

ORDINANCE NO. 12-2012

AN ORDINANCE OF THE TOWNSHIP COMMITTEE OF THE TOWNSHIP OF HANOVER ESTABLISHING THE SALARIES OF THE FULL-TIME BLUE COLLAR EMPLOYEES OF THE PUBLIC WORKS, BUILDINGS AND GROUNDS AND PARK MAINTENANCE DEPARTMENT REPRESENTED BY TEAMSTERS LOCAL 97 OF NEW JERSEY, I.B.T. FOR CALENDAR YEARS 2012, 2011 & 2010

WHEREAS, the Township of Hanover and Teamsters Local 97 of New Jersey, I.B.T. have concluded an agreement of the economic benefits and non-economic terms and conditions of employment for the full-time blue collar employees of the Township's Public Works, Buildings and Grounds and Park Maintenance Department excluding managers, supervisors and part-time employees; and

WHEREAS, in accordance with the Agreement, it is necessary to authorize the increases in salary for calendar years 2010, 2011 and 2012 for those members of the Department who are represented by Teamsters Local No. 97 of New Jersey, I.B.T.

NOW, THEREFORE, *BE IT ORDAINED*, by the Township Committee of the Township of Hanover, in the County of Morris and State of New Jersey, as follows:

Section 1. In accordance with the Job Classification Schedule set forth below, those current full-time blue collar employees of the Township's Public Works, Buildings and Grounds and Park Maintenance Department represented by Teamsters Local No. 97 of New Jersey, I.B.T. shall be eligible to receive the annual wages during calendar years 2010, 2011 and 2012, as set forth on the charts herein during each respective year, and shall be payable on an annual basis over twenty-six (26) pay periods:

SCHEDULE "A"

SALARY GUIDE 2012 A-1 IBT

GROUP	STEP A	STEP B	STEP C	STEP I	STEP 2	STEP 3	STEP 4	STEP 5	INCREMENT
I	27,356	29,796	32,236	34,676	37,116	39,556	41,996	44,436	2,440
II	29,549	32,183	34,817	37,451	40,085	42,719	45,353	47,987	2,634
III	32,110	34,970	37,830	40,690	43,550	46,410	49,270	52,130	2,860
IV	34,825	37,946	41,067	44,188	47,309	50,430	53,551	56,672	3,121
V	37,677	41,056	44,435	47,814	51,193	54,572	57,951	61,330	3,379
VI	40,467	44,123	47,779	51,435	55,091	58,747	62,403	66,059	3,656
VII	42,689	46,564	50,439	54,314	58,189	62,064	65,939	69,814	3,875
VIII	46,199	50,400	54,601	58,802	63,003	67,204	71,405	75,606	4,201
IX	49,942	54,501	59,060	63,619	68,178	72,737	77,296	81,855	4,559

SALARY GUIDE 2012 A-1 IBT Hourly rates based upon 40 hour week

GROUP	STEP A	STEP B	STEP C	STEP I	STEP 2	STEP 3	STEP 4	STEP 5
I	\$ 13.15	\$ 14.33	\$ 15.50	\$ 16.67	\$ 17.84	\$ 19.02	\$ 20.19	\$ 21.36
II	\$ 14.21	\$ 15.47	\$ 16.74	\$ 18.01	\$ 19.27	\$ 20.54	\$ 21.80	\$ 23.07
III	\$ 15.44	\$ 16.81	\$ 18.19	\$ 19.56	\$ 20.94	\$ 22.31	\$ 23.69	\$ 25.06
IV	\$ 16.74	\$ 18.24	\$ 19.74	\$ 21.24	\$ 22.74	\$ 24.25	\$ 25.75	\$ 27.25
V	\$ 18.11	\$ 19.74	\$ 21.36	\$ 22.99	\$ 24.61	\$ 26.24	\$ 27.86	\$ 29.49
VI	\$ 19.46	\$ 21.21	\$ 22.97	\$ 24.73	\$ 26.49	\$ 28.24	\$ 30.00	\$ 31.76
VII	\$ 20.52	\$ 22.39	\$ 24.25	\$ 26.11	\$ 27.98	\$ 29.84	\$ 31.70	\$ 33.56
VIII	\$ 22.21	\$ 24.23	\$ 26.25	\$ 28.27	\$ 30.29	\$ 32.31	\$ 34.33	\$ 36.35
IX	\$ 24.01	\$ 26.20	\$ 28.39	\$ 30.59	\$ 32.78	\$ 34.97	\$ 37.16	\$ 39.35

Salary Guide 2012 D-1 IBT

Group	Minimum Salary	Maximum Salary	Minimum Hourly Rate	Maximum Hourly Rate
I	25,650	43,135	12.33	20.74
II	27,710	46,594	13.32	22.40
III	30,110	50,611	14.48	24.33
IV	32,650	55,021	15.70	26.45
V	35,330	59,536	16.99	28.62
VI	37,950	64,133	18.25	30.83
VII	40,030	67,788	19.25	32.59
VIII	43,320	73,400	20.83	35.29
IX	46,830	79,478	22.51	38.21

SALARY GUIDE 2011 A-1 IBT

GROUP STEP A STEP B STEP C STEP I STEP 2 STEP 3 STEP 4 STEP 5 INCREMENT

I	26,952	29,356	31,760	34,164	36,568	38,972	41,376	43,780	2,404
II	29,112	31,707	34,302	36,897	39,492	42,087	44,682	47,277	2,595
III	31,635	34,453	37,271	40,089	42,907	45,725	48,543	51,361	2,818
IV	34,310	37,385	40,460	43,535	46,610	49,685	52,760	55,835	3,075
V	37,120	40,449	43,778	47,107	50,436	53,765	57,094	60,423	3,329
VI	39,869	43,471	47,073	50,675	54,277	57,879	61,481	65,083	3,602
VII	42,058	45,876	49,694	53,512	57,330	61,148	64,966	68,784	3,818
VIII	45,516	49,655	53,794	57,933	62,072	66,211	70,350	74,489	4,139
IX	49,204	53,696	58,188	62,680	67,172	71,664	76,156	80,648	4,492

SALARY GUIDE 2011 A-1 IBT
Hourly rates based upon 40 hour week

GROUP STEP A STEP B STEP C STEP I STEP 2 STEP 3 STEP 4 STEP 5

I	\$ 12.96	\$ 14.11	\$ 15.27	\$ 16.43	\$ 17.58	\$ 18.74	\$ 19.89	\$ 21.05
II	\$ 14.00	\$ 15.24	\$ 16.49	\$ 17.74	\$ 18.99	\$ 20.23	\$ 21.48	\$ 22.73
III	\$ 15.21	\$ 16.56	\$ 17.92	\$ 19.27	\$ 20.63	\$ 21.98	\$ 23.34	\$ 24.69
IV	\$ 16.50	\$ 17.97	\$ 19.45	\$ 20.93	\$ 22.41	\$ 23.89	\$ 25.37	\$ 26.84
V	\$ 17.85	\$ 19.45	\$ 21.05	\$ 22.65	\$ 24.25	\$ 25.85	\$ 27.45	\$ 29.05
VI	\$ 19.17	\$ 20.90	\$ 22.63	\$ 24.36	\$ 26.09	\$ 27.83	\$ 29.56	\$ 31.29
VII	\$ 20.22	\$ 22.06	\$ 23.89	\$ 25.73	\$ 27.56	\$ 29.40	\$ 31.23	\$ 33.07
VIII	\$ 21.88	\$ 23.87	\$ 25.86	\$ 27.85	\$ 29.84	\$ 31.83	\$ 33.82	\$ 35.81
IX	\$ 23.66	\$ 25.82	\$ 27.98	\$ 30.13	\$ 32.29	\$ 34.45	\$ 36.61	\$ 38.77

SALARY GUIDE 2010 A-1 IBT

GROUP	STEP A	STEP B	STEP C	STEP I	STEP 2	STEP 3	STEP 4	STEP 5	INCREMENT
I	26,685	29,065	31,445	33,825	36,205	38,585	40,965	43,345	2,380
II	28,824	31,393	33,962	36,531	39,100	41,669	44,238	46,807	2,569
III	31,322	34,112	36,902	39,692	42,482	45,272	48,062	50,852	2,790
IV	33,970	37,015	40,060	43,105	46,150	49,195	52,240	55,285	3,045
V	36,752	40,048	43,344	46,640	49,936	53,232	56,528	59,824	3,296
VI	39,474	43,040	46,606	50,172	53,738	57,304	60,870	64,436	3,566
VII	41,642	45,422	49,202	52,982	56,762	60,542	64,322	68,102	3,780
VIII	45,065	49,163	53,261	57,359	61,457	65,555	69,653	73,751	4,098
IX	48,717	53,165	57,613	62,061	66,509	70,957	75,405	79,853	4,448

SALARY GUIDE 2010 A-1 IBT
Hourly rates based upon 40 hour week

GROUP	STEP A	STEP B	STEP C	STEP I	STEP 2	STEP 3	STEP 4	STEP 5
I	\$ 12.83	\$ 13.97	\$ 15.12	\$ 16.26	\$ 17.41	\$ 18.55	\$ 19.69	\$ 20.84
II	\$ 13.86	\$ 15.09	\$ 16.33	\$ 17.56	\$ 18.80	\$ 20.03	\$ 21.27	\$ 22.50
III	\$ 15.06	\$ 16.40	\$ 17.74	\$ 19.08	\$ 20.42	\$ 21.77	\$ 23.11	\$ 24.45
IV	\$ 16.33	\$ 17.80	\$ 19.26	\$ 20.72	\$ 22.19	\$ 23.65	\$ 25.12	\$ 26.58
V	\$ 17.67	\$ 19.25	\$ 20.84	\$ 22.42	\$ 24.01	\$ 25.59	\$ 27.18	\$ 28.76
VI	\$ 18.98	\$ 20.69	\$ 22.41	\$ 24.12	\$ 25.84	\$ 27.55	\$ 29.26	\$ 30.98
VII	\$ 20.02	\$ 21.84	\$ 23.65	\$ 25.47	\$ 27.29	\$ 29.11	\$ 30.92	\$ 32.74
VIII	\$ 21.67	\$ 23.64	\$ 25.61	\$ 27.58	\$ 29.55	\$ 31.52	\$ 33.49	\$ 35.46
IX	\$ 23.42	\$ 25.56	\$ 27.70	\$ 29.84	\$ 31.98	\$ 34.11	\$ 36.25	\$ 38.39

Section 2. The following Schedule represents the job position titles and applicable salary ranges in conformance with the salary guides set forth above for the full-time blue collar employees of the Public Works, Buildings and Grounds and Park Maintenance Department represented by Teamsters Local No. 97, I.B.T. except the managers, supervisors and part-time employees of the Department:

SCHEDULE "B"

	<u>JOB POSITION TITLES</u>	<u>APPLICABLE SALARY RANGES</u>
GROUP I	Custodian	A-1
GROUP III	Laborer I/Sanitation Collector I	D-1
GROUP IV	Park Maintenance Worker	A-1
GROUP IV/V	Laborer II/Sanitation Collector II/ Truck Driver I	A-1

GROUP V	Truck Driver II/Equipment Operator	A-1
GROUP VI	Senior Park Maintenance Worker	A-1
GROUP VII	Mechanic	A-1

Section 3. All salaries and rates of compensation as herein stated shall be effective January 1, 2012.

Only those union employees on the payroll of the Township of Hanover on January 1, 2012 shall be entitled to receive the salary adjustments as set forth above.

Section 4. All ordinances or parts of ordinances inconsistent with this ordinance are hereby repealed.

Section 5. This Ordinance shall take effect in accordance with law.

ATTEST:

TOWNSHIP COMMITTEE
TOWNSHIP OF HANOVER
COUNTY OF MORRIS
STATE OF NEW JERSEY

DATE OF INTRODUCTION: May 24, 2012
DATE OF ADOPTION: June 14, 2012

NOTICE OF INTRODUCTION

NOTICE IS HEREBY GIVEN, That the foregoing Ordinance was submitted in writing at a meeting of the Township Committee of the Township of Hanover, in the County of Morris and State of New Jersey, held on the 24th day of May, 2012, introduced and read by title and passed on first reading and the Governing Body will further consider the same for second reading and final passage thereof at a meeting to be held on the 14th day of June, 2012, at 8:30 o'clock in the evening prevailing time, at the Municipal Building, 1000 Route 10, Whippany, in said Township of Hanover, at which time and place a public hearing will be held thereon by the Governing Body and all persons and citizens in interest shall have an opportunity to be heard concerning same.

JOSEPH A. GIORGIO, TOWNSHIP CLERK
TOWNSHIP OF HANOVER
COUNTY OF MORRIS
STATE OF NEW JERSEY

DATED: May 31, 2012