

**BOROUGH OF NORWOOD  
ORDINANCE NO. 17:09**

**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 2016-  
2020**

**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 employees shall receive their salary  
increase on January 1 of each year of their employment.

	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Step 1	\$ 28,292.08	\$ 28,857.92	\$ 29,435.08	\$ 30,023.78	\$ 30,624.25
Step 2	\$ 40,314.46	\$ 41,120.75	\$ 41,943.16	\$ 42,782.03	\$ 43,637.67
Step 3	\$ 45,728.43	\$ 46,642.99	\$ 47,575.85	\$ 48,527.37	\$ 49,497.92
Step 4	\$ 48,954.24	\$ 49,933.32	\$ 50,931.99	\$ 51,950.63	\$ 52,989.64
Step 5	\$ 51,833.26	\$ 52,869.92	\$ 53,927.32	\$ 55,005.87	\$ 56,105.99
Step 6	\$ 54,411.23	\$ 55,499.45	\$ 56,609.44	\$ 57,741.63	\$ 58,896.46
Step 7	\$ 57,592.67	\$ 58,744.52	\$ 59,919.41	\$ 61,117.80	\$ 62,340.16
Step 8	\$ 60,471.69	\$ 61,681.12	\$ 62,914.73	\$ 64,173.02	\$ 65,456.48
Step 9	\$ 63,352.07	\$ 64,619.11	\$ 65,911.49	\$ 67,229.72	\$ 68,574.31
Step 10	\$ 66,231.13	\$ 67,555.75	\$ 68,906.87	\$ 70,285.00	\$ 71,690.70

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.

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 Basic 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 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 service .....11 working days
- ii. 6 to 10 years of service .....16 working days
- iii. 11 to 16 years of service .....21 working days
- iv. 17 to 19 years of service .....24 working days
- v. 20 or more years of service.....26 working days

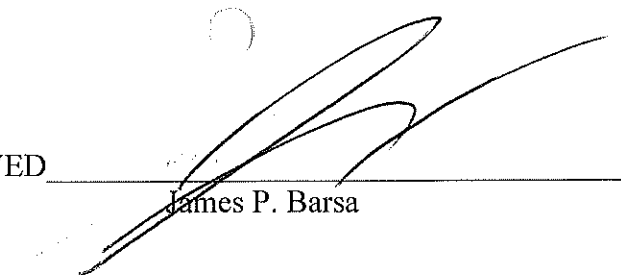
SECTION 2. The terms, covenants and conditions of the Collective Bargaining Agreement between the Norwood DPW Association and the Borough of Norwood, as adopted by resolution of the Mayor and Council on July 12, 2017, are incorporated by reference and copies of said Agreement are on file in the Office of the Borough Clerk for examination by the public.

SECTION 3. The provisions of this ordinance shall take effect retroactively on January 1, 2016.

Introduced: July 12, 2017

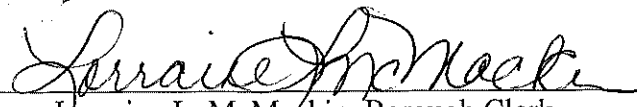
Adopted: August 9, 2017

APPROVED



James P. Barsa

ATTEST:



Lorraine L. McMackin, Borough Clerk