

**BOROUGH OF NORWOOD
ORDINANCE NO. 14:06**

**AN ORDINANCE ENTITLED "FIXING SALARIES, WAGES AND
COMPENSATION OF CERTAIN EMPLOYEES OF THE DEPARTMENT OF
PUBLIC WORKS OF THE BOROUGH OF NORWOOD" FOR THE YEARS 2012-
2015**

BE IT ENACTED AND ORDAINED by the Governing Body of the Borough of
Norwood as follows:

SECTION 1. The salaries, wages and compensation to be paid the employees of the
Norwood Department of Public Works:

The following salary guide is established. All step increases shall be effective on the
employee's anniversary date of employment. All other employee's shall receive their salary
increase on January 1 of each year of their employment.

	2012	2013	2014	2015
Step 1	26,137.50	26,660.25	27,193.46	27,737.33
Step 2	37,244.33	37,989.22	38,749.00	39,523.98
Step 3	42,246.00	43,090.92	43,952.74	44,831.79
Step 4	45,226.15	46,130.67	47,053.28	47,994.35
Step 5	47,885.92	48,843.64	49,820.51	50,816.92
Step 6	50,267.56	51,272.91	52,298.37	53,344.34
Step 7	53,206.72	54,270.85	55,356.27	56,463.40
Step 8	55,866.49	56,983.82	58,123.50	59,285.97
Step 9	58,527.52	59,698.07	60,892.03	62,109.87
Step 10	61,187.29	62,411.04	63,659.26	64,932.48

Employees that have completed the Tenth Step shall receive a two (2%)
percentage increase in their base pay for the term of this contract.

All employees holding a Collection I License shall receive an additional \$.50/hour to their base pay.

All employees holding a Collection II License shall receive an additional \$1.00/hour to their base pay.

Any two (2) employees who are qualified in the processing of Bio-diesel Fuel shall receive an additional .25/hour added to their base pay.

The Foreman shall receive an additional \$2.25/hour to his base pay.

Recycling Coordinator shall receive an additional \$1.00/hour to his base pay

All employees holding a Pesticide License shall receive an additional \$.50/hour to their base pay.

Each employee designated for standby duty shall be compensated for purely standby (i.e. on-call) time in the sum of \$150.00 per day. Any personnel called out on Christmas Day, New Years Day and Thanksgiving will receive double-time pay.

Whenever an employee is called for stand-by in off hours, the employee will be guaranteed a minimum of two hour overtime.

In the event of a sewer emergency, any employee holding a C1 or C2 Waste Water Treatment License called into work shall be guaranteed a minimum of four (4) hours pay at the designated overtime rate.

Education Step 1 plus .50/hour more than laborers rate added to base pay

Education Step 2 plus .50/hour over Step 1 totaling \$1.00/hour added to base pay

Education Step 3 plus .50/hour over Step 2 totaling \$1.50/hour added to base pay

Step 1: To be eligible for Step 1 and the \$.50/hour additional compensation related thereto, an employee must have five (5) or more years of employment with the Borough of Norwood, Department of Public Works (DPW) and must have completed 20 hours of training in DPW related areas, safety or other areas beneficial to the Borough; or must possess the applicable experience.

Step 2: To be eligible for Step 2 and the \$1.00/hour additional compensation related thereto, an employee must have ten (10) or more years of employment with the Borough of Norwood, Department of Public Works (DPW) and must have completed 20 hours of training in DPW related areas, safety or other areas beneficial to the Borough; or must possess the applicable experience.

Step 3: To be eligible for Step 1 and the \$1.50/hour additional compensation related thereto, an employee must have fifteen (15) or more years of employment with the Borough of Norwood, Department of Public Works (DPW) and must have completed 20 hours of training in DPW related areas, safety or other areas beneficial to the Borough; or must possess the applicable experience.

All full time employees who are employed at the Borough of Norwood as of 1/1/2012, shall be deemed qualified and entitled to the Experience/Education Step 1 classification and related compensation.

All full-time employees covered under this agreement hired on or before January 1, 1998 shall be entitled to, longevity payments compounded with base pay as set forth in the following schedule:

After five years of service.....	2% per annum
After ten years of service.....	3.5% per annum
After fifteen years of service.....	5% per annum
After twenty years of service.....	6.5% per annum
After twenty five-years of service.....	8% per annum

All other employees covered under this Agreement hired on or after January 1, 1998 are ineligible for longevity benefits.

All vacation time is earned January 1 of each year. Employees covered under this Agreement shall be entitled to vacations as follows:

- i. 1 to 5 years of service11 working days
- ii. 6 to 10 years of service16 working days
- iii. 11 to 16 years of service21 working days
- iv. 17 to 19 years of service24 working days
- v. 20 or more years of service26 working days

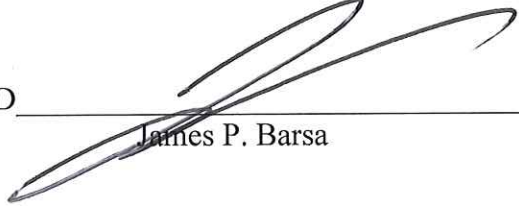
SECTION 2. The terms, covenants and conditions of the Collective Bargaining Agreement between the Norwood DPW Association and the Borough of Norwood, as adopted by resolution of the Mayor and Council on April 2, 2014, are incorporated by reference and copies of said Agreement are on file in the Office of the Borough Clerk for examination by the public.

SECTION 3. The provisions of this ordinance shall take effect retroactively on January 1, 2012.

Introduced: April 9, 2014

Adopted: May 14, 2014

APPROVED _____


James P. Barsa

ATTEST:


Lorraine L. McMackin, Borough Clerk