

ORDINANCE NO. 11-2015

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 IBT LOCAL NO. 97 OF NEW JERSEY, IBT, FOR CALENDAR YEAR 2015

WHEREAS, through the mediation process, the Township of Hanover and Teamsters Local No. 97 of New Jersey, IBT, representing the full-time employees of the Public Works, Buildings and Grounds and Park Maintenance Department (hereinafter referred to as the "Department") entered into a Memorandum of Agreement on February 4, 2014 setting forth amendments to the terms and conditions of employment covered under the Collective Negotiations Agreement that expired on December 31, 2012; and

WHEREAS, in accordance with the Memorandum of Agreement, the Township of Hanover and Teamsters Local No. 97 of New Jersey, IBT, entered into a new Agreement on August 12, 2014 covering a three (3) year period commencing January 1, 2013 through December 31, 2015; and

WHEREAS, in accordance with the August 12, 2014 Agreement, it is necessary to authorize the increases in salary for calendar year 2015 for those members of the Department represented by Teamsters Local No. 97 of New Jersey, IBT.

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. The following annual wage schedule by job classification of union employees in the Public Works, Buildings and Grounds and Park Maintenance Department for the current full-time employees shall be as hereinafter specified and shall be payable on an annual basis over twenty-four (24) pay periods:

**TOWNSHIP OF HANOVER
2015 SALARY GUIDE "IBT A-1"**

Group Step 5

| | |
|------|--------|
| I | 46,933 |
| II | 50,678 |
| III | 55,049 |
| IV | 59,847 |
| V | 64,770 |
| VI | 69,760 |
| VII | 73,724 |
| VIII | 79,839 |
| IX | 86,437 |

**2015 SALARY GUIDE "IBT A-1"
Hourly rates based upon 40 hour week**

Group Step 5

| | |
|------|-------|
| I | 22.56 |
| II | 24.36 |
| III | 26.47 |
| IV | 28.77 |
| V | 31.14 |
| VI | 33.54 |
| VII | 35.44 |
| VIII | 38.38 |
| IX | 41.56 |

**TOWNSHIP OF HANOVER
2015 SALARY RANGE GUIDE "IBT D-1"**

| <u>Group</u> | <u>Minimum Salary</u> | <u>Maximum Salary</u> | <u>Minimum Hourly Rate</u> | <u>Maximum Hourly Rate</u> |
|--------------|---------------------------|---------------------------|--------------------------------|--------------------------------|
| I | 25,650 | 45,551 | 12.33 | 21.90 |
| II | 27,710 | 49,204 | 13.32 | 23.66 |
| III | 30,110 | 53,445 | 14.48 | 25.69 |
| IV | 32,650 | 58,102 | 15.70 | 27.93 |
| V | 35,330 | 62,871 | 16.99 | 30.23 |
| VI | 37,950 | 67,725 | 18.25 | 32.56 |
| VII | 40,030 | 71,585 | 19.25 | 34.42 |
| VIII | 43,320 | 77,511 | 20.83 | 37.26 |
| IX | 46,830 | 83,929 | 22.51 | 40.35 |

Section 2. The following Schedule “B” 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 of New Jersey, IBT, 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 | IBT A-1 |
| GROUP III | Laborer I/Sanitation Collector/ Custodian | IBT D-1 |
| GROUP III | Laborer I/Sanitation Collector I | IBT A-1 or IBT D-1 |
| GROUP IV | Laborer II/Sanitation Collector II/ Truck Driver I | IBT A-1 |
| GROUP IV | Park Maintenance Worker | IBT A-1 |
| GROUP V | Truck Driver II/ Equipment Operator | IBT A-1 |
| GROUP VI | Senior Park Maintenance Man | IBT A-1 |
| GROUP VII | Mechanic | IBT A-1 |

Section 3. All salaries and rates of compensation as herein stated shall be effective January 1, 2015.

Only those full-time employees represented by IBT Local No. 197 on the payroll of the Township of Hanover on January 1, 2015 shall be entitled to receive the salary adjustments as set forth above.

Section 4. In case, for any reason, any section or provision of this Ordinance shall be held to be unconstitutional or invalid, the same shall not affect any other section or provision of this Ordinance, except so far as the section or provision so declared unconstitutional or invalid shall be severed from the remainder or any portion thereof.

Section 5. All ordinances or parts of ordinances inconsistent with the provisions of this ordinance are, to the extent of such inconsistency, hereby repealed.

Section 6. This ordinance shall take effect in accordance with the law.

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

DATE OF INTRODUCTION: March 12, 2015

DATE OF ADOPTION: March 26, 2015

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 12th day of March, 2015, 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 26th day of March, 2015, 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: March 19, 2014