

**ORDINANCE NO. 2017-08**  
**AN ORDINANCE PROVIDING FOR COMPENSATION FOR THE DEPARTMENT OF**  
**PUBLIC WORKS OF THE BOROUGH OF KENILWORTH**

BE IT ORDAINED, by the Governing Body of the Borough of Kenilworth in the County of Union, New Jersey the rates of pay for the Department of Public Works is as follows:

	<u>PER HOUR</u>
LABORER	\$16.00 - \$18.15
DRIVER	\$15.00 - \$30.00
MECHANIC	\$20.00 - \$38.00

On Call - \$130.00 per week for 2016, \$135.00 for years 2017, 2018, 2019  
 - Minimum 4 Hours Paid at one and one-half times pay when called out.

**SANITATION**

	<u>PER HOUR</u>
LABORER	\$20.00 - \$30.00
DRIVER	\$25.00 - \$35.00

The Borough agrees to pay two dollars (\$2.00) per hour to the fill-in driver for the sanitation truck provided it is not above the sanitation driver's rate of pay.

**SECTION 1.**

- (1) In addition to the above salaries for employees, a longevity payment shall be paid according to the following schedule and shall be effective on the anniversary date of the employee's date of employment. Longevity pay is calculated on base pay without regard to overtime and is adjusted at the time of the first pay period after the anniversary date:

**ADDITIONAL COMPENSATION - PER ANNUM**

<u>YEARS OF SERVICE</u>	<u>(Percentage of Annual Salary)</u>
5 years	2%
10 years	4%
15 years	6%
20 years	8%
25 years	10%

Any employee hired on or after January 1, 2012 shall not be entitled to any pay longevity pay.

**SECTION 2.**

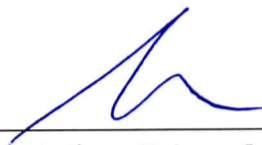
- (1) The various provisions and addition monetary benefits of the Borough of Kenilworth/Teamsters Local Number 11 proposed agreement, arrived at as a result of negotiation, are enacted. The main headings are as follows:


<u>Title Page</u>	
Article I	- Recognition
Article II	- Management Rights and Responsibilities
Article III	- Union Security
Article IV	- Check-Off of Union Dues
Article V	- Probationary Period
Article VI	- Employees Rights and Responsibilities
Article VII	- Hours of Work and Overtime
Article VIII	- Mandatory Emergency Response Readiness
Article IX	- Seniority
Article X	- Force Additions and Reductions
Article XI	- Non-Discrimination
Article XII	- Holidays
Article XIII	- Vacations
Article XIV	- Leave of Absence
Article XV	- Paid Sick Leave
Article XVI	- Terminal Leave
Article XVII	- Bereavement Pay
Article XVIII	- Jury Duty
Article XIX	- Veterans Rights and Benefits
Article XX	- Discharge
Article XXI	- Grievance Procedures and Arbitration
Article XXII	- Uniform

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|----------------|---|
| Article XXIII  | - Miscellaneous Provisions                        |
| Article XXIV   | - Safety and Health                               |
| Article XXV    | - Welfare and Pension Benefits                    |
| Article XXVI   | - Wages   |
| Article XXVII  | - Longevity                                       |
| Article XXVIII | - Strike and Lockouts                             |
| Article XXIX   | - Severability                                    |
| Article XXX    | - Shop Steward                                    |
| Article XXXI   | - Drug and Alcohol Policy and Drug Free Workplace |
| Article XXXII  | - Duration of Agreement                           |

**SECTION 3.** Any Ordinance inconsistent with the foregoing is repealed to the extent of any inconsistency. This Ordinance shall take effect upon adoption and publication according to law.

  
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 Anthony DeLuca, Jr., Mayor

INTRODUCTION						COUNCILPERSON	FINAL ADOPTION					
Moved	Sec.	Aye	Nay	Abs.	NP		Moved	Sec.	Aye	Nay	Abs.	NP
		X				KAY CECERI		X	X			
		X				LAWRENCE CLEMENTI			X			
	X	X				PETER CORVELLI			X			
X		X				MARK DAVID	X		X			
		X				GERRY LAUDATI			X			
		X				NICHOLAS MASCARO						X
Introduced: July 12, 2017						I hereby certify the above ordinance was adopted by the Borough Council of the Borough of Kenilworth, County of Union, State of New Jersey on the aforementioned date.						
Final Adoption: July 26, 2017												
						 _____ Laura Reinertsen, Borough Clerk						