

**BOROUGH OF OLD TAPPAN  
ORDINANCE NO. 1170-20**

**AN ORDINANCE TO FIX THE SALARIES, WAGE AND  
COMPENSATION OF THE OFFICERS AND EMPLOYEES  
OF THE BOROUGH OF OLD TAPPAN, COUNTY OF  
BERGEN, STATE OF NEW JERSEY FOR THE YEAR  
D.P.W. 2020-2024**

**BE IT ORDAINED** by the Mayor and Council of the Borough of Old Tappan as follows:

**SECTION 1:** That the respective wage or compensation to be paid to the Officers and Employees of the Borough of Old Tappan to a maximum as follows:

**A1. Department of Public Works: Hired prior to 1/1/2015**

	<u>1/1/2020</u>	<u>1/1/2021</u>	<u>1/1/2022</u>	<u>1/1/2023</u>	<u>1/1/2024</u>
Assistant Superintendent - per annum	98,949	100,928	102,947	105,006	107,106
Maintenance workers:					
5th year - per annum	90,981	92,801	94,657	96,550	98,481

**A2. Department of Public Works: Hired on or after 1/1/15**

	<u>1/1/2020-12/31/2024</u>
Assistant Superintendent - per annum	90,946
Maintenance workers:	
8th year - per annum	83,622
7th year - per annum	78,674
6th year - per annum	73,723
5th year - per annum	68,772
4th year - per annum	63,821
3rd year - per annum	58,870
2nd year - per annum	53,918
1st year - per annum	48,967
Prob. (1-12 mos.) - per annum	44,016
Mechanics:	
8th year - per annum	87,527
7th year - per annum	82,199
6th year - per annum	76,870
5th year - per annum	71,541
4th year - per annum	66,211
3rd year - per annum	60,882
2nd year - per annum	55,553
1st year - per annum	50,224
Prob. (7-12 mos.) - per annum	47,559
Prob. (1-6 mos.) - per annum	44,895

Golf Course Foreman - per annum

86,235

Effective January 1, 2015 for employees hired on or after that date, there will be no percentage increase on the steps during this contract.

All salary increases due to step movement shall take effect on the anniversary of the employee's hiring date.

**SECTION 2:** That the wage of compensation hereinbefore mentioned shall be paid bi-weekly on Friday for a total of 26 pay rolls.

**SECTION 3:** Longevity Pay

- A. Employees hired after January 1, 1981 and before January 1, 1999: Upon completion of six (6) years of employment, all full-time employees of the Borough shall be paid three (3) percent longevity. Thence, one and one-half (1 1/2) percent of each three (3) years thereafter of employment up to a maximum of ten (10) percent.
- B. All adjustments made in regard to longevity shall occur on either the first day of January when the employee's anniversary date occurs between January 1st and June 30th or on the first day of July when their anniversary occurs between July 1st and December 31st in the year of entitlement.

**SECTION 4:** Overtime- All full-time employees, other than those designated as Department Heads will be paid at the rate of time and one-half (1 1/2), or double time as per DPW policy.

**SECTION 5:** All ordinances inconsistent with this Ordinance are hereby repealed.

**SECTION 6:** This ordinance shall take effect when published according to law and a Public Hearing held as required by Law, and shall be retroactive to January 1, 2020.