

COLLECTIVE BARGAINING AGREEMENT

By and Between

BOROUGH OF ORADELL



and the



**UNITED PUBLIC SERVICE
EMPLOYEES UNION**

January 1, 2007 - December 31, 2011

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PREAMBLE

This Agreement covering the period from January 1, 2007 through December 31, 2011 is made as of this 13th day of November 2008, by and between the Borough of Oradell, in the County of Bergen, State of New Jersey, a Municipal Corporation of the State of New Jersey, hereinafter called the "Borough", and United Public Service Employees Union (UPSEU), hereinafter called the "Union".

ARTICLE II RECOGNITION

The Borough recognizes the Union as the exclusive representative for the purpose of collective negotiations (the bargaining unit), on behalf of all employees of the Borough as set forth in the correspondence issued by the State of New Jersey, Public Employment Relations Commission, December 17, 2004, Docket Number RO-2005-051. A copy of the Certification of Recognition is attached (see Appendix C) and is an integral part of this Agreement.

ARTICLE III NO STRIKE OR LOCKOUT PLEDGE

- A. It is recognized that the need for continued and uninterrupted operation of the Borough's Departments and Agencies is of paramount importance to the citizens of the community, and that there should be no interference with such operation.
- B. The Union covenants and agrees that during the term of this Agreement, neither the Union nor any person acting in its behalf will cause, authorize or support any strike (i.e. the concerted failure to report for duty, or willful absence of an employee from his/her 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.
- C. The Union agrees that it will do everything in its power to prevent its members from participating in any strike, work stoppage, slowdown, or other activity aforementioned, including, but not limited to publicly disavowing such action and directing all such members who participate in such activities to cease and desist from the same immediately and to return to work, along with such other steps as may be necessary under the circumstances, and to bring about compliance with its order.
- D. In the event of a strike, slowdown, walkout or job action, it is covenanted and agreed that participation in any such activity by the Union member shall entitle the Borough to take appropriate disciplinary action, including possible discharge in accordance with applicable law.

- E. 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 vent of such breach by the Union or its members.
- F. There shall be no lockouts of the employees by the Borough.

ARTICLE IV AGENCY SHOP

- A. Any permanent full-time/permanent part-time employee in the bargaining unit on the effective date of this Agreement who does not join the Union within thirty (30) days, thereafter, any new permanent full-time/permanent part-time employee in the bargaining unit who does not join within thirty (30) days of initial employment with the Borough, and any permanent full-time/permanent part-time previously employed within the unit who does not join within ten (10) days of re-entry into employment with the unit, shall, as a condition of employment, pay a representation fee to the Union by automatic payroll deduction. The representation fee shall be in an amount equal to eighty-five percent (85%) of the regular Union membership dues, fees and assessments as certified to the Borough by the Union. The Union may revise its certification of the amount of the representation fee at any time to reflect changes in the regular Union membership dues, and fees. The Union's entitlement to the representation fee shall continue beyond the termination date of this Agreement so long as the Union remains the majority representative of the employees in the unit, provided that no modification is made in this provision by a successor agreement between the Union and the Borough.
- B. The Union agrees that it will indemnify and save harmless the Borough against any and all actions, claims, demands, losses or expenses (including reasonable attorney's fees) in any matter resulting from action taken by the Borough at the request of the Union under this Article.
- C. The Borough shall remit to the Union's Secretary-Treasurer within ten (10) working days of the payroll deductions and representation dues and fees.

ARTICLE V NON-DISCRIMINATION

Neither the Borough nor the Union shall discriminate against any employee because of race, creed, religion, color, age, sex, national origin, handicap, or union membership.

**ARTICLE VI
WORK WEEK AND OVERTIME**

- A. The normal work week for all clerical and secretarial employees shall consist of seven (7) hours per day, thirty-five (35) hours per week, Monday through Friday (1,820 hours per year). Such employees shall be entitled to one (1) fifteen (15) minute coffee break during their work day. The Department Head shall have the right to defer the coffee break due to the workload. Lunch time shall not be included in calculating the normal work week. Commencing January 1, 2009, clerical and secretarial employees shall be entitled to overtime pay at the rate of one and one-half (1½) times their hourly rate after thirty-five (35) hours in any week.

Commencing January 1, 2009, clerical and secretarial employees will work a summer work schedule between July 1st and Labor Day of each year, pursuant to which their work hours will be 8:00 a.m. until 4:00 p.m., instead of 8:30 a.m. until 4:30 p.m.

The normal work week for all Department of Public Works employees shall consist of forty (40) hours per week, eight (8) hours per day, Monday through Friday, (2,080 hours per year). The normal starting time shall be 7:00 a.m. and the normal quitting time shall be 3:30 p.m. exclusive of a thirty (30) minute lunch period. Lunch shall not be included in calculating the normal work week. Department of Public Works employees and Buildings & Grounds employees shall be entitled to two (2) 15-minute coffee breaks during their work day, one to be taken in the forenoon, and one to be taken in the afternoon. The Borough reserves the right to adjust starting time when required by seasonal needs. The Borough will give seven (7) working days notice of a change in starting time provided an employee may waive this notice provision. In addition, in emergency situations, this notice requirement shall be waived.

- B. Employees covered by this Agreement are obligated to work a reasonable amount of overtime when required to do so by the Borough. Whenever practical, the Borough will give reasonable notice of the need for an employee to work overtime. An employee may be excused from working overtime by the Department Superintendent if there are reasonable grounds and conditions to permit the same. Employees will be compensated at one and one-half (1½) times their hourly rate after eight (8) hours in any workday or after forty (40) hours in any week.
- C. Any employees working on a holiday shall be entitled to overtime pay at the rate of two (2) times his or her hourly rate.
- D. Recall:
All employees shall be paid a two (2) hour minimum at the prescribed overtime rate of pay when called out at times other than regularly scheduled hours of duty. This shall not apply when such extra duty hours are contiguous to their normal work week schedule. All employees are obligated to return to work when so directed by the Employer. The Employer retains the right to keep the employees for the full Recall period.

- E. **Compensatory Time:**
Compensatory time for all employees covered by this Agreement may be accumulated, at the employee's option, up to a maximum of two hundred forty (240) hours. However, any compensatory time in excess of eighty (80) hours must be used by an employee within two (2) years of accrual. Thereafter, the employees shall receive overtime compensation which shall be paid within the pay period immediately following the pay period in which the overtime is earned.
- F. **Chain of Command:**
Whenever the Superintendent and Assistant Superintendent are both absent at the same time, the Superintendent will select most senior Leadman of the unit to be in charge for this period of time. This employee will be paid at a daily rate of \$20.00 for this period. The Borough Administrator will be notified by 9:00 a.m. of that day.

ARTICLE VII SALARIES

- A. Effective January 1, 2007, each employee shall receive a salary increment of four percent (4%) above the base salary that such employee was receiving as of December 31, 2006.
- B. Effective January 1, 2008, each employee shall receive a salary increment of four percent (4%) above the base salary that such employee was receiving as of December 31, 2007.
- C. The salaries for all Clerical/Secretarial and DPW/Buildings & Grounds employees covered by this Agreement shall be as set forth in Appendix "A" hereto.
1. Effective January 1, 2007, a new twelve (12) step "step guide" (the "Guide") shall be implemented.
 2. For all employees hired after January 1, 2008, step increases shall incur on the anniversary of such employee's hire date. For all employees hired prior to January 1, 2008, step increases shall occur as of January 1 of each year.
- D. Effective January 1, 2009, each employee shall receive a salary increment of four percent (4%) above the base salary that such employee was receiving as of December 31, 2008.
1. Those employees who are "at the top of" or "Off the Guide" as if January 1, 2009, shall receive a base pay adjustment in the amount of five hundred dollars (\$500.00) which shall be included in the base pay of the employee.
- E. Effective January 1, 2010, each employee shall receive a salary increment of four percent (4%) above the base salary that such employee was receiving as of December 31, 2009.
1. Those employees who are "at the top of" or "Off the Guide" as if January 1, 2010, shall receive a base pay adjustment in the amount of five hundred dollars (\$500.00) which shall be included in the base pay of the employee.

- F. Effective January 1, 2011, each employee shall receive a salary increment of four percent (4%) above the base salary that such employee was receiving as of December 31, 2010.
1. Those employees who are "at the top of" or "Off the Guide" as of January 1, 2011, shall receive a base pay adjustment in the amount of five hundred dollars (\$500.00) which shall be included in the base pay of the employee.

**ARTICLE VIII
LONGEVITY**

- A. In addition to base salary, each employee hired by the Borough prior to February 22, 2000 shall receive annual longevity payments based upon the employee's length of continuous service in accordance with the following schedule:

After Three (3) Years of Service-	One percent (1%) of base pay
After Six (6) Years of Service-	Two percent (2%) of base pay
After Nine (9) Years of Service-	Three percent (3%) of base pay
After Twelve (12) Years of Service-	Four percent (4%) of base pay
After Fifteen (15) Years of Service-	Five percent (5%) of base pay
After Eighteen (18) Years of Service-	Six percent (6%) of base pay
After Twenty-One (21) Years of Service-	Seven percent (7%) of base pay
After Twenty-Four (24) Years of Service-	Eight percent (8%) of base pay

- B. Longevity payments shall be calculated as of December 1 of each calendar year. Only those employees who have completed the requisite number of years of continuous service as of that date are eligible for the longevity payment set forth above.

For purposes of computing longevity only, credit shall be given at one-half (½) rate for part time service prior to full time employment, in accordance with the schedule on file with the Treasure/Chief Financial Officer.

- C. Effective February 22, 2000, the benefit of longevity will not be offered or payable to newly hired employees. However, all current employees i.e. those hired prior to February 22, 2000, shall continue to receive longevity benefits as set forth above in paragraphs A and B.

**ARTICLE IX
STANDBY**

- A. Standby time shall be defined as being available for an emergency which may arise over and beyond the employee's normal daily work schedule. Two (2) men will be assigned Standby time each week on rotating schedule basis.
- B. The weekly standby period shall run from Tuesday at 7:30 a.m., to the following Tuesday, 7:30 a.m.

C. Effective January 1, 2007, employees on standby status shall receive additional pay therefore, in the amount of \$175.00 per week.

D. Effective January 1, 2009, employees on standby status shall receive additional pay therefore, in the amount of \$200.00 per week.

ARTICLE X VACATIONS

A. All permanent full time employees shall be entitled to paid vacations in accordance with the following schedule:

First Year:

One (1) Day per Month after Six (6) Months to a maximum of five (5) days during first year.

Second through Fifth Year of Continuous Service:

Ten (10) Working Days

Sixth through Eleventh Years of Continuous Service:

Fifteen (15) Working Days

Twelfth through Twentieth Years of Continuous Service:

Twenty (20) working Days

Twenty-First Year of Continuous Service and Thereafter:

Twenty-Five (25) working Days

B. Vacations may be taken in individual days or in full weeks not to exceed three (3) successive weeks, subject to the approval of the Department Head or designated official.

C. Vacations shall accrue on January 1 of each year. However, with respect to any permanent employee hired on or after May 1, 2005, who resigns or is terminated for any reason, shall be entitled to vacation days based upon length of service and the number of full calendar months of employment subsequent to January 1 of the year in which resignation or termination becomes effective.

D. (1) Vacation time which is not taken within the calendar year in which it is earned must be taken prior to December 31 of the following year.

(2) In the event that an employee has carried accrued vacation time into the following year as per paragraph (1) above, and thereafter schedules his/her vacation, but becomes ill or injured prior to taking such vacation, the employee shall be permitted to further carry his/her accrued vacation time for an additional one (1) year period.

However, in such event, the employee shall provide evidence of the illness or injury to the employer (including a treating physician certificate, if so requested by the employer).

- E. Scheduling of all vacation time shall be subject to the approval of the Department Head or designated official, and employees with greater seniority within the Department will be given preference in the selection of vacation periods in cases of conflict.

**ARTICLE XI
HOLIDAYS**

- A. All permanent full time employees shall be entitled to the following paid holidays:

New Year's Day	Labor Day
Lincoln's Birthday	Columbus Day
President's Day	Veteran's Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day

- B. Any holiday falling on Saturday shall be celebrated on the immediately preceding Friday, and, any holiday falling on Sunday shall be celebrated on the immediately succeeding Monday.
- C. If an employee works on a holiday, he shall receive overtime compensation therefore as stated in the Article entitled "Work Week and Overtime".
- D. The Employer reserves the right not to pay holiday pay rate to any employee who does not report for work as scheduled on the work day immediately preceding or the day after a recognized holiday. This provision does not apply to absences authorized by the Employer.
- E. Employees shall receive an additional day off in 2008 (December 26, 2008), and an additional day off in 2009 (January 2, 2009), based upon the way that the Christmas and New Year holidays "fall" in such years. Such additional days off are limited to the indicated dates in 2008 and 2009, and shall not represent an increase in the number of holidays or days off provided under this Agreement.

**ARTICLE XII
SICK LEAVE**

A. Employees shall receive sick leave benefits pursuant to the following schedule:

<u>Length of Employment</u>	<u>Cumulative Maximum Number of Paid Sick Leave</u>
Less than 3 months -	0 days
More than 3 months up to 6 months -	5 days
More than 6 months up to 1 year -	10 days
More than 1 year up to 2 years -	15 days
More than 2 years up to 3 years -	20 days
More than 3 years up to 4 years -	25 days
More than 4 years up to 5 years -	30 days
More than 5 years up to 6 years -	35 days
After six completed years -	1 year *

* Such period shall be inclusive of any and all holidays, vacation days, or other "days off" to which the employee may be entitled during the course of such year.

B. At its option, the Borough may procure short and/or long term disability insurance coverage. In such event, any and all disability checks received by a representative employee, shall be endorsed over to the Borough.

C. An unwarranted claim by an employee of sick leave privileges may be grounds for disciplinary action against such employee.

D. The Department Head or designated official may, in his discretion, require a doctor's note when the employee is out for three (3) or more consecutive days or where there is a pattern of abuse.

**ARTICLE XIII
WORK INCURRED INJURY**

A. Employees who are injured, whether slightly or severely while working, must make an immediate report within twenty-four (24) hours to the Department Head.

B. Where a permanent full-time employee covered under this Agreement suffers a work connected injury or disability, the Borough shall continue such employee at full pay, during the continuance of such employee's inability to work, for a period of up to one (1) year. During this period of time, all temporary disability benefits accruing under the provisions of the Worker's Compensation Act shall be paid over to the Borough.

C. The employee may be required to present evidence by a certificate of a responsible physician that he is unable to work and the Mayor and Council may reasonably require the said employee to present such certificates from time to time.

- D. For the purpose of this Article, injury or illness incurred while the employee is attending a Borough sanctioned training program shall be considered in the line of duty.

**ARTICLE XIV
HEALTH INSURANCE BENEFITS**

- A. The Borough shall provide health insurance benefits through the New Jersey State Health Insurance Program, including dental benefits for all full time employees and their eligible dependents. The prescription drug co-payment shall be five dollars (\$5.00). However, the Borough shall have the right to change, at any time, the insurance provider, provided that such benefits are "equal to or better than" those benefits presently being provided.
- B. Based upon twenty-four (24) pay period per year, each active employee shall make the following contributions toward his/her health care premium costs:
1. \$10.00 per pay period commencing January 1, 2009.
 2. \$15.00 per pay period commencing January 1, 2010.
 3. \$20.00 per pay period commencing January 1, 2011.
- C. Any employee who retires after twenty-five (25) years or more of service within the Borough shall be entitled to be continued in the above health insurance coverage on a family-plan basis, with the cost thereof to be paid by the Borough. This does not include dental benefits.
- D. **Opt-Out**
If permitted under the relevant health plan, the Employer may make provision for opt-outs, so where there is duplicate coverage, the employee may at his election opt out of dependent (spouse) coverage in return for a payment equal to twenty-five percent (25%) of the Borough's cost of such coverage.
- E. On or before November 21, 2008, UPSEU shall advise the Borough whether represented employees wish to enroll in the Delta Dental PPO program. In such event, dental coverage shall be increased effective January 1, 2009, from one thousand dollars (\$1,000.00) to two thousand dollars (\$2,000.00). In the event that UPSEU advises that represented employees do not wish to enroll in the PPO program, dental coverage shall remain at its current level of one thousand dollars (\$1,000.00) during the term of this Agreement.

**ARTICLE XV
PERSONAL DAYS**

- A. Each permanent full-time employee shall be entitled to three (3) personal leave days with pay annually. Employees shall not be required to advise their Department Heads of the reason for such personal leave day.
- B. Employees must give their Department Heads or designated official notice of their intention to take a personal leave day as soon as practicable and must receive approval from the Department Head or designated official which shall not be unreasonably withheld., Personal leave days shall be non-cumulative.

**ARTICLE XVI
BEREAVEMENT LEAVE**

- A. Permanent, full-time employees shall be granted up to three (3) days leave without loss of regular pay upon the death of a member of his or her immediate family.
- B. Immediate family shall be defined as the employee's spouse, children, parents, brother, sister, mother-in-law, or father-in-law, or grandparents of the employee or employee's spouse.
- C. Reasonable verification of the event may be required by the Borough.
- D. Bereavement leave may be granted at the sole discretion of the employee's Department Head in the event of the death of a brother-in-law or sister-in-law, and such time is to be deducted, at the employee's option, from the holiday, vacation or compensatory time.
- E. Any extension of absence under this Article, however, may at the employee's option and with the consent of the Department Head or designated official, be charged against available holiday, vacation or compensatory time or to be taken without pay for a reasonable period.

**ARTICLE XVII
EMERGENCY LEAVE**

- A. In the event of the birth of a child to the employee's spouse, or the death of a close relative living in the household of the employee who has resided there for a period of at least one (1) year, then the employee shall be allowed up to three (3) working days' leave of absence with pay.
- B. Any employee may be granted a paid leave on a hardship basis for any reason at the discretion of the Governing Body.

**ARTICLE XVIII
LEAVES OF ABSENCE**

- A. Permanent, full time employees covered by this Agreement may be granted a leave of absence by the Borough in its sole discretion without pay for a period not to exceed thirty (30) calendar days. The request for such leave shall be made to the Department Head or designated official, at least thirty (30) days prior to the anticipated commencement of such leave. An employee may be granted an extension of such leave of absence for an additional period not to exceed thirty (30) calendar days upon approval ,thereof by the Department Head or, in his absence, the designated official.
- B. At the expiration of such leave, or any extension thereof, the employee shall, insofar as possible, be returned to the position from which he or she is on leave.
- C. Seniority shall be retained, but shall not accumulate during such leaves.

**ARTICLE XIX
MILITARY LEAVE**

Military leave shall be provided in accordance with applicable law.

**ARTICLE XX
PERSONNEL FILES**

- A. A personnel file shall be established and maintained for each employee covered by this Agreement. Such files are confidential records and shall be maintained in the office of the Personnel Administrator.
- B. Upon advance notice and at reasonable time, any employee may review his personnel file in the presence of the Borough Administrator or designated official. However, this appointment for review must be made through the Borough Administrator or designated official at time mutually convenient.
- C. Whenever a written complaint concerning an employee or his actions is to be placed in his personnel file, a copy shall be made available to him, and he shall be given the opportunity to rebut it if he so desires; and he shall be permitted to place said rebuttal in his file.
- D. All personnel files will be carefully maintained and safeguarded permanently, and nothing placed in any file shall be removed therefrom.

**ARTICLE XXI
GRIEVANCE PROCEDURE**

- A. Definition: The term, "grievance," as used herein, means any controversy or dispute arising over the interpretation, application or alleged violation of the terms and conditions of this Agreement, or of the policies, directives, orders or administrative decisions affecting the terms and conditions of employment, and may be presented by an individual employees, group of employees, or the Union.
- B. 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 :

The moving party shall present the grievance in writing signed by the aggrieved to the Department Head within five (5) working days of the occurrence giving rise to the grievance for the purpose of resolution. In the discussion of the grievance, the persons involved shall make an earnest effort to resolve the matter. The Department Head shall make whatever additional investigation is necessary and shall, within five (5) working days after presentation of the grievance, give his decision.

Step Two :

If a grievance is not resolved at Step One, the moving party may, within five (5) working days on receipt of the answer in Step One, submit the written grievance to the Borough Clerk, who shall give his or her answer within five (5) working days of the presentation of the grievance in Step Two.

Step Three :

If the grievance is not resolved in Step Two, it may be appealed in writing within five (5) working days after receipt of the answer in Step Two to a "Borough Grievance Committee" appointed by the Mayor. Upon receipt of an appeal by the Borough Grievance Committee, a meeting may be scheduled to discuss the grievance within ten (10) days of receipt of the appeal. The decision of the Borough Grievance Committee shall be made not later than fifteen (15) working days after receipt of the appeal.

**ARTICLE XXII
SAFETY COMMITTEE**

The Union may appoint a committee not to exceed three (3) persons to meet with the Borough's representatives as needs arise to discuss and make recommendations relating to the safety of the employees and the public.

**ARTICLE XXIII
DATA FOR FUTURE BARGAINING**

- A. The Employer agrees to make available to the Union all relevant data the Union may require to bargain collectively.
- B. The relevant data noted above shall include, but shall not be limited to, such items as salaries and benefits enjoyed by other employee groups, the most of various insurance and other programs, information concerning overtime worked by employees, the total number of sick leave days utilized by employees, the total number of injuries on duty, and other data of a similar nature.
- C. The Borough shall incur no additional expense by virtue of this Article. This Article shall not apply to any attorney-client work product.

**ARTICLE XXIV
BULLETIN BOARD**

- A. The Borough will allow for the use of a bulletin board in non-public areas of the Borough Hall and the Public Works Building, respectively, for Union notices. These bulletin boards shall be used only for notices pertaining to Union business. It shall be the responsibility of the Union representatives to supervise the posting of notices which shall not include any political endorsements or political material.

**ARTICLE XXV
MISCELLANEOUS**

- A. Employees shall be subject to a six (6) month probationary period before achieving permanent status. Upon notice to UPSEU, Oradell may extend the probationary period for up to two (2) additional three (3) month periods. Notice shall be provided by Oradell to UPSEU prior to the expiration of the initial six (6) month probation term.
- B. A probationary employees may be dismissed by the Borough during the term of his probationary period without recourse to the grievance procedure of this Agreement. Probationary employees shall not receive benefits during the period of probation, except holidays and health insurance benefits in accordance with the terms of the health insurance contract. When hired, the employee will have one year in which to fulfill the requirements of the position i.e. - to obtain the necessary license/certifications.
- C. All salary, compensation and benefits earned and accrued by a full-time permanent employee shall be paid to his estate upon such employee's death.

- D. All Department of Public Works and Buildings and Grounds employees shall continue to receive uniforms, safety shoes and equipment from the Borough. Effective January 1, 2009, the annual maximum shoe allowance shall increase from one hundred seventy-five dollars (\$175.00) to two hundred dollars (200.00).
- E. Minutes at Meetings:
Effective upon ratification of the 2003-2006 Agreement the compensation shall be seventy-five dollars (\$75.00) per meeting. In the event that a meeting shall last longer than three (3) hours, the amount to be paid shall be increased to one-hundred dollars (\$100.00) per meeting.
- F. Leadman Compensation shall be seven hundred-fifty dollars (\$750.00) during each year of this Agreement. Two (2) additional Lead Men (Sewer and Recycling) shall be appointed by the DPW Superintendent.
- G. Tree Climber (Maximum 3 people) : Shall receive additional compensation of two hundred-fifty dollars (\$250.00) per year during each year of this Agreement.
- H. Specific Licenses/Certifications: Fees for any specific licenses/certifications required by the State of New Jersey shall be paid for by the Borough including but not limited to Commercial Drivers License, Pesticide License and Sewer License, or any Certification relevant to the job. Employees required by a Government Agency (County, State or Federal) to hold a Specific License/Certification shall be paid five hundred dollars (\$500.00) per year additional compensation for the holder of that license/certification (including but not limited to Sewer and Pesticide Licenses) . This five hundred dollars (\$500.00) additional compensation does not apply to Commercial Driver's License.
- I. Commercial Driver's Licenses: All employees of the Department of Public Works holding a Commercial Driver's License shall receive additional compensation of \$150.00 per year during each year of this Agreement.

**ARTICLE XXVI
SENIOR EMPLOYEES**

- A. In recognition of his/her length of service and enduring contribution to the Borough of Oradell each Senior Employee, as hereinafter defined, shall be eligible to receive additional compensation, in addition to all other pay and benefits to which he/she is otherwise entitled, as herein provided.
- B. For purposes of this section a "Senior Employee" shall mean an employee who has completed twenty-four (24) years or more of service under the Public Employees Retirement System.

- C. A Senior Employee who has provided the Employer with at least one (1) year's prior written notice of his/her intent to retire, specifying the proposed effective date of such retirement, shall during his/her last year of service determined by said notice, receive the following benefit:
1. His/her base pay shall be increased in the amount of one thousand five hundred dollars (\$1,500.00).
- D. If a Senior Employee, by written notice to the Employer, withdraws his/her written notice of intent to retire, before receiving any of the above benefits, he/she may resubmit said one (1) year prior written notice at a later date and shall still be eligible to receive said benefits as above provided.
- E. Unless the notice of intent to retire has been withdrawn prior to the date specified therein for such retirement, said additional benefits shall cease upon said specified retirement date, and unless the retirement occurs on said date, his/her regular base pay will revert to what it would have been without such additional benefits, and he/she shall be required to reimburse the Employer for the amounts so received, provided, however, that upon such reimbursement, he/she may resubmit said one (1) year prior written notice at a later date and shall still be eligible to receive said benefits as above provided.

ARTICLE XXVII EDUCATION INCENTIVE PROGRAM

The purpose of this Education Incentive program is to encourage all members of the UPSEU to continue their education within the area (job description) for which they are employed by the Borough of Oradell. This program establishes various sums of money to be paid to a member of the UPSEU, in addition to normal salary to which he/she is entitled, on a credit range basis.

The following outlines by steps, in college credit ranges, sums of money to be added to the base pay of members of the UPSEU who are engaged in the pursuit of a college education at a recognized and accredited college, toward a degree within the area (job description) for which they are employed by the Borough of Oradell (a degree for this purpose is to mean an Associate or Bachelor degree).

The funds outlined are to be paid as part of the UPSEU member's salary with all appropriate deductions taken.

The following stipulations are made in regard to the continuance of eligibility for receipt of said payments.

- A. Continued eligibility is contingent on the members attaining a minimum of an Associate Degree or equivalent.

- B. The College Program undertaken by a member must be approved by the Council Department Chairman and Department Head.
- C. A member is entitled to said payment during the time he/she is enrolled in College and actively pursuing a degree (see rate schedule).
- D. Upon reaching degree status, the appropriate sum shall be added to the member's salary for his/her degree and remain a part of his/her salary, year to year, for the remainder of his/her employment with the Borough of Oradell.
- E. A member shall lose his/her eligibility if he fails to attend college for two consecutive semesters. However, if at any time such employee shall again enroll and attend college he/she shall be paid on the basis of the credits he/she has previously earned and shall resume accumulation of credits as if he/she had not stopped.
- F. It shall be understood that credit accumulation shall be based on all courses required, offered and accepted by an approved and accredited college toward the above mentioned degrees (Associate or Bachelor).
- G. The monies paid to a member under this plan shall be rendered in such a way as not to conflict with nor abridge the member's right to receive other grants or benefits from other sources to which the member would otherwise be entitled.
- H. A member is required to submit to the Council Department Chairman and the Department Chairman and the Department Head proof of satisfactory completion of the courses he/she has taken each semester in order to obtain credit for them toward the next higher credit range.
- I. Any member who shall acquire an Associate Degree and stops attending College at that point shall be paid at the appropriate rate for his/her degree. However, if such employee should resume attendance and work toward a Bachelor Degree, his/her further credit accumulation shall be added to the total number of credits he/she previously earned.
- J. In order for a member to receive payment for a Bachelor Degree the degree shall in fact have been awarded and proof thereof must be furnished to the Council Department Chairman and Department Head.

Definitions:

1. Associate Degree

A two year degree consisting of 64 credits but not restricted thereto, contingent upon the requirements of an accredited college awarding such degree. It shall be understood that the equivalent of an Associate Degree shall be 64 credits, and a member who earned 64 credits towards a Bachelor Degree shall thereafter be considered to be equal to and shall receive all benefits afforded to a member who has earned an Associate Degree.

2. **Bachelor Degree**
A four year degree consisting of 120 credits but not restricted thereto, contingent upon the requirements of an accredited college awarding such degree.
3. **Member**
All full time members of UPSEU.
4. **Program**
Education Incentive Program.
5. **Proof of Completion**
Any official notice, emanating from an accredited college as to grade attained, official transcript of college, or degree certificate.
6. **Credit Range**
See Rate Schedule Rate Schedule:

<u>Credits Earned</u>	<u>Amount Added to Salary</u>	<u>Rate Per Credit (High and Low)</u>
0 - 12	\$0.00	(0.0)
12 - 24	\$100.00	(8.33 - 4.17)
25 - 48	\$300.00	(12.00 - 6.25)
49 - 64	\$400.00	(8.16 - 6.25)
 <u>Associate Degree</u>		
(if attendance stops)	\$500.00	(7.81)
65 - 88	\$750.00	(11.54 - 8.52)
89 - 120	\$900.00	(10.11 - 7.50)
 <u>Bachelor Degree</u>	 \$1,200.00	 (10.00)

**ARTICLE XXVIII
SAVINGS CLAUSE**

- A. It is understood and agreed that if any portion of the Agreement or the application of this Agreement to any person or circumstances shall be held to be invalid, the remainder of this Agreement or the application of such provision to other persons or circumstances shall not be affected thereby.
- B. Except as otherwise provided in this Agreement, the failure to enforce any provision of this agreement shall not be deemed a waiver thereof.

**ARTICLE XXIX
FOR CAUSE**

The Mayor and Council may suspend or dismiss with cause any employee who is a member of the bargaining unit for moral, drug, insubordination or illegal activities. Such employee shall not have recourse to the grievance procedure (Article XXI) but shall be entitled to a hearing before the Mayor and Council prior to any suspension or dismissal is determined by the Mayor and Council.

**ARTICLE XXX
JOB DESCRIPTION**

The Borough shall provide the Union with job descriptions for each position/title held by an Employee/Member. These job descriptions will accurately reflect the duties and responsibilities of the position/title held by the Employee and shall be updated from time to time. The Union may request the Borough Administrator to review the job description of a current position/title to determine if the existing job description is accurate. The Borough shall comply with this request.

**ARTICLE XXXI
MANAGEMENT RIGHTS**

The Borough, its employees, agents and representatives retain the right to:

1. Carry out its statutory duties utilizing personnel, methods and means in an appropriate and efficient manner.
2. Manage the employees of the Borough.
3. Take such disciplinary action against an employee as may be permitted by the Collective Bargaining Agreement or applicable law.

**ARTICLE XXXII
JOB POSTING**

- A. The borough shall post in all places as designated under Article XXIV - Bulletin Board, notices of all job vacancies, openings and promotional opportunities, which shall include the title, department and salary range for a period of ten (10) working days prior to the Borough advertising the said position to the general public. The expiration of this ten (10) day period does not, in any manner or way, forfeit an employee's rights to submit an application for the posted vacancy(s) or promotional opportunity(s) after this period has passed.
- B. Job postings shall be posted within all departments.

- C. The Borough shall submit to the Union a copy of the expired job posting with the successful bidder's name.

**ARTICLE XXXIII
PROMOTIONS AND TRANSFERS**

Pursuant to Article VII, Salaries, employees promoted or transferred to a higher rated job/wage shall receive a lateral salary adjustment to the nearest step of the new job range with no decrease in wages.

**ARTICLE XXXIV
UNION LEAVE**

An aggregate of eight (8) paid days annually shall be provided to Union Shop Stewards for the purpose of attending UPSEU Educational Conferences and Workshops. No more than three (3) days may be used by any one Steward.

**ARTICLE XXXV
SEPARABILITY AND SAVINGS**

If any provisions of this Agreement or any application of this Agreement to any employee, member or group of employees or member is held to be invalid by operation of law, by any court, administrative body or other tribunal or competent jurisdiction, then the parties agree to reopen negotiations with respect to such invalid provisions. All other provisions and applications contained herein shall continue in full force and effect and shall not be affected hereby.

**ARTICLE XXXVI
CONTINUATION OF CONTRACT PROVISIONS**

All of the provisions of this Agreement shall continue in full force and effect beyond the stated expiration date set forth herein until a *Successor Agreement* is executed and becomes effective. This agreement shall be effective January 1, 2007 and shall continue through December 31, 2011.


**ARTICLE XXXVII
CONTINUATION THROUGH EXPIRATION OF AGREEMENT**


1. Upon the expiration of the Collective Bargaining Agreement, employees shall continue Step movement during negotiations on a *Successor Collective Bargaining Agreement*.

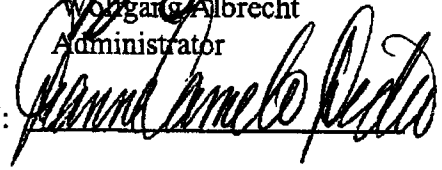
IN WITNESS WHEREOF, the parties hereto have cause this Agreement to be signed by their respective representatives and appropriately attested the day and year above written.


THE BOROUGH OF ORADELL

UNITED PUBLIC SERVICE EMPLOYEES
UNION (UPSEU)

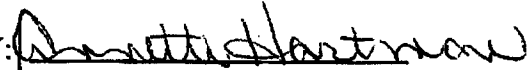
11/25/08
BY: 
Wolfgang Albrecht
Administrator

BY: 
Kevin E. Boyle, Jr.
President


BY: 

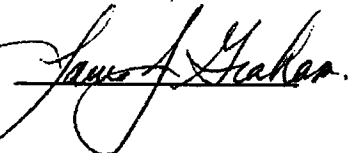
BY: 
Matthew Slodyczka
Blue Collar Shop Steward

BY: 

BY: 
Annette Hartman
White Collar Shop Steward

BY: 
Committee Member

BY: 
Committee Member

ATTEST: 
ATTEST: _____

ATTEST: _____

APPENDIX A

BOROUGH OF ORADELL DPW STEP GUIDE AS OF 08/05/2008

WHITE COLLAR 12 STEP GUIDE @ 4% PER YEAR

2007-2011

YEAR	2006 BASE SALARY	2007 BASE SALARY	% INC DOWN	2008 BASE SALARY	% INC DOWN	2009 BASE SALARY	% INC DOWN	2010 BASE SALARY	% INC DOWN	2011 BASE SALARY	% INC DOWN
1	27,537	28,638	N/A	29,784	N/A	30,975	N/A	32,214	N/A	33,503	N/A
2	29,046	30,208	0.10	31,416	0.10	32,673	0.10	33,980	0.10	35,339	0.10
3	30,555	31,777	0.09	33,048	0.09	34,370	0.09	35,745	0.09	37,175	0.09
4	32,064	33,347	0.09	34,680	0.09	36,068	0.09	37,510	0.09	39,011	0.09
5	33,573	34,916	0.09	36,313	0.09	37,765	0.09	39,276	0.09	40,847	0.09
6	35,082	36,485	0.09	37,945	0.09	39,462	0.09	41,041	0.09	42,683	0.09
7	36,591	38,055	0.08	39,577	0.08	41,160	0.08	42,806	0.08	44,519	0.08
8	38,055	39,577	0.08	41,160	0.08	42,807	0.08	44,519	0.08	46,300	0.08
9	41,160	42,807	0.08	44,519	0.08	46,300	0.08	48,152	0.08	50,078	0.08
10	42,807	44,519	N/A	46,300	0.08	48,152	0.08	50,078	0.08	52,081	0.08
11	44,519	46,300	N/A	48,152	0.08	50,078	0.08	52,081	0.08	54,164	0.08
12	46,300	48,152	N/A	50,078	0.08	52,081	0.08	54,164	0.08		

NOTE: STEP GUIDE EFFECTIVE JANUARY 1, 2007

BOROUGH OF ORADELL DPW STEP GUIDE AS OF 08/05/2008
DPW 12 STEP GUIDE @ 4% PER YEAR
2007-2011

YEAR	2006 BASE SALARY	2007 BASE SALARY	% INC DOWN	2008 BASE SALARY	% INC DOWN	2009 BASE SALARY	% INC DOWN	2010 BASE SALARY	% INC DOWN	2011 BASE SALARY	% INC DOWN
1	27,537	28,638	N/A	29,784	N/A	30,975	N/A	32,214	N/A	33,503	N/A
2	31,314	31,527	0.14	32,788	0.14	34,099	0.14	35,463	0.14	36,882	0.14
3	33,091	34,415	0.14	35,791	0.14	37,223	0.14	38,712	0.14	40,260	0.14
4	35,868	37,303	0.13	38,795	0.13	40,347	0.13	41,960	0.13	43,639	0.13
5	38,645	40,191	0.12	41,798	0.12	43,470	0.12	45,209	0.12	47,018	0.12
6	41,422	43,079	0.11	44,802	0.11	46,594	0.11	48,458	0.11	50,396	0.11
7	44,199	45,967	0.11	47,806	0.11	49,718	0.11	51,707	0.11	53,775	0.11
8	46,976	48,855	0.10	50,809	0.10	52,842	0.10	54,955	0.10	57,153	0.10
9	50,809	50,809	0.08	52,841	0.08	54,955	0.08	57,153	0.08	59,439	0.08
10	52,842	52,842	N/A	54,956	0.08	57,154	0.08	59,440	0.08	61,818	0.08
11	54,955	54,955	N/A	57,153	0.08	59,439	0.08	61,817	0.08	64,290	0.08
12	57,153	57,153	N/A	59,439	0.08	61,817	0.08	64,289	0.08	66,861	0.08

NOTE: STEP GUIDE EFFECTIVE JANUARY 1, 2007

BOROUGH OF ORADELL DPW STEP GUIDE MECHANIC 12 STEP GUIDE @ 4% PER YEAR 2007-2011											
AS OF 08/05/2008											
YEAR	2006 BASE SALARY	2007 BASE SALARY	% INC DOWN	2008 BASE SALARY	% INC DOWN	2009 BASE SALARY	% INC DOWN	2010 BASE SALARY	% INC DOWN	2011 BASE SALARY	% INC DOWN
1	28,537	29,678	N/A	30,866	N/A	32,100	N/A	33,384	N/A	34,720	N/A
2	31,314	32,567	0.14	33,869	0.14	35,224	0.14	36,633	0.14	38,098	0.14
3	34,091	35,455	0.13	36,873	0.13	38,348	0.13	39,882	0.13	41,477	0.13
4	36,868	38,343	0.12	39,876	0.12	41,471	0.12	43,130	0.12	44,856	0.12
5	39,645	41,231	0.12	42,880	0.12	44,595	0.12	46,379	0.12	48,234	0.12
6	42,422	44,119	0.11	45,884	0.11	47,719	0.11	49,628	0.11	49,628	0.11
7	45,199	47,007	0.11	48,887	0.11	50,843	0.11	52,876	0.11	54,991	0.11
8	47,976	49,895	0.10	51,891	0.10	53,966	0.10	56,125	0.10	58,370	0.10
9	51,891	53,967	0.08	56,125	0.08	58,370	0.08	60,704	0.08	63,133	0.08
10	53,966	56,125	N/A	58,370	0.08	60,705	0.08	63,133	0.08	65,658	0.08
11	56,125	58,370	N/A	60,705	0.08	63,133	0.08	65,658	0.08	68,285	0.08
12	58,370	60,705	N/A	63,133	0.08	65,658	0.08	68,285	0.08		

NOTE: STEP GUIDE EFFECTIVE JANUARY 1, 2007

CERTIFICATION OF RECOGNITION

DEC. 17. 2004 4:03PM

WISS COOKE SANTOMAURO

NO. 599 P. 1

CERTIFICATION OF RECOGNITION
WISS, COOKE & SANTOMAURO

A PROFESSIONAL CORPORATION
COUNSELLORS AT LAW
THREE UNIVERSITY PLAZA
SUITE 207

HACKENSACK, NEW JERSEY 07601
(201) 488-1030
TELECOPIER (201) 486-7313

RAYMOND R. WISS*
CERTIFIED CIVIL TRIAL ATTORNEY
KEVIN P. COOKE**
CYNTHIA D. SANTOMAURO*
THOMAS F. BOURETY, JR.

*ALSO MEMBER NEW YORK BAR
**ALSO MEMBER PENNSYLVANIA BAR

NEW YORK OFFICE
30 NORTH WILLIAM STREET
PEARL RIVER, NEW YORK 10965
(845) 735-1415

December 17, 2004

VIA FACSIMILE (631) 738-7236
Kevin Boyle, Jr.
President
United Public Service Employees Union
3555 Veterans Highway
Suite H
Ronkonkoma, NY 11779

Re: Borough of Oradell and
United Public Service Employees Union
Docket No.: RO-2005-051

Dear Mr. Boyle:

On behalf of the Borough of Oradell ("Oradell"), this letter will serve to confirm that Oradell has voluntarily agreed to recognize the UPSEU as the successor to Local 1 with respect to those employees of Oradell heretofore represented by Local 1.

Very truly yours,

Raymond R. Wiss
Raymond R. Wiss

RRW/cm
cc: Borough of Oradell

Collective Bargaining Agreement - Borough of Oradell

COPY

RESOLUTION 08-246
BOROUGH OF ORADELL
BERGEN COUNTY

WHEREAS, the Negotiations Committee for the Borough of Oradell ("Oradell"), and the Negotiations Committee for United Public Service Employees Union ("UPSEU") conducted negotiations over a protracted period of time with respect to a successor Collective Bargaining Agreement ("CBA") to the CBA that expired on December 31, 2006; and

WHEREAS, as a result of such negotiations, Oradell and UPSEU executed a Memorandum of Understanding ("MOU") reflecting an agreement on the terms of a successor CBA for the period January 1, 2007 through December 31, 2011; and

WHEREAS, UPSEU heretofore approved the terms of the MOU by a vote of its membership; and

WHEREAS, the Oradell Mayor and Council, by motion, approved the terms of the MOU on October 14, 2008 and memorialized such approval on October 28, 2008 by adoption of Resolution 08-225; and

WHEREAS, Oradell, through its Labor Attorney and Borough Administrator thereafter reached agreement with UPSEU regarding the terms of a successor CBA; and

WHEREAS, Oradell, by this Resolution, wishes to authorize the Mayor, Borough Administrator and Borough Clerk to take any and all necessary steps to execute the successor CBA and to thereby implement the terms of the same.

NOW THEREFORE, BE IT RESOLVED by the Mayor and Council of the Borough of Oradell, County of Bergen, State of New Jersey, as follows:

1. The terms of the successor CBA **BE AND HEREBY ARE APPROVED** by the Borough of Oradell.

2. Mayor Dianne Camelo Didio, Borough Administrator Wolfgang Albrecht and Borough Clerk Laura J. Graham, **BE AND HEREBY ARE AUTHORIZED** to execute the successor CBA and any and all documents incident thereto, so as to give full force and effect to the same.

	M o t i o n	S e c o n d	A y e s	N a y s	A b s t a i n	A b s e n t
Didio Mayor						
Rudman		✓	✓			
Eckel						✓
Murray, Jr.	✓		✓			
Pizzuto			✓			
Harte			✓			
Alonso			✓			

copy

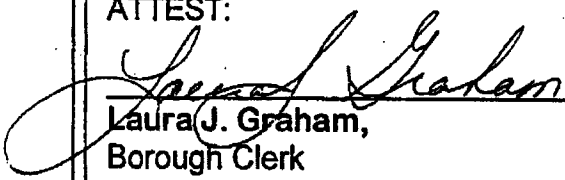
**RESOLUTION 08-246
BOROUGH OF ORADELL
BERGEN COUNTY**



DIANNE CAMELO DIDIO, MAYOR

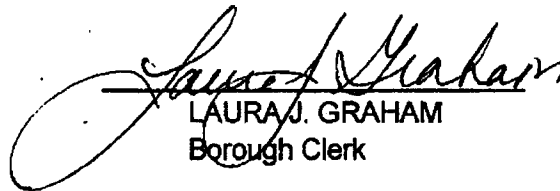
Passed on a roll call vote at the
the Public Meeting of the Mayor
and Council of the Borough of Oradell
held on Tuesday, November 25, 2008.

(SEAL)
ATTEST:


Laura J. Graham,
Borough Clerk

BOROUGH OF ORADELL
BERGENCOUNTY, NEW JERSEY
ORDINANCE #08-13

This ordinance published herewith was introduced and passed upon first reading at a meeting of the Borough Council of the Borough of Oradell, in the County of Bergen and State of New Jersey, held on October 14, 2008. It will be further considered for final passage after public hearing thereon, at a regular meeting of said Borough Council to be held in the Town Hall, in said Borough, on October 28, 2008 at 7:00 PM, and during the week prior to and up to and including the date of such meeting, copies of said ordinance will be made available at the Clerk's Office in said Borough Hall to the members of the general public who shall request the same.


LAURA J. GRAHAM
Borough Clerk

**BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY
ORDINANCE #08-13**

AN ORDINANCE TO FIX COMPENSATION OF CERTAIN EMPLOYEES OF THE BOROUGH OF ORADELL, COUNTY OF BERGEN AND STATE OF NEW JERSEY.

BE IT ORDAINED by the Borough Council of the Borough of Oradell as follows:

SECTION 1. PURPOSE Salaries and wages, longevity payments or other compensation provided for by terms of this ordinance are hereby fixed for the respective employees of the Borough of Oradell. The respective rates and sums shown herein effective January 1, 2007 as per schedule A.

SECTION 2. METHOD OF PAYMENT The Chief Financial Officer will present semi-monthly to the governing body for approval warrants drawn to the order of the Borough of Oradell Payroll Account as follows:

In advance for all employees whose salaries are on annual or weekly basis when such salaries are due and payable prior to the next regular meeting of the governing body. In advance for all employees whose compensation is on an hourly basis when the compensation has been approved by the chairman of the appropriate committee and has been certified to the municipal Chief Financial Officer.

At the first meeting of the governing body in January of each year there shall be approved an account to be designated "The Borough of Oradell Payroll Account," and from time to time the Chief Financial Officer, upon receipt of a warrant for the amount due such Payroll Account, shall deposit the same to the credit of the Payroll Account. The Chief Financial Officer shall thereafter draw checks on said Payroll Account to the employees entitled to payment therefrom.

At each regular meeting of the governing body the Chief Financial Officer shall submit for approval or ratification, as the case may be, the necessary payrolls for the amount due the several officers and employees for compensation. The payroll shall be considered by the governing body in due course and approved if found to be correct. In case of error or adjustment in the payroll, it shall be the duty of the Chief Financial Officer to see that such error or adjustment is properly corrected and an appropriate record made thereof.

Such officers as may be designated by the governing body are hereby authorized to sign warrants drawn in favor of the Payroll Account upon due notice that the appropriate payrolls have been approved by the proper committee and by the proper certifying authorities.

The Chief Financial Officer, the Assistant Treasurer or the Borough Clerk are hereby designated as officers to sign payroll checks.

SECTION 3. LONGEVITY Longevity payments for full-time employees or those characterized as such shall be as follows:

After 3 years of service	1%
After 6 years of service	2%
After 9 years of service	3%
After 12 years of service	4%
After 15 years of service	5%
After 18 years of service	6%
After 21 years of service	7%
After 24 years of service	8%

Years of service are calculated as of December 1st of each year. Only those full time employees who have completed the requisite number of years of service as of that date are eligible for the longevity payment stated. Employees hired after February 22, 2000 shall not be eligible to receive annual longevity payments.

The percentages are to be calculated on base pay.

For purposes of computing longevity only, credit shall be given at one-half rate for part-time service prior to full time employment, in accordance with the schedule on file with the Chief Financial Officer.

SECTION 4. EDUCATION INCENTIVE PROGRAM

This program applies to full time employees who are requested by the Borough of Oradell to continue their education within the area (job description) in which they are employed by the Borough. The following sums of money are to be paid to employees in addition to the base salary to which said employee is entitled, on a credit range basis:

<u>Credits Earned</u>	<u>Amount Added to Salary</u>
0-12	0.00
12-24	100.00
25-48	300.00
49-64	400.00

Associate Degree

(A four year degree consisting of 64 credits)

If attendance stops	500.00
65-88	750.00
89-120	900.00

Bachelor Degree 1,200.00

(A four year degree consisting of 120 credits)

Proof of completion: Any official notice, emanating from an accredited college as to grade attained, official transcript of college or degree certificate.

SECTION 5 WORKERS' COMPENSATION Salary payable while an employee is on compensation shall be the full amount of his/her salary less the amount payable for compensation by the insurance carrier in that given payroll period. This arrangement shall be subject to review and approval for continuation by the Mayor and Council on a quarterly calendar.

SECTION 6. CONFIRMATION Any office or position named herein not heretofore established by Ordinance of the Borough of Oradell is hereby established, ratified and confirmed.

SECTION 7. REPEALER All ordinances governing payment of salaries, wages and compensation heretofore enacted and inconsistent herewith are hereby expressly repealed.

SECTION 8. EFFECTIVE DATE This ordinance shall take effect when passed and published, as required by law, and shall be retroactive to January 1, 2007 as applicable.

salary ordinance 2007,2008,2009,2010,2011
ultimate final

SCHEDULE A
SALARY ORDINANCE ATTACHMENT
UPSEU
EMPLOYEES

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Lead Man - Road Repairer Shade Tree	71,162	74,008	77,468	81,067	84,810
Lead Man - Road Repairer Parks	00	00	00	00	00
Lead Man - Mechanic	51,891	56,125	60,705	65,658	68,785
Road Repairer - Roads	37,303	41,798	46,594	51,707	57,153
Road Repairer - Parks	48,855	52,841	57,154	61,817	66,861
Road Repairer - Roads	34,415	38,795	43,470	48,458	53,775
Road Repairer - Sewer	57,153	59,439	61,817	64,790	67,882
Road Repairer - Roads	28,638	32,788	37,223	41,960	47,018
Road Repairer - Roads	37,303	41,798	46,594	51,707	57,153
Road Repairer - Parks	28,638	32,788	37,223	41,960	47,018
Road Repairer - Roads	37,303	41,798	46,594	51,707	57,153
Road Repairer - Sewer	52,842	57,153	61,817	64,789	67,880
Road Repairer - Roads (3)	\$10.40/HR	\$10.82/HR	\$11.25/HR	\$11.70/HR	\$12.17/HR
Road Repairer - Roads	40,191	44,802	49,718	54,955	59,439
Road Repairer - Shade Tree	28,638	32,788	37,223	41,960	47,018
Road Repairer - Roads	28,638	32,788	37,223	41,960	47,018
Road Repairer - Roads	00	00	00	00	00
Road Repairer - Bldgs & Grnds	31,527	35,791	40,437	45,209	50,396
Road Repairer - Bldgs & Grnds	28,638	32,788	37,223	41,960	47,018
Road Repairer - Roads	00	00	00	00	00
Road Repairer - Roads	00	00	00	00	00
Mechanic	00	00	00	00	00
Secretary - Clerk's Office	41,160	44,519	48,152	52,081	54,664
Secretary - Clerk's Office	41,160	44,519	48,152	52,081	54,664
Office Manager - Building Dept	46,585	48,448	50,886	53,421	56,058
Accounting/Tax Clerk - Finance & Tax Dept	41,160	44,519	48,152	52,081	54,664
Building Dept.-Clerk	38,055	41,160	44,519	48,152	52,081
proof totals	851,255	931,453	1,018,254	1,109,480	1,198,508

As of January 1, 2007
the Step Guide will be used:

Road Repairer

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Step 1	28,638	29,784	30,975	32,214	33,503
Step 2	31,527	32,788	34,099	35,463	36,882
Step 3	34,415	35,791	37,223	38,712	40,260
Step 4	37,303	38,795	40,347	41,960	43,639
Step 5	40,191	41,798	43,470	45,209	47,018
Step 6	43,079	44,802	46,594	48,458	50,396
Step 7	45,967	47,806	49,718	51,707	53,775
Step 8	48,855	50,809	52,842	54,955	57,153
Step 9	50,809	52,841	54,955	57,153	59,439
Step 10	52,842	54,956	57,154	59,440	61,818
Step 11	54,955	57,153	59,439	61,817	64,290
Step 12	57,153	59,439	61,817	64,289	66,861

Mechanic

	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Step 1	29,678	30,866	32,100	33,384	34,720
Step 2	32,567	33,869	35,224	36,633	38,098
Step 3	35,455	36,873	38,348	39,882	41,477
Step 4	38,343	39,876	41,471	43,130	44,856
Step 5	41,231	42,880	44,595	46,379	48,234
Step 6	44,119	45,884	47,719	49,628	51,613
Step 7	47,007	48,887	50,843	52,876	54,991
Step 8	49,895	51,891	53,966	56,125	58,370
Step 9	51,891	53,967	56,125	58,370	60,705
Step 10	53,966	56,125	58,370	60,704	63,133
Step 11	56,125	58,370	60,705	63,133	65,658
Step 12	58,370	60,705	63,133	65,658	68,285

	<u>Clerical</u>				
	<u>2007</u>	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>
Step 1	28,638	29,784	30,975	32,214	33,503
Step 2	30,208	31,416	32,673	33,980	35,339
Step 3	31,777	33,048	34,370	35,745	37,175
Step 4	33,347	34,680	36,068	37,510	39,011
Step 5	34,916	36,313	37,765	39,276	40,847
Step 6	36,485	37,945	39,462	41,041	42,683
Step 7	38,055	39,577	41,160	42,806	44,519
Step 8	39,577	41,160	42,807	44,519	46,300
Step 9	41,160	42,806	44,519	46,299	48,151
Step 10	42,807	44,519	46,300	48,152	50,078
Step 11	44,519	46,300	48,152	50,078	52,081
Step 12	46,300	48,152	50,078	52,081	54,164

**BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY
ORDINANCE #08-13**

**AN ORDINANCE TO FIX THE COMPENSATION OF EMPLOYEES OF THE BOROUGH OF ORADELL,
COUNTY OF BERGEN AND STATE OF NEW JERSEY.**

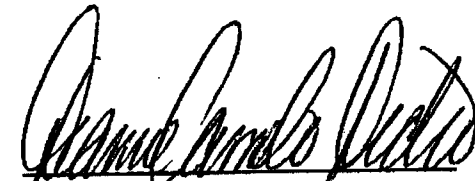
Introduced: October 14, 2008

Passed 1st Reading: October 14, 2008

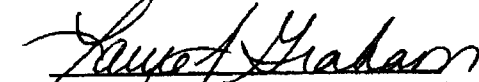
Public Hearing: October 28, 2008

Adopted: October 28, 2008


Approved: October 28, 2008


Dianne Camelo Didio, Mayor

ATTEST:


Laura J. Graham, Borough Clerk

This is to certify that the foregoing ordinance was finally passed and adopted at the regular meeting of the Borough Council of the Borough of Oradell, New Jersey on October 28, 2008, and the same was approved by the Mayor of the Borough of Oradell on October 28, 2008.


Laura J. Graham, Borough Clerk

This ordinance published herewith was introduced and passed upon first reading at a meeting of the Borough Council of the Borough of Oradell, in the County of Bergen and State of New Jersey, held on October 14, 2008. It will be further considered for final passage after a public hearing thereof, at a regular meeting of said Borough Council to be held in the Town Hall, in said Borough, on October 28, 2008 at 7:00 PM, and during the week prior to and up to and including the date of such meeting, copies of said ordinance will be made available at the Clerk's Office in said Borough Hall to the members of the general public who shall request the same.

Laura J. Graham
Borough Clerk

BOROUGH OF ORADELL
BERGEN COUNTY, NEW JERSEY
ORDINANCE 908-13

AN ORDINANCE TO FIX COMPENSATION OF CERTAIN EMPLOYEES OF THE BOROUGH OF ORADELL, COUNTY OF BERGEN AND STATE OF NEW JERSEY.

BE IT ORDAINED by the Borough Council of the Borough of Oradell as follows:
SECTION 1. PURPOSE, SALARIES AND WAGES, PAYMENTS OR OTHER COMPENSATION provided for by law of this ordinance are hereby fixed for the respective employees of the Borough of Oradell. The respective rates and same shown herein effective January 1, 2007 as per attached A.

SECTION 2. METHOD OF PAYMENT The Chief Financial Officer will present semi-monthly payroll accounts for approval warrants drawn to the order of the Borough of Oradell to the governing body for approval warrants drawn to the order of the Borough of Oradell. At the first meeting of the governing body in January of each year there shall be approved an account to be designated "The Borough of Oradell Payroll Account," and from time to time thereafter the Chief Financial Officer, upon receipt of a warrant for the amount due such Payroll Account, shall deposit the same to the credit of the Payroll Account. The Chief Financial Officer shall furnish checks on said Payroll Account to the employees entitled to payment therefrom.

SECTION 3. At each regular meeting of the governing body the Chief Financial Officer shall submit for approval or certification, as the case may be, the necessary payments for the amount due the several officers and employees for compensation. The payment shall be considered by the governing body in due course and approved if found to be correct. In case of error or adjustment in the payroll, it shall be the duty of the Chief Financial Officer to see that such error or adjustment is properly corrected and an appropriate record made thereon. Such officers as may be designated by the governing body are hereby authorized to sign warrants drawn in favor of the Payroll Account upon due review that the appropriate payrolls have been approved by the proper committee and by the proper carrying authorities.

SECTION 4. The Chief Financial Officer, the Assistant Treasurer or the Borough Clerk are hereby designated as officers to sign payroll checks.

SECTION 5. LONGEVITY PAYMENTS for full-time employees or those characterized as such shall be as follows:

After 5 years of service	1%
After 8 years of service	2%
After 12 years of service	4%
After 15 years of service	5%
After 18 years of service	6%
After 21 years of service	7%
After 24 years of service	8%

Years of service are calculated as of December 1st of each year. Only those full-time employees who have completed the requisite number of years of service as at that date are eligible for the longevity payment award. Employees hired after February 22, 2000 shall not be eligible to receive annual longevity payments.

The percentages are to be calculated on base pay. For purposes of computing longevity only, credit shall be given at one-half rate for part-time service prior to full-time employment, in accordance with the schedule on file with the Chief Financial Officer.

SECTION 6. EDUCATION INCENTIVE PROGRAM
This program applies to full-time employees who are requested by the Borough of Oradell to continue their education in the area (as determined) in which they are employed by the Borough. The following amount of money are to be paid to employees in addition to the base salary to which said employee is entitled, on a credit basis:

Credits Earned	Amount Added to Salary
0-12	0.00
12-24	100.00
25-48	300.00
49-64	400.00

Associate Degree (A four year degree consisting of 64 credits) if attendance above	Amount
65-88	500.00
89-120	800.00

Bachelor Degree (A four year degree consisting of 120 credits)	Amount
	1,200.00

Proof of completion: Any official notice, emanating from an accredited college as to grade earned, official transcript of college or diploma or certificate shall be submitted to the Chief Financial Officer for certification. The amount payable for compensation shall be the full amount of higher salary less the amount payable for compensation by the insurance carrier in that given award period. The amount shall be subject to review and approval for certification by the Mayor and Council on a quarterly calendar.

SECTION 7. COMPENSATION Any officer or position named herein not heretofore established by Ordinance of the Borough of Oradell is hereby established, ratified and confirmed. SECTION 8. EFFECTIVE DATE This ordinance shall take effect when passed and published, as required by law, and shall be retroactive to January 1, 2007 as applicable.

SALARY ORDINANCE ATTACHMENT
EMPLOYEES 2007 2008 2009 2010 2011

Lead Man - Road Rep/Repair Streets	78,250	82,320	86,826	90,951	93,309
Lead Man - Road Rep/Repair Parks	00	00	00	00	00
Lead Man - Mechanic	53,141	57,275	61,298	65,322	68,625
Road Rep/Repair - Ponds	21,448	23,633	26,182	28,578	31,023
Road Rep/Repair - Parks	34,285	36,943	40,020	42,898	46,025
Road Rep/Repair - Sewer	28,838	30,788	33,223	35,574	37,890
Road Rep/Repair - Streets	37,453	41,948	47,144	51,857	56,928
Road Rep/Repair - Parks	38,228	42,898	47,994	52,807	58,028
Road Rep/Repair - Sewer	57,041	61,824	67,226	72,710	78,385
Road Rep/Repair - Roads (H)	61,409	66,429	72,191	78,126	84,385
Road Rep/Repair - Streets Tree	40,341	44,352	48,989	53,180	58,028
Road Rep/Repair - Ponds	38,038	42,788	47,994	52,807	58,028
Road Rep/Repair - Streets	00	00	00	00	00
Road Rep/Repair - Ponds	00	00	00	00	00
Road Rep/Repair - Streets & Grnds	22,780	26,628	31,223	35,574	40,020
Road Rep/Repair - Streets	00	00	00	00	00
Road Rep/Repair - Ponds	00	00	00	00	00
Mechanic	00	00	00	00	00
Secretary - Clerk's Office	41,180	44,519	48,152	52,081	56,194
Secretary - Clerk's Office	40,258	41,987	44,000	46,424	49,297
Office Manager - Building Dept	30,004	32,004	34,094	36,247	38,487
Accounting/Tax Clerk - Finance &	41,180	44,519	48,152	52,081	56,194
Tax Dept	38,025	41,180	44,519	48,152	52,081
Building Dept - Clerk					
proof totals	876,919	955,782	1,037,628	1,124,870	1,224,870
Road Rep/Repair					
Step 1	28,828	32,794	36,878	41,214	45,823
Step 2	31,227	35,798	40,020	44,578	49,590
Step 3	34,419	39,798	44,223	48,778	54,025
Step 4	37,383	42,798	48,223	53,223	58,778
Step 5	41,919	47,298	53,223	58,778	64,778
Step 6	43,070	48,298	54,223	59,778	65,778
Step 7	45,987	51,298	57,223	62,778	68,778
Step 8	48,828	54,298	60,223	65,778	71,778
Step 9	50,828	56,298	62,223	67,778	73,778
Step 10	52,828	58,298	64,223	69,778	75,778
Step 11	54,828	60,298	66,223	71,778	77,778
Step 12	57,133	62,438	68,578	74,223	80,223
Mechanic					
Step 1	28,828	32,794	36,878	41,214	45,823
Step 2	31,227	35,798	40,020	44,578	49,590
Step 3	34,419	39,798	44,223	48,778	54,025
Step 4	37,383	42,798	48,223	53,223	58,778
Step 5	41,919	47,298	53,223	58,778	64,778
Step 6	43,070	48,298	54,223	59,778	65,778
Step 7	45,987	51,298	57,223	62,778	68,778
Step 8	48,828	54,298	60,223	65,778	71,778
Step 9	50,828	56,298	62,223	67,778	73,778
Step 10	52,828	58,298	64,223	69,778	75,778
Step 11	54,828	60,298	66,223	71,778	77,778
Step 12	57,133	62,438	68,578	74,223	80,223
Clerical					
Step 1	28,828	32,794	36,878	41,214	45,823
Step 2	31,227	35,798	40,020	44,578	49,590
Step 3	34,419	39,798	44,223	48,778	54,025
Step 4	37,383	42,798	48,223	53,223	58,778
Step 5	41,919	47,298	53,223	58,778	64,778
Step 6	43,070	48,298	54,223	59,778	65,778
Step 7	45,987	51,298	57,223	62,778	68,778
Step 8	48,828	54,298	60,223	65,778	71,778
Step 9	50,828	56,298	62,223	67,778	73,778
Step 10	52,828	58,298	64,223	69,778	75,778
Step 11	54,828	60,298	66,223	71,778	77,778
Step 12	57,133	62,438	68,578	74,223	80,223

THE RECORD

State of New Jersey
County of Bergen ss:

Prudence Dunphy

Of full age, being duly sworn
According to law, on his/her oath
Says that he/she is an employee of
The Borough of Oradell. Annexed
hereto is a true copy of the notice
that was published on the following
date(s):

October 17, 2008

In the Record, a newspaper of
general circulation and published
in Hackensack, in the county of
Bergen and circulated in Bergen,
Passaic, Hudson, Morris and Essex
Counties. Said newspaper is
Published seven days a week.

Subscribed and sworn before me
this:

17th day of

October, 2008

Prudence Dunphy
A Notary Public of New Jersey

