified service shall be subject to a working test period of three (3) months, and the provisions of the applicable Civil Service rules.

D. The Borough shall provide a copy of the seniority list established as of the last payroll of the calendar year by forwarding a copy to the secretary of the Union.

E. Transfers may be made by the employer with due regard to the welfare of the employees and the needs of the Borough.

F. Stewards shall be notified in writing and notices shall be posted, at least ten (10) days prior to any appointment, of the existence of job openings or vacancies.

Openings or vacancies shall be filled pursuant to the requirements of applicable Civil Service rules. However, in temporary promotions, seniority shall apply provided the employee is qualified for such temporary promotion.

ARTICLE IV  
GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to his problems which may arise affecting the terms and conditions of this Agreement. The parties agree that this procedure will be kept as informal as may be appropriate.

2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the departmental supervisory staff and having the grievance adjusted without the intervention of the Union.

B. Definition

The term "grievance" as used herein means any controversy arising over the violation, application, interpretation or adherence to the terms and conditions of this Agreement and may be raised by an individual, the Union or the Borough.

C. The Union business representative shall have the right to participate in all steps of the Grievance Procedure noted below.

D. Steps of the Grievance Procedure:

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:



### Step One

a. An aggrieved employee shall institute action under the provisions hereof within five (5) working days of the occurrence of the grievance and an earnest effort shall be made to settle the differences between the aggrieved employee and his immediate supervisor for the purpose of resolving the matter informally. Failure to act within said five (5) working days shall be deemed to constitute an abandonment of the grievance.

### Step Two

a. In the event the grievance has not been resolved at Step One, then within five (5) working days following the determination of the Director of the Department, the matter may be submitted to the Borough Administrator.

b. The Borough Administrator or his representative shall review the matter and make a determination within five (5) working days from the receipt of the complaint.

In the event that the grievance has not been resolved in Step Two, then the aggrieved shall, within ten (10) working days, have the right to request, in writing, a hearing with the Mayor and Council. Failure to act within said ten (10) working days shall be deemed to constitute an abandonment of the grievance.

### Step Three

a. In the event the grievance has not been resolved at Step Two, the Union may within ten (10) working days request arbitration. The arbitrator shall be chosen in accordance with the Rules of the American Arbitration Association.

b. However, no arbitration hearing shall be scheduled sooner than thirty (30) days after the final decision by the Mayor and Council. In the event the aggrieved elects to pursue Civil Service Procedures, the arbitration hearing shall be canceled and the matter withdrawn from arbitration. The Union shall pay whatever costs may have been incurred in processing the case to arbitration.

c. The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way the provisions of this Agreement or any amendment or supplement thereto.

d. The costs for the services of the arbitrator shall be borne equally between the Borough and the Union. Any other expenses incurred, including but not limited to the presentation of witnesses, shall be paid by the party incurring same.

e. The arbitrator shall set forth his findings of facts and reasons for making the award within thirty (30) days after conclusion of the arbitration hearing unless agreed to otherwise by the parties.

E. Borough Grievances

Grievances initiated by the Borough shall be filed directly with the Union within ten (10) calendar days after the event giving rise to the grievance has occurred. A meeting shall be held within ten (10) calendar days after filing a grievance

between the representative of the Borough and the Union in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made, either party may file for arbitration in accordance with Step Three above.

ARTICLE V

UNION REPRESENTATIVES

A. Union activities, in addition to the rights of representation set forth in the Grievance Procedure, may be conducted on Borough property provided such activities do not disrupt normal work operations.

B. The Union shall notify the Borough or its designees of the names of current Union officers and stewards responsible for processing grievances.

ARTICLE VI

WORK WEEK

A. The normal work week for employees assigned to the Road Department, employees whose titles are numbered 1, 3, 4, 5, 6, 7, 8, and 9 in Schedule A, shall consist of forty (40) hours per week, eight (8) hours per day, five (5) consecutive days per week, from Monday through Friday, and each employee shall have two (2) consecutive days off.

The work day shall commence at 7:00 A.M. and terminate at 3:30 P.M. and shall include a thirty (30) minute lunch period.

B. The normal work week for employees assigned to Borough Hall, employees not specified in Section A herein, shall consist of thirty-five (35) hours per week, seven (7) hours per day, five (5) consecutive days per week from Monday through Friday.

The work day shall commence at 9:00 A.M. and terminate at 5:00 P.M. and shall include a sixty (60) minute lunch period.

C. Police radio dispatchers shall work six (6) consecutive days of eight (8) hour shifts, followed by three (3) consecutive days off.

D. All employees may be required to record their work times by means of devices provided for such purpose by the employer.

ARTICLE VII

OVERTIME

A. Definition of Overtime

Authorized work performed in excess of the assigned normal daily or weekly working hours for each class of positions shall be considered overtime. The provisions of this Article shall apply to such overtime which has been properly directed and authorized in advance by the appropriate Department Head or his designee. There shall be no pyramiding of overtime.

B. Payment for Overtime

1. Employees who are required to work in excess of their normal work day or work week shall be compensated in cash in accordance with the schedule noted below:

a. For those employees, whose normal work day is less than eight (8) hours, any overtime work beyond the maximum of that work day shall be compensated for at one and one-half ( $1\frac{1}{2}$ ) times their regular rate of pay.

b. For those employees, whose normal work week is less than forty (40) hours, any overtime work beyond the maximum of that work in any calendar week shall be compensated for at one and one-half ( $1\frac{1}{2}$ ) times their regular rate of pay.

c. For those employees, whose normal work day is eight (8) hours, any overtime work beyond the maxi-

mum of work day shall be compensated for at one and one-half ( $1\frac{1}{2}$ ) times their regular rate of pay.

d. For those employees whose normal work week is forty (40) hours, any overtime work beyond the maximum of that work week in any calendar week shall be compensated for at one and one-half ( $1\frac{1}{2}$ ) times their regular rate of pay.

C. Employees who are required to work on a holiday shall be compensated in pay at one and one-half ( $1\frac{1}{2}$ ) their regular rate of pay in addition to holiday pay, and employees who are required to work on a Sunday shall be paid at two (2) times their regular rate of pay. If sickness occurs on work day, employee will be paid overtime pay if called on Saturday, or Sunday, or Holiday only while he or she has sick days to his or her credit.

D. The Shop Steward shall be called first on any emergency overtime and he shall assist the Department Head in calling personnel in accordance with the seniority list to insure equal distribution of overtime.

E. It is agreed that the Union Safety Committee man will be William Arnau.

F. When employee is called in for emergency condition on a Sunday, he shall receive (2) times his hourly rate for the four (4) hours minimum. When called in for emergency condition on a holiday, he shall receive  $2\frac{1}{2}$  times hourly rate for four (4) hours minimum.

G. Overtime records shall be maintained by the various departments with adjustments posted twice per year, and shall begin

anew each January 1st.

During an emergency, all Road Department Employees shall be called before any relief drivers are called. Any Road Department Employee capable of driving shall be used as such, before relief drivers are called.

H. For the purpose of this contract, emergency is defined as a condition which necessitates corrective action immediately and which requires that employees be called back to work prior to or after their regular schedule starting time.

I. Employees shall work overtime when requested to do so, if possible, and failure to work as requested will result in the employee being charged with the overtime hours on the overtime distribution records.

J. Initial assignment of overtime will be based on the most senior employee being offered the first assignment, and thereafter assignments shall be on a rotating basis as per title seniority.

K. Half hour meal time to be paid for when working all night or during snow storms or an emergency, except Regular Time which is to remain same as at present.



ARTICLE VIII

COMPENSATION

A. Effective January 1, 1975, all employees covered by this Agreement shall be entitled to receive the wage rates for their particular job title as noted in Appendix B.

B. Classifications

The qualifications, duties and responsibilities of every position shall be clearly defined and set forth in writing. When a question arises as to the interpretation of a duty or requirement in any position, it shall be processed through the Grievance Procedures. An employee working out of title shall be compensated at minimum salary for the title in which he is working, if same is at a higher rate, but in no instance at a lower rate than his regular salary.

C. Supervisors shall not work overtime in non-supervisory capacity while non-supervisory employee is available.

D. There shall be an automatic monetary adjustment for all new employees covered by this agreement of five (5) cents per hour every three months until each employee shall meet the maximum rate applicable for his category as set forth in salary schedules set forth in this agreement.

ARTICLE IX

HOLIDAYS

A. The following fourteen (14) days shall constitute paid holidays:

1. New Year's Day
2. Lincoln's Birthday
3. Washington's Birthday
4. Good Friday
5. Memorial Day
6. Independence Day
7. Labor Day
8. Veteran's Day
9. General Election Day
10. Thanksgiving Day
11. Day After Thanksgiving Day
12. Day Before Christmas Day
13. Christmas Day
14. New Year's Eve Day

B. If a paid holiday falls on a Saturday, the preceding Friday shall be considered as the holiday. If the holiday falls on a Sunday, the succeeding Monday shall be considered as the holiday.

C. If a paid holiday should occur during an employee's vacation, then and in that event, his vacation leave shall be extended by one (1) day.

D. Except in the case of vacations, employees must work the day before and after a nonbusiness holiday if such days are workdays in order to be paid for such holiday.

ARTICLE X

VACATION LEAVE

A. Annual vacation leave with pay for all employees covered in this Contract shall be as follows:

	<u>Number of Vacation Days</u>
First year through five years	12
One day after fifth year to tenth year	15
One day after tenth year to fifteenth year	19
One day after fifteenth year and over	22

B. Vacations must be taken in the calendar year unless exigencies of Borough affairs require otherwise in which case the employee may either in that year take time or receive pay in lieu of vacation.

C. An employee at his own option may request to accumulate his earned vacation leave for one year with permission of the Borough Administrator.

D. If paid holiday should fall on vacation day, employee shall be compensated with an additional day attached to vacation schedule.

ARTICLE XI

HEALTH INSURANCE

A. The Borough agrees to continue to provide the current Health Insurance coverage during the lifetime of this Agreement for all eligible employees and the eligible members of their families in accordance with the current hospitalization and medical-surgical plans.

B. The Borough reserves the right to change insurance carriers during the lifetime of the Agreement so long as substantially similar benefits are provided by the new carrier.

C. The Borough and the Union agree that they will continue to study available hospital and medical-surgical plans.

D. The Borough agrees to allocate and pay to the Union the sum of \$50.00 per employee on January 1, 1976. The Borough agrees that the Union may make any disposition of this money for benefit of the employee.

ARTICLE XII

SICK LEAVE

A. Every employee subject to this Agreement shall be entitled to paid sick leave benefits per annum according to N.J.A.C. 4:1-1.1 et seq., of the Civil Service Rules for the State of New Jersey, revised November 30, 1973.

B. Service Credit for Sick Leave

1. All permanent employees, or full time provisional employees, shall be entitled to sick leave with pay based on their aggregate years of service.

2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident, or exposure to contagious disease.

C. Amount of Sick Leave

1. Sick leave with pay shall accrue to any full time employee on the basis of one (1) working day per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) days in every calendar year thereafter.

2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.

D. Reporting of Absence on Sick Leave

1. If an employee is absent for reasons that entitle him to sick leave, his supervisor shall be notified within one (1)

hour of the employee's usual reporting time.

a. Failure to so notify his supervisor may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.

b. Absence without notice for five (5) consecutive days shall constitute a resignation.

E. Verification of Sick Leave

1. An employee who is absent on sick leave for three (3) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.

a. An employee who has been absent on sick leave for periods totaling ten (10) days in one calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring recurring absences of one (1) day or less in which case only one certificate shall be necessary for a period of six (6) months.

b. The Borough may require proof of illness of an employee on sick leave, whenever such requirement appears reasonable and warranted under the circumstances. Abuse of sick leave shall be cause for disciplinary action. Alleged abuses shall be investigated by the Business Representative of the Union and a representative of the Borough.

2. In case of leave of absence due to exposure to contagious disease, a certificate from the Department of Health

shall be required.

3. The Borough may require an employee who has been absent because of personal illness, as a condition of his return to duty, to be examined at the expense of the Borough, by a physician designated by the Borough. Such examination shall establish whether the employee is capable of performing his normal duties and that his return will not jeopardize the health of other employees.

ARTICLE XIV  
LEAVES OF ABSENCE

Every employee subject to this Agreement may be granted a leave of absence according to applicable Civil Service Rules for the State of New Jersey, revised November 30, 1973.



ARTICLE XV

DEATH LEAVE

In the event of death in the immediate family (immediate family shall mean father, mother, sister, brother, husband, wife, child, mother-in-law, father-in-law, grandmother, grandfather, brother-in-law, sister-in-law, where such relative is the actual sister or brother of the spouse or other relative who is an actual member of the household). The number of days leave granted with pay for this purpose shall not be charged to sick leave and shall be as follows: three (3) days leave In-State (includes Saturdays, Sundays, holidays).

If funeral is out-of-town or state, employee must bring back a newspaper clipping. Unless employee brings a newspaper clipping employee will be docked. Also, the days allowed include Saturdays, Sundays, holidays as follows:

450 to 600 mile radius	=	four days death leave
600 miles or over	=	five days death leave.

ARTICLE XVI

BULLETIN BOARDS

Bulletin Boards shall be made available by the Borough at each work location for the use of the Union for the purpose of posting Union announcements and other information of a non-controversial nature. The Department Head or his representative may have removed from the Bulletin Boards any material which does not conform with the intent and provision of this Article.

ARTICLE XVII

UNIFORMS

A. The Borough shall furnish to each employee in the Sanitation Department two (2) sets of uniforms consisting of a shirt and trousers. The Borough shall be responsible for the laundering of the two (2) uniforms to be allotted to each such employee.

B. Employees furnished such uniforms shall report to work in said uniform ready to work at the appointed starting time. The employee shall be responsible for the custody of such uniforms. Any loss of all or portion of such uniform shall be paid for by the employee.

C. Present practices concerning the furnishing of foul weather gear shall be continued during the life of the Agreement.

D. Mechanics will receive four (4) sets of uniforms consisting of a shirt and trousers. The Borough shall be responsible for the laundering of the four (4) uniforms to be allotted to each such employee.

ARTICLE XVIII

DEDUCTIONS FROM SALARY

A. The Borough agrees to deduct from the salaries of its employees, subject to this Agreement, dues for the Union. Such deductions shall be made in compliance with Chapter 310, Public Laws of 1967, N.J.S.A. (R.S.) 52:14-15.9e as amended. Said monies together with records of any corrections shall be transmitted to the Union office by the fifteenth (15th) of each month following the monthly pay period in which deductions were made.

B. If during the life of this Agreement there shall be any change in the rate of membership dues, the Union shall furnish to the Borough written notice prior to the effective date of such change and shall furnish to the Borough either new authorization from its members showing the authorized deduction for each employee or an official notification on the letterhead of the Union and signed by the President and Secretary-Treasurer of the Union advising of such changed deduction.

C. The Union will provide the necessary "Check-off Authorization" form and the Union will secure the signatures of its members on the forms and deliver the signed forms to the Director of Finance. The Union shall indemnify, defend and save the Borough harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Borough in reliance upon salary deduction authorization cards submitted by the Union to the Borough or in reliance upon the official notification on the letterhead of the Union and signed by the President and Secretary-Treasurer of the Union advising of such changed deduction.

ARTICLE XIX

NO-STRIKE AND NO-LOCKOUT PLEDGE

A. During the term of this Agreement, the Union agrees on behalf of itself insofar as is legally possible on behalf of each of its members that there will be no strike of any kind and the Borough agrees that it will not cause any lockout.

B. The Union covenants and agrees that neither the Union nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of an employee from his position, or stoppage of work or abstinence in whole or in part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Borough. The Union agrees that such action would constitute a material breach of this Agreement.

C. Nothing contained in this Agreement shall be construed to limit or restrict the Borough in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both in the event of such breach by the Union or its members.

ARTICLE XX

NON-DISCRIMINATION

A. There shall be no discrimination by the Borough or the Union against an employee on account of race, color, creed, sex or national origin.

B. There shall be no discrimination, interference, restraint, or coercion by the Borough or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union or because of any lawful activities by such employees on behalf of the Union. The Union, its members and agents shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Union.

ARTICLE XXI

SEPARABILITY AND SAVINGS

A. If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held invalid by operation of law or by a Court or other tribunal of competent jurisdiction, such provision shall be inoperative but all other provisions shall not be affected thereby and shall continue in full force and effect.

ARTICLE XXII

FULLY BARGAINED PROVISIONS

A. This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement, neither party will be required to negotiate with respect to any such matter whether or not covered by this Agreement, and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

B. This Agreement shall not be modified in whole or in part by the parties except by an instrument in writing only executed by both parties.



ARTICLE XXIII

LONGEVITY

Section I. Longevity to be paid in a lump sum once a year with the first payroll in December, 1975:

1 to 5 years-----	-0-
6th year-----	\$ 60.00 per year
11th year-----	\$120.00 per year
16th year-----	\$180.00 per year
21st year-----	\$240.00 per year
26th year-----	\$300.00 per year

Longevity is to be pro-rated bi-weekly and included in the bi-weekly pay checks effective January 1, 1976.

ARTICLE XXIV

DURATION

This Agreement shall be in full force and effect as of January 1, 1975, and shall be in effect to and including December 31, 1976. This Agreement shall continue in full force and effect from year to year thereafter, unless one party or the other gives notice, in writing, no sooner than one hundred fifty (150) nor later than ninety (90) days prior to the expiration date of this Agreement, of a desire to change, modify or terminate the Agreement.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals at Ringwood, New Jersey, on this fifteenth day of October, 1975.

LOCAL 286, INTERNATIONAL  
BROTHERHOOD OF TEAMSTERS,  
CHAUFFEURS, WAREHOUSEMEN  
AND HELPERS OF AMERICA

BOROUGH OF RINGWOOD

By: Lou Duva  
LOU D. DUVA  
PRESIDENT

By: Donald E. Kirk  
DONALD E. KIRK  
MAYOR

Witness:  
Pat D. Nardolilli  
PAT D. NARDOLILLI  
William G. Man

Witness:  
Violet E. Bogert  
VIOLET E. BOGERT

SCHEDULE A

Included within the bargaining unit are all employees occupying the following titles:

1. Deputy Collector-Treasurer
2. Assistant Road Foreman M/W
3. Clerk Typist
4. Cashier Typist
5. Principal Clerk
6. Acting Borough Clerk
7. Clerk Stenographer
8. Senior Account Clerk Typist
9. Assessing Clerk
10. Bookkeeping Machine Operator
11. Sr. Bookkeeping Machine Operator
12. Principal Bookkeeping Machine Operator
13. Police Records Clerk
14. Clerk Hire
15. Building Custodian Worker
16. Senior Mechanic
17. Mechanic
18. Equipment Operator
19. Truck Driver
20. Laborer, Garbage Detail
21. Laborer
22. Sr. Water & Sewer Repairer
23. Police Radio Dispatcher

SCHEDULE B

The salaries and the compensation while on duty of the employees of the Borough of Ringwood, County of Passaic, other than Police Department Personnel, shall be as follows:

<u>Employees</u>	<u>Range of Salary Per Hour for 1975</u>	<u>Range of Salary Per Hour for 1976</u>
1. Deputy Collector-Treasurer	\$4.55 to \$4.95	\$4.75 to \$5.15
2. Assistant Road Foreman M/W	5.15 to 5.55	5.25 to 5.75
3. Clerk Typist	3.55 to 3.95	3.75 to 4.15
4. Cashier Typist	3.65 to 4.05	3.85 to 4.25
5. Principal Clerk	3.75 to 4.15	3.95 to 4.35
6. Acting Borough Clerk	4.25 to 4.65	4.45 to 4.85
7. Clerk Stenographer	3.65 to 4.05	3.85 to 4.25
8. Senior Account Clerk Typist	3.65 to 4.05	3.85 to 4.25
9. Assessing Clerk	3.65 to 4.05	3.85 to 4.25
10. Bookkeeping Machine Operator	3.60 to 4.00	3.80 to 4.20
11. Sr. Bookkeeping Machine Op.	3.65 to 4.05	3.85 to 4.25
12. Principal Bookkeeping Machine Operator	3.75 to 4.15	3.95 to 4.35
13. Police Records Clerk	3.75 to 4.15	3.95 to 4.35
14. Clerk Hire	3.22 to 3.62	3.42 to 3.82
15. Building Custodian Worker	3.76 to 4.16	3.96 to 4.36
16. Senior Mechanic	5.04 to 5.44	5.24 to 5.64
17. Mechanic	4.28 to 4.68	4.48 to 4.88
18. Equipment Operator	4.50 to 4.90	4.70 to 5.10
19. Truck Driver	4.35 to 4.75	4.55 to 4.95
20. Laborer, Garbage Detail	4.27	4.47
21. Laborer	3.76 to 4.16	3.96 to 4.36
22. Sr. Water & Sewer Repairer	4.63 to 5.03	4.83 to 5.23
23. Police Radio Dispatcher	3.08 to 3.48	3.38 to 3.78