



**BOROUGH OF NORTHVALE
County of Bergen
State of New Jersey**

ORDINANCE #26-03

**AN ORDINANCE TO FIX THE SALARIES, WAGES AND COMPENSATION OF DPW
CONTRACT EMPLOYEES OF THE BOROUGH OF NORTHVALE, COUNTY OF
BERGEN AND STATE OF NEW JERSEY (Year 5 of 5-Year Contract – 2.50%)**

BE IT ORDAINED, by the Mayor and Council of the Borough of Northvale, County of Bergen, State of New Jersey, as follows:

Section 1. The Department of Public Works Contract Employees shall consist of One Superintendent, and in the discretion of the Governing Body, there may be an Assistant Superintendent, Foremen and such other Department of Public Works employees as determined by the Governing Body.

**DEPARTMENT OF PUBLIC WORKS SALARY SCHEDULE
EMPLOYEES HIRED BEFORE JANUARY 1, 1995**

2026	2026
Less than 1 year of service	\$48,731.64
Beginning 2nd year of service	\$76,279.16
Beginning 3rd year of service	\$85,249.89
Beginning 4th year of service and thereafter	\$94,220.63
Working Foreman	\$10,411.76
C-2 License	\$791.99

**DEPARTMENT OF PUBLIC WORKS SALARY SCHEDULE
EMPLOYEES HIRED AFTER JANUARY 1, 1995**

2026	2026
Less than 1 year of service	\$53,816.37
Beginning 2nd year of service	\$63,176.79
Beginning 3rd year of service	\$76,278.94
Beginning 4th year of service	\$85,249.90
Beginning 5th year of service	\$94,220.63
Working Foreman	\$10,411.76
C-2 License	\$791.99



All Employees, regardless of date of hire, in this bargaining unit shall receive a CDL stipend payable by separate check, before June 1 of the year in which it is due as follows:

Effective 1/1/26

\$2,300.00

Section 2. In addition to the compensation set forth in Section 1, each full time employee of the Borough of Northvale shall receive longevity pay as follows:

EMPLOYEES HIRED BEFORE JANUARY 1, 1995

2% of the base annual pay after 5 years of service
4% of the base annual pay after 9 years of service
6% of the base annual pay after 13 years of service
8% of the base annual pay after 17 years of service
10% of the base annual pay after 21 years of service

Longevity shall be paid in two installments with the 1st pay check in July and the 1st pay check in December of each year and it is not to exceed \$7,500.00 in any one year.

EMPLOYEES HIRED AFTER JANUARY 1, 1995

Effective January 1, 1995, longevity pay will no longer be granted to any employees hired after January 1, 1995.

Section 3. The Superintendent of Public Works will designate a member of the Department each week to be available on a Saturday, Sunday or Holiday. Such time will be classified as “Stand By” time and shall be paid at the rate of \$215.00 per day.

Section 4. Each new and existing employee of the Department of Public Works shall receive \$2,000.00, effective January 1, 2022, for clothing allowance. Clothing allowance shall be paid by separate check in 2 (two) equal installments. The 1st (first) payment shall be in the 1st (first) pay period of each year and the 2nd (second) payment shall be during the 1st (first) pay period in July of each year.

Section 5. Time in excess of forty (40) hours per week for all full time employees is to be paid at the rate of time and one-half.

Section 6. All full time employees of the Department of Public Works shall be paid bi-weekly.

Section 7. All ordinances and parts of ordinances inconsistent herewith are repealed.

Section 8. This Ordinance shall take effect immediately after passage and publication.



Joseph E. McGuire

Joseph E. McGuire, Mayor

Attest:

Frances M. Weston

Frances Weston
Municipal Clerk

Introduced: February 11, 2026

2nd Reading: March 11, 2026

Effective: March 11, 2026