

COLLECTIVE BARGAINING AGREEMENT

By and Between

**Village of Ridgewood
Bergen County, New Jersey**

and the

UPSEU

**United Public Service Employees Union
3555 Veterans Highway
Ronkonkoma, New York 11779**

BLUE COLLAR EMPLOYEES

January 1, 2020 through December 31, 2024

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SALARY RANGES

SALARY RANGES

HIRED PRIOR TO 11/1/2013:

SCHEDULE "A"

Salary Ranges January 1 thru December 31, 2020

SCHEDULE "B"

Salary Ranges January 1 thru December 31, 2021

SCHEDULE "C"

Salary Ranges January 1 thru December 31, 2022

SCHEDULE "D"

Salary Ranges January 1 thru December 31, 2023

SCHEDULE "E"

Salary Ranges January 1 thru December 31, 2024

HIRED AFTER 11/1/2013

SCHEDULE "F"

Salary Ranges January 1 thru December 31, 2020

SCHEDULE "G"

Salary Ranges January 1 thru December 31, 2021

SCHEDULE "H"

Salary Ranges January 1 thru December 31, 2022

SCHEDULE "I"

Salary Ranges January 1 thru December 31, 2023

SCHEDULE "J"

Salary Ranges January 1 thru December 31, 2024

HIRED AFTER 1/1/2022

SCHEDULE "K"

Salary Ranges January 1 thru December 31, 2022

SCHEDULE "L"

Salary Ranges January 1 thru December 31, 2023

SCHEDULE "M"

Salary Ranges January 1 thru December 31, 2024

PREAMBLE

This Agreement, entered into this 8th day of February, 2023, by and between the Village of Ridgewood, in the County of Bergen, State of New Jersey, a Municipal Corporation of the State of New Jersey, hereinafter called the "Village," and United Public Service Employees Union, hereinafter called the "Union," represents the complete and final understanding on all bargainable issues between the Village and the Union.

ARTICLE I - RECOGNITION

The Village recognizes the Union as the exclusive collective negotiations agent for all Blue Collar employees of the Village of Ridgewood who hold positions described in Schedule "A" attached hereto, or who may in the future hold the same or similar positions inclusive of regular nine (9) month permanent part time employees, excluding managerial employees and supervisors within the meaning of the Public Employees Relations Act (PERC Certification No. RO-2005-021).

ARTICLE II - MANAGEMENT RIGHTS

The Village hereby retains and reserves unto itself all powers, rights, authority, duties and responsibilities conferred and vested in it prior to the signing of this Agreement by the laws and Constitution of the State of New Jersey and of the United States.

ARTICLE III - APPLICABILITY OF CONTRACT

All items in this contract pertain only to those active employees in the Village of Ridgewood (currently employed in the Village of Ridgewood at the time of the signing of this Memorandum of Agreement) who are members of the UPSEU Blue Collar Union in the Village of Ridgewood during the years of this contract (January 1, 2020 through December 31, 2024). Former employees who retired during the years of this contract (January 1, 2020 through December 31, 2024) will be paid the incremental salary increases for the time up until they retired. All items in this contract shall not apply to any former employees, who resigned and are not actively employed by the Village of Ridgewood (left employment in the Village of Ridgewood prior to the signing of this Memorandum of Agreement), who were members of the UPSEU Blue Collar Union in years prior to or during the years of this contract (January 1, 2020 through December 31, 2024) ("Prior Employees"). Any issues related to Prior Employees shall be governed by the terms of the collective negotiations agreement in effect at the time of their employment.

ARTICLE IV – GRIEVANCE PROCEDURE

A. Purpose

1. The purpose of this procedure is to secure, at the lowest possible level, an equitable solution to the problems which may arise affecting the terms and conditions of employment. The parties agree that this procedure will be kept as informal as may be appropriate.
2. Nothing herein contained shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of his/her departmental supervisory staff.

B. Definition

The term "grievance" as used herein, means any controversy arising over the interpretation, application or violation of this Agreement or any policies, agreements and administrative decisions affecting any employee covered by this Agreement and may be raised by an individual, the Union or the Village.

C. Steps of the Grievance Procedure.

The following constitutes the sole and exclusive method for resolving grievances between the parties covered by this Agreement and shall be followed in its entirety unless any step is waived by mutual consent:

Disciplinary action that include a suspension or loss of pay shall not be implemented by a Department Director for a period of three (3) working days from notice to the employee of the impending action, during which time the employee and the Union may move immediately to Step 3 of the grievance procedure for the purpose of holding a hearing, prior to the implementation of the suspension or loss of pay. Exceptions to this policy may be made when the immediate suspension of the employee is required because of drug or alcohol violations or when not immediately suspending the employee will endanger the health and safety of others or unduly disrupt the delivery of public services. Notwithstanding the above, the employer may implement a one (1) day suspension prior to notice and a hearing.

Step One:

- (a) An aggrieved employee or the Union on behalf of an aggrieved employee or employees, shall institute action under the provisions hereof within ten (10) calendar days of (1) the occurrence of the grievance or (2) the time by which the grievant should have had knowledge of the occurrence with the exercise of reasonable diligence. Failure to act within said ten (10)

calendar days shall be deemed to constitute an abandonment of the grievance on behalf of that individual or individuals.

- (b) The supervisor shall render a decision within five (5) working days after receipt of the grievance.

Step Two:

- (a) In the event a satisfactory settlement has not been reached, the employee or the Union shall, in writing and signed, file his/her grievance with the Department Director, or his/her representative, within five (5) working days following the determination by the Supervisor:
- (b) The Department Director, or his/her representative, shall render a decision in writing within five (5) working days from the receipt of the grievance.

Step Three:

- (a) In the event the grievance has not been resolved at Step Two, then within five (5) working days following the determination of the Department Director, the matter may be submitted to the Village Manager.
- (c) The Village Manager, or his/her representative, shall review the matter and make a determination within ten (10) working days from receipt of the grievance.

Step Four:

- (a) In the event the grievance has not been resolved at Step Three, the Union may within ten (10) working days request arbitration. The arbitrator shall be chosen in accordance with the rules of the New Jersey Public Employment Relations Commission.
- (b) However, no arbitration hearing shall be scheduled sooner than thirty (30) calendar days after the final decision by the Village Manager. If the aggrieved elects to pursue Civil Service procedures, the arbitration hearing shall be canceled and the matter withdrawn from the arbitration and the Union shall pay whatever costs may have been incurred in processing the case to arbitration.
- (c) The arbitrator shall be bound by the provisions of this Agreement and restricted to the application of the facts presented to him/her involved in the grievance. The arbitrator shall not have the authority to add to, modify, detract from or alter in any way, the provisions of this Agreement or any amendment or supplement thereto.

(d) The cost of the services of the arbitrator shall be borne equally between the Village and the Union. An aggrieved employee shall suffer no loss in pay as a result of time spent appearing on his/her own behalf in an arbitration proceeding. Any other expense incurred, including, but not limited to the presentation of witnesses, shall be paid by the party incurring same.

(e) The arbitrator shall set forth his/her findings of facts and reasons for making the award within thirty (30) calendar days after conclusion of the arbitration hearing unless agreed to otherwise by the parties. The award of the arbitrator shall be final and binding on the employer, the Union, and the employee or employees who are involved or affected thereby. In the event there is an award of back pay, any earnings of the employee and any unemployment shall be offset and deducted from the award. Employees who have been discharged or suspended shall have the duty to seek work to mitigate claims for back wages.

D. Village Grievances

Grievances initiated by the Village shall be filed directly with the Union within ten (10) calendar days after the event giving rise to the grievance has occurred. Failure to act within said ten (10) calendar days shall be deemed to constitute abandonment of the grievance on the part of the Village. A meeting shall be held within ten (10) calendar days after filing a grievance between the representatives of the Village and the Union in an earnest effort to adjust the differences between the parties. In the event no such adjustment has been satisfactorily made within twenty (20) calendar days after such meeting, either party may within ten (10) calendar days thereafter file for arbitration in accordance with Step Four above. In no event shall the exercise of this provision or the fact of its availability to the Village be deemed a waiver of any right under appropriate circumstances to injunctive relief.

E. Union Representative

A Union Representative shall be party to all steps of the grievance procedure and both the employee and the Union shall receive promptly full particulars of all charges, reprimands and warnings when made.

F. NJ Civil Service Commission

Notwithstanding any foregoing provisions to the contrary, it is the intent of the parties that no matter in dispute that is subject to the review and/or the decision of the New Jersey Civil Service Commission may be submitted to arbitration. The

parties hereby direct the arbitrator not to accept or to decide any matter in dispute that is subject to New Jersey Civil Service Commission review and decision.

- G. All grievances should be submitted in writing on a form and format agreed to by the Union and the Village. The form can be submitted electronically, as an attachment to email.

ARTICLE V – SENIORITY

Seniority, which is defined as continuous employment with the Village from the date of last hire, will be given due consideration by the Village under the following circumstances:

The most senior employees shall be given preference in the selection of vacations provided that there is no interruption of the normal operations of the Village.

ARTICLE VI – UNION REPRESENTATIVES AND UNION MEETINGS

- A. Accredited representatives of the Union may enter the Village facilities or premises at reasonable hours for the purpose of observing conditions and assisting in the adjustments of grievances. When the Union decides to have its representatives enter the Village facilities or premises, it shall give prior notice thereof to the Department Supervisor and the Union representative shall not be denied access to the premises. There shall be no interference with the normal operations of the business of Village government or the normal duties of the employees. There shall be no Union business transacted nor meetings held on Village time unless the Village, in its sole discretion, consents thereto. The Union may conduct meetings on Village property outside of working hours, provided permission is secured from the appropriate Department Supervisor.
- B. The Union shall notify the Village of the officers and stewards representing the Union in connection with the terms and provisions of this Agreement. A steward, upon prior notice to his/her immediate superior, may investigate a grievance during working hours without loss of pay. The Village shall not interfere or restrain the Union from the election of officers and stewards or in any other matter, including interference in the internal affairs of the Union.
- C. Members of the Union negotiating committee shall not exceed eight (8) in number, with no more than one (1) representative each from Streets, Garage, Signal, Sanitation, Parks, Water, Water Pollution and Recycling.
- D. Members of the Union, who are elected by the Union to attend any meetings, educational conferences or conventions of the Union, or other bodies which the

Union is affiliated, shall be granted necessary time off without loss of pay provided that one (1) week written notification is provided to the Village. Such requests shall not exceed an aggregate of fifteen (15) working days annually. No one employee shall be granted more than three (3) days annually.

- E Effective September 2022, there shall be one labor/management meeting quarterly, within each department. No overtime for employees shall be incurred for these quarterly meetings.

ARTICLE VII – HOURS AND OVERTIME

- A. The normal working week for full time employees shall consist of forty (40) hours per week, eight (8) hours per day, five (5) days per week. The Village shall not alter the size, makeup or work assignment or regular hours of work of any employees subject to this Agreement whose assignment makes them part of a crew or team doing any assigned task, without prior consultation with the Union. Notwithstanding the foregoing, the Village shall continue the present practice of allowing early completion of the work day for solid waste division employees and recycling employees in accordance with the job task definition hereinafter provided. Job task for the referenced divisions shall only apply to full time employees. All yard waste employees shall finish their routes and then perform general labor tasks for the rest of their work day, at the discretion of the supervisor.
- B. All work performed in excess of the specified hours in any work day or any work week shall be considered overtime and shall be paid for on the basis of time and one-half the employee's base rate. All Permanent Part Time employees working over 8 hours in a day are paid overtime. There shall be no compensatory time
- C. Overtime shall be distributed by the Department Director or qualified Supervisor as equitably as possible, provided the employee has the ability to do the work and all employees shall be expected to work only a reasonable amount of overtime when requested by the Village.
- D. Employees called into work on their off-days or called back to work after they have left the premises on a regularly scheduled work day shall receive a minimum of two (2) hours of pay in accordance with Section B. above, for all work performed under such circumstances.
- E. In the Recycling and Sanitation Divisions, the truck driver will be paid an additional hour, and a helper shall be paid an additional hour and one-half (1½) for driving the truck to the dump, after the day's pick-up. For purposes of this paragraph, the dump location is defined as up to 15 miles away or 30 miles roundtrip. For each increment of 30 miles roundtrip traveled to

the dump above the standard, the driver or helper will be compensated an additional one-half (1/2) hour.

- F. Emergency Conditions – the Union hereby agrees that it is the decision of the Village to make use of total manpower during emergency conditions. This would include Blue Collar, White Collar and Supervisors. Blue Collar and White Collar employees must be asked to work the overtime hours before the Supervisors are asked.
- G. Time Keeping Requirement – all employees are responsible for recording time using Village procedures. The Village will provide the union with copy of the system and procedures that will be utilized for time keeping.
- H. Permanent Part-time Employees – The Village may utilize permanent part-time employees to assist various departments on an as needed basis provided that part time positions will not be utilized to eliminate full time positions. Permanent part-time employees will work twenty eight (28) hours or less per week, will be paid within the ranges on the attached schedules, and will be eligible for annual wage increases and part-time benefits as set forth in the bargaining agreement.
- I. In the event a currently recognized full time position becomes vacant for whatever reason (i.e., by retirement or resignation of the employee holding the position) and the Village decides to fill that position, the position will be filled on a full time basis.

In the event a full time position becomes vacant, any qualified person may apply for, and be considered for said full time position, regardless of whether that person is currently holding a part time or full time position.

The Village retains and reserves the discretion to not fill vacant positions provided that part-time positions will not be increased to cover the duties of the vacant positions.

Applicable seniority and bumping rights shall apply.

ARTICLE VIII- HOLIDAYS

A. The following holidays shall be recognized:

1. New Year's Day
2. Martin Luther King's Birthday
3. Lincoln's Birthday
4. Washington's Birthday
5. Good Friday
6. Memorial Day
7. Juneteenth
8. Independence Day
9. Labor Day
10. Columbus Day
11. Veterans Day
12. Thanksgiving Day
13. Day after Thanksgiving Day
14. Christmas Eve
15. Christmas Day

B. Employees who are scheduled to work on the recognized holidays noted in this Article shall be paid at the rate of time and one-half for the actual hours worked on the holiday except where required to work as the result of an emergency call-in, in which event they shall be paid at the rate of double time for the actual hours worked on said holiday. In either event, in addition to the foregoing, employees shall receive a day's wages paid at straight time for the holiday as such. Effective upon ratification, in the event employees work on any of the below named holidays as a scheduled day, such employee will receive two (2) times the employees regular rate of pay, in addition to holiday pay. Nothing herein shall modify any provisions that may exceed the provision herein.

New Year's Day
Memorial Day
Independence Day (July 4th)
Labor Day
Thanksgiving Day
Christmas Day

C. A recognized holiday falling on a Saturday shall be celebrated on the preceding Friday and a recognized holiday falling on a Sunday shall be celebrated on the following Monday. If Christmas Eve falls on a Friday, the holiday shall be

celebrated on the preceding Thursday. If Christmas Eve falls on a Sunday, the holiday shall be celebrated on the preceding Friday.

- D. Solid Waste and Recycling employees will receive one (1) extra personal day, in exchange for having to work the day after Thanksgiving and one (1) extra personal day in exchange for having to work on Christmas Eve. The Solid Waste or Recycling employee must work on the day after Thanksgiving and must work on Christmas Eve, in order to receive the extra personal days. These two (2) extra personal days must be taken no later than September 1st of the following year.
- E. During a holiday week, permanent part time employees must work at least the same hours as their usual work week (that is, at least ten (10) hours/week, or twelve (12) hours/week or twenty-two (22) hours/week, depending on their regular hours in their position), in order to receive payment for the holiday.
- F. For purposes of Holiday overtime pay, the double time pay occurs only on the actual date of the Holiday, according to the Holidays specified in the contract.

ARTICLE IX - VACATIONS

- A. Annual vacation leave with pay shall be earned at the rate of one (1) working day of vacation for each month of service during the remainder of the vacation year following the date of appointment; twelve (12) working days vacation thereafter for every year through five (5) years of service; thirteen (13) working days vacation after the completion of five (5) years and through ten (10) years of service; sixteen (16) working days vacation after the completion of ten (10) years and through fifteen (15) years of service; commencing with fifteen (15) years of service, an additional working day of vacation shall be added for each year of service. Any past practices of the Parties regarding limitations on the amount of vacation time are hereby superseded and replaced by this agreement. Employees hired on or after July 1, 2017, shall be limited to earning a maximum number of twenty-five (25) vacation days. Employees hired before July 1, 2017, shall be limited to earning a maximum number of thirty (30) days' vacation, except that currently employed bargaining unit members who have earned more than thirty (30) days per year as of July 1, 2017, shall be allowed to maintain their current number of vacation day entitlement, but shall not earn any further vacation days.
- B. For the purpose of this Article the vacation year shall be defined as January 1st through December 31st, inclusive. An employee must request a vacation in advance and such vacation request shall not be unreasonably denied. Vacation requests should be made on a form provided by the Village and signed off by the Supervisor.

- C. Vacation allowance must be taken during the current vacation year at such time as permitted or directed by the appointing authority unless the appointing authority determines that it cannot be taken because of pressure of work. Any unused vacation may be carried forward into the next succeeding year only.
- D. Vacation leave time earned shall be given to all employees in each department, by the department, at least every six (6) months.
- E. Vacation leave time must be taken in no less than one-half (1/2) day increments.

ARTICLE X – PERSONAL TIME

All Blue Collar employees shall receive three (3) personal days annually. Personal days must be requested at least three (3) days in advance, and may not cause disruption of work or overtime within a Department. If a personal day is taken due to an emergency situation, the request will not be unreasonably denied. All personal days must be taken within the calendar year. Any personal days not taken by December 31st shall be forfeited by the employee. Personal time shall be taken in no less than one-half (1/2) day increments.

ARTICLE XI – BENEFITS

- A. The Village agrees to provide and pay proportionally in accordance with Chapter 78 for the State of New Jersey Health Benefits Program or an alternate provider with equal or better benefits, for all employees covered by this Agreement, and their families, with the exception of Part time Permanent Employees and employees who work less than thirty (30) hours per week and their families. Employees shall make contributions to health coverage, which shall be provided through the State Health Benefits Program (SHBP) and in accordance with Chapter 78 at Tier 4 or an alternate equal or better provider, under Chapter 78, at Tier 4.
- B. To the extent that statutory changes to the SHBP/Chapter 78 mandate a change in health coverage/contributions, the statutory provisions shall supersede the terms of this Agreement, and shall be deemed to have been agreed to by the Blue Collar Union. In such case, this Agreement shall be deemed amended in accordance with the mandatory statutory changes and such changes shall be effective at the time provided for in the State law/regulations. Where a change is not mandated by statute or regulation, the terms of this Agreement shall remain in effect.
- C. Part Time employees who currently receive benefits will continue those benefits.

- D. The employee shall have free choice of coverage from among the various plans offered by the State. The Employer shall have the right to obtain equivalent coverage from another plan or insurance carrier. If the Village decides to leave the SHBP for active employees, it will provide health benefits at a level that is greater than or equal to what was provided under the SHBP.
- E. The Employer shall continue to provide health benefits to the employees qualified above, as well as all qualified dependents, when that employee retires with at least 25 years of service in the New Jersey State Pension System, through the New Jersey Division of Pensions and Benefits, with the requirement that at least 23 years of those 25 years of service in the New Jersey State Pension System shall be in the Village of Ridgewood (or those Blue Collar Union employees who retire with less than 25 years of service with the Village of Ridgewood on a disability retirement) and who meet the eligibility requirements of the State Health Benefits Program/Chapter 78 at Tier 4, in accordance with the provisions of the SHBP/Chapter 78 at Tier 4. The Blue Collar Union retiree shall be required to make contributions to health coverage in accordance with SHBP/Chapter 78, at Tier 4, in the amount to be determined by the State of New Jersey.

F. Prescription Drug Plan

The Village will provide a Prescription Drug Plan and pay proportionally in accordance with Chapter 78 for the State of New Jersey Health Benefits Program for all employees covered by this Agreement, with the exception of permanent part time employees and employees that work less than thirty (30) hours per week, and their families. The Village shall also retain the right to provide equal or better than prescription drug plan coverage from another plan or insurance carrier.

G. Dental Plan

The Village will pay up to a maximum of twenty five dollars (\$25.00) per month per employee toward the total dental plan, similar to the current plan administered by Delta Dental of New Jersey. The Village shall retain the right to provide equivalent or better coverage from another plan or insurance carrier. The Union and the Village shall explore alternative dental plans to provide comparison to the current plans in order to allow freedom of choice, as long as existing premiums are not affected by any drop in enrollment.

H. Vision Care Plans

All employees covered by this Agreement are eligible to participate in the Village Vision Care Plans. The Base Plan #1 has a co-pay for eye examination and materials, while the Buy Up Plan #2 has no co-pay (zero dollars). Both plans offer Employee, Employee + One, Employee + Children and Employee + Family coverage. The Village will be responsible for the employee's premiums for the Employee Only Plan. The employee will be responsible for premiums associated with coverage for any other Plan selected.

I. Health Benefits for Retirees

- (1.) All retired employees covered by this Agreement and enrolling for health benefits coverage must acquire Medicare Parts A and B when eligible for same. Should a retiree with twenty-three (23) years of service with the Village and twenty-five (25) years of Pension System not have sufficient quarters of Social Security credit to obtain Medicare Parts A and B, the Village will reimburse that employee the costs thereof. This reimbursement shall commence once said retiree has provided the Village with proof of enrollment. Proof of enrollment shall be a copy of either a Medicare Enrollment Card, or a confirmation letter of enrollment from the Social Security Administration. Reimbursement payments for Part A and B will be made semi-annually.
- (2.) Health coverage for all employees hired after 11-1-2013: Retirees on the NJ State Health Benefits plan or another alternate equal or better health benefits plan, must begin using Medicare at age 65*, including spouse at age 65* (per Federal requirements).

*When Medicare eligible

- J. If an employee retires with less than twenty-three (23) years of service with the Village and less than twenty-five (25) years of service in the Pension System, then the employee shall be entitled to continue the Plan described above at his/her own cost and expense, which expense shall be determined by the NJ State Division of Pensions and Benefits.

ARTICLE XII – SICK LEAVE

A. Service Credit for Sick Leave

1. All permanent employees (both full-time and part-time), full-time temporary, and full-time provisional employees shall be entitled to sick leave with pay based on their aggregate years of service in the Village of Ridgewood.
2. Sick leave may be utilized by employees when they are unable to perform their work by reason of personal illness, accident, or exposure to contagious disease; for the attendance by the employee upon a member of the immediate family who is seriously ill or as otherwise provided in this contract. Sick leave with pay must be taken in no less than one half (1/2) day increments.
3. Such sick leave shall not include any extended period where the employee serves as nurse or housekeeper during this period of illness.

B. Amount of Sick Leave

1. The minimum sick leave with pay shall accrue to any full-time employee on the basis of fifteen (15) working days in every calendar year.
2. Any amount of sick leave allowance not used in any calendar year shall accumulate to the employee's credit from year to year to be used if and when needed for such purpose.
3. Each employee shall be entitled to terminal leave upon retirement equivalent to either one-half (1/2) of his/her accumulated sick leave or six (6) months, whichever is the lesser. In the event termination of employment occurs by reason of death of an active employee, his/her estate or personal representative shall be entitled to a lump sum cash payment in an amount equal to the dollar value of either one-half (1/2) of his/her accumulated sick leave or six (6) months, whichever is the lesser.
4. All employees hired on or after January 1, 2005, employee shall receive one-half (1/2) accumulated sick leave at retirement with a maximum of three (3) months' pay.
5. Employees hired on or after July 1, 2017 shall receive one-half (1/2) accumulated sick leave at retirement with a maximum of \$15,000.00.

C. Reporting of Absence on Sick Leave

1. If an employee is absent for reasons that entitle him/her to sick leave, his/her supervisor shall be notified a minimum of thirty (30) minutes prior to the employee's usual reporting time, verbally by phone.
2. Failure to so notify his/her supervisor may be cause of denial of the use of sick leave for that absence and constitute cause for disciplinary action.
3. Absence without notice for five (5) consecutive work days shall constitute a resignation.

D. Verification of Sick Leave

1. An employee who shall be absent on sick leave for five (5) or more consecutive working days shall be required to submit acceptable medical evidence substantiating the illness.
 - (a) An employee who has been absent on sick leave for periods totaling ten (10) days in one (1) calendar year consisting of periods of less than five (5) days, shall submit acceptable medical evidence for any additional sick leave in that year unless such illness is of a chronic or recurring nature requiring repeated absences of one (1) day or less, in which case only one (1) certificate shall be necessary for a period of six (6) months. Abuse of sick leave shall be cause for disciplinary action.
2. In case of leave of absence due to exposure to contagious disease, the employee is required to consult with the Health Officer of the Village of Ridgewood, and must follow the guidance given by the Ridgewood Health Officer.
3. The Village may require an employee who has been absent because of personal illness as a condition of his/her return to duty, to be examined, at the expense of the Village, by a physician designated by the Village. Such examination shall establish whether the employee is capable of performing his/her normal duties and that his/her return will not jeopardize the health of other employees.

E. Posting of Sick Leave

Sick leave time earned shall be distributed to all Blue Collar employees in each department, at least every six (6) months.

F. The Village will provide a Village wide *Sick Leave Donation Program*, whereby Union members may donate accumulated sick leave to other members that do not have sufficient accumulated time to sustain a lengthy illness.

G. Seasonal Employees
UPSEU shall be recognized as the bargaining representative of such employees.

Those employees will be entitled to three (3) paid days annually. Such days shall accrue at the rate of one (1) day every three (3) months. Unused days will be paid at the end of each year. This provision shall only apply to nine (9) month Seasonal Employees.

H. Effective July 1, 2017 through December 31, 2021, the Village will provide a sick leave buy back program where employees at their option can buy back half of their unused allowance for that year, up to a maximum of 7 days. Payment will be made within 45 calendar days after year's end and compensated at the rate of pay when the time was earned.

I. Effective January 1, 2022, a Sick Leave Incentive Program shall be instituted and all Blue Collar employees are required to participate in this program. Each employee who works one (1) calendar quarter without the use of sick leave shall receive one-half (½) day of pay for each quarter or one-half (½) day of paid time off, for a maximum of two (2) calendar days of pay or paid time off, per calendar year. If the paid time off option is chosen, the paid time off must be taken within six months of it being issued. Calendar quarters shall be defined as the periods from January 1st through March 31st, April 1st through June 30th, July 1st through September 30th, and October 1st through December 31st.

ARTICLE XIII- INJURY ON DUTY

A. Where an employee covered under this Agreement suffers a work-connected injury or disability, the Village shall continue such employee at full pay during the continuance of such employee's inability to work for a period not to exceed one (1) year. During this period of time, all temporary disability benefits accruing under the provisions of the Workers' Compensation Act shall be paid through the Village.

B. The employee shall be required to present evidence by a certificate from a responsible workers' compensation physician that he/she is unable to work and the Village may reasonably require the said employee to present such certificates from time to time.

C. In the event the employee contends that he/she is entitled to a period of disability beyond the period established by the treating physician, or a physician employed by the Village or by its insurance carrier, then, and in that event, the burden shall

- be on the employee to establish such additional period of disability by obtaining a judgment in the Division of Workers' Compensation, or by the final decision of the last reviewing court, which shall be binding upon the parties.
- D. For the purpose of this Article, injury or illness incurred while the employee is acting in any job-related activity shall be considered in the line of duty.
- E. In the event a dispute arises as to whether an absence shall be computed or designated as sick leave or as injury on duty, or as to the extent of temporary disability, the parties agree to be bound by the decision of an appropriate Workers' Compensation judgment, or, if there is an appeal therefrom, the final decision of the last reviewing court.
- F. An injury on duty requiring time off for treatment, recuperation or rehabilitation shall not be construed as sick leave or a sick leave occasion under the terms of the sick leave policy heretofore agreed upon between the parties.

ARTICLE XIV – SALARIES AND COMPENSATION

- A. The following changes to salary have been agreed to and are represented in the attached schedules. Blue Collar titles, both current and used in the past, are included on Schedule A.

All active Blue Collar Union employees of the Village of Ridgewood shall receive the following increases to their base salaries, as of January 1st of each year:

- 2020-1.5%
- 2021-1.5%
- 2022-1.75%
- 2023-2%
- 2024-2%

Bonuses and stipends are not pensionable unless otherwise set forth in a salary ordinance.

- B. Step System:
Each employee who has not reached the maximum salary in the attached salary schedule shall advance annually one (1) step on either January 1st or July 1st, depending on the employee's anniversary date.

1. Employees with anniversary dates from January 1st through June 30th shall receive their step increase on January 1st of each year. Employees with anniversary dates from July 1st through December 31st shall receive their step increase on July 1st of each year.
 2. The said salary step advances shall not be automatic, but shall be subject to review each year and may be withheld for just cause. Each employee shall be evaluated a minimum of once each year and will be advised of such evaluation. Based upon these evaluations and other established criteria, a salary step increase may be withheld from an employee. Such employees shall have the right to grieve the withholding of the salary step increase through the grievance procedure. Salary step increases withheld in one year may, at the discretion of the Village, be restored in subsequent years together with any other salary step increase due.
- B. Permanent Part Time Employees (9 months maximum) – Employees that fall into this category will receive payroll compensation in the same timeframe as full-time personnel.
- C. Part-time floating employees will be paid within the ranges on the attached schedules and will be eligible for annual wage increases only.

ARTICLE XV – LONGEVITY

For all Blue Collar employees hired prior to January 1, 2005, the annual longevity plan, which is based upon an employee's length of continuous service with the Village and more specifically noted below, shall be:

1. After four (4) years of service -
Two percent (2%) longevity pay based upon employee's base salary.
2. After eight (8) years of service -
Four percent (4%) longevity pay based upon employee's base salary.
3. After twelve (12) years of service -
Six percent (6%) longevity pay based upon employee's base salary.
4. After sixteen (16) years of service -
Eight percent (8%) longevity pay based upon employee's base salary.
5. After twenty (20) years of service -
Ten percent (10%) longevity pay based upon employee's base salary.

Employees hired on or after January 1, 2005 shall receive the following annual longevity plan:

1. After five (5) years of service -
Five hundred dollars (\$500.00) longevity pay
2. After ten (10) years of service -
One thousand dollars (\$1,000.00) longevity pay
3. After fifteen (15) years of service -
One thousand five hundred dollars (\$1,500.00) longevity pay
4. After twenty (20) years of service -
Two thousand dollars (\$2,000.00) longevity pay

Employees hired on or after July 1, 2017 shall not receive longevity.

Payments under the Longevity Plan will commence on the first of the month following the month in which the service requirements are achieved and shall be included in the employee's base salary payments.

ARTICLE XVI – SHIFT DIFFERENTIAL

- A. The following shift differentials shall be paid to employees who are assigned to a shift other than the first shift:

Effective January 1, 2017

1. Second Shift:
One dollar and fifty cents (\$1.50) per hour over the first shift.
2. Third Shift:
One dollar and fifty five cents (\$1.55) per hour over the first shift.

- A. Easter Sunday shall be recognized as a holiday for shift employees only, entitling shift employees to compensation pursuant to the provisions set forth in Article VI above.

ARTICLE XVII – ACTING SUPERVISORS

The Supervisor will recommend to the Department Director who will replace him/her if he/she is on vacation, as the Acting Supervisor. The Department Director will approve that recommendation or appoint someone else as the Acting Supervisor. An Acting Supervisor will receive one additional hour of straight time pay per day, for a maximum of five (5) days. If the Acting Supervisor is needed to act in the capacity as a Supervisor for more than five (5) days in a week, he/she shall receive an additional hour of straight time pay for each of those additional days. Payment for more than five (5) days as an Acting Supervisor shall not be allowed if the employee in the Acting Supervisor position is on-call that week.

ARTICLE XVIII – BULLETIN BOARD

- A. One (1) bulletin board shall be made available by the Village at each department location and one (1) additional location for a total of six (6) bulletin boards.
- B. These bulletin boards may be utilized by the Union for the purpose of posting Union announcements and other information of non-controversial nature. The Department Director or his/her representative may have removed from the bulletin board any material which does not conform with the intent and provisions of this Article.
- C. All bargaining unit promotional opportunities and vacancies will be posted on the aforementioned bulletin boards for a minimum of three (3) work days. However, no liability will attach to the Village for any neglect in this regard nor will this matter be subject to the grievance procedure.
- D. Unit members that apply, shall be interviewed for said positions provided they meet the minimum qualifications for same.

ARTICLE XIX – WORK RULES

Department Supervisors or Department Directors may post and have the employees covered by this Agreement adhere to reasonable rules and regulations governing the conduct and acts of such employees during working hours. Violations of such rules may constitute just cause for disciplinary action, up to and including discharge, subject to the provisions of applicable law. The employer shall have the right to maintain discipline and efficiency and may discipline any employees for just cause. Employees are hereby given notice that the following types of action shall initiate the discipline process, subject to applicable law:

1. Being under the influence of intoxicants, or bringing or using intoxicants on working hours.
2. Falsifying records or misrepresenting facts on Village forms or records at any time.
3. Leaving the work station during working hours without permission.
4. Theft at any time.
5. Fighting on Village time or Village property.
6. Frequent unexcused tardiness or unexcused absenteeism.
7. Deliberate abuse of Village equipment, material or property at any time.
8. Insubordination or refusal to accept orders, except where there is good cause to believe that abiding by the order may endanger safety.
9. Gambling in any form or manner or conduct which is in violation of law during working hours.
10. Carelessness endangering the safety of self or others, or violation of law during working hours.
11. Absence of three (3) consecutive working days without proper notification to supervisor or prior approval of absence.
12. Failure to satisfactorily account for property entrusted to the employee.
13. Failure to wear the prescribed uniform without prior approval of supervisor.
14. Not reporting work injury promptly to supervisor.
15. Use of Cellular telephones while operating a Village vehicle or motorized equipment.
16. Failure to wear Village issued safety equipment, i.e. high visibility vests, hardhats, eye protection, hearing protection where appropriate, etc.
17. Failure to maintain a valid driver's license, when operating a Village vehicle or equipment.

18. Feeding, harboring, or otherwise maintaining wildlife or vermin on Village properties.
19. Smoking in the workplace or outside designated signed areas on Village Property or in Village vehicles or equipment.
20. Failure to have in possession, the Village identification badge.
21. Failure to report to supervisor when licenses or certifications are suspended or revoked.

ARTICLE XX – NO STRIKE PLEDGE

- A. The Union covenants and agrees that during the term of this Agreement neither the Union, nor any person acting in its behalf will cause, authorize, or support, nor will any of its members take part in any strike (i.e., the concerted failure to report for duty, or willful absence of any employee from his/her position, or stoppage of work or abstinence in whole or part, from the full, faithful and proper performance of the employee's duties of employment), work stoppage, slowdown, walkout or other job action against the Village. The Union agrees that such action would constitute a breach of this Agreement.
- B. In the event of a strike, work stoppage, slowdown, walkout, or other job action, it is covenanted and agreed that participation in any such activity by any employee covered under the terms of this Agreement shall entitle the Village to take appropriate disciplinary action, including but not limited to discharge in accordance with applicable law.
- C. The Union will actively discourage and the Village will take affirmative steps to prevent or terminate any strike, work stoppage, slowdown, walk out or other job action against the Village.
- D. Nothing contained in this Agreement shall be construed to limit or restrict the Village in its right to seek and obtain such judicial relief as it may be entitled to have in law or in equity for injunction or damages or both, in the event of such breach by the Union or its members.

ARTICLE XXI – NON-DISCRIMINATION

There shall be no discrimination by the Village or the Union against an employee on account of age, race, color, creed, gender, marital status, national origin, sexual orientation or identification, ancestry, service in the armed forces, handicap or disability or any other category of individual protected by applicable state or federal law.

- A. There shall be no discrimination, interference, restraint or coercion by the Village or any of its representatives against any of the employees covered under this Agreement because of their membership or non-membership in the Union. The union, its members and agents, shall not discriminate against, interfere with, restrain or coerce any employees covered under this Agreement who are not members of the Union and shall not solicit membership in the Union or the payment of dues during working time.

ARTICLE XXII – DEDUCTIONS FROM SALARY

- A. Upon presentation to the Village of dues check off cards signed by individual employees, the Village shall deduct from the salaries of all employees who are Union members and subject to this Agreement, dues for the Union. Said monies, together with records of any corrections, shall be transmitted to the Union office by the fifteenth (15th) of each month, following the monthly pay period in which deductions were made.
- B. If, during the life of this Agreement, there shall be any change in the rate of membership dues, the Union shall furnish to the Village written notice prior to the effective date of such change and shall furnish to the Village new authorization for its members showing the authorized deduction for each employee.
- C. The Union will provide the necessary “check-off authorization” form and deliver the signed forms to the Village Director of Finance. The Union shall indemnify, defend and save the Village harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Village in reliance upon salary deduction authorization cards submitted by the Union to the Village.

ARTICLE XXIII – JOB DESCRIPTIONS

The Village of Ridgewood is a NJ Civil Service Community. All job descriptions are found on the NJ Civil Service website: www.state.nj.us/csc. Therefore, job descriptions are accessible to all Blue Collar employees at any time, by going onto the NJ Civil Service website. If assistance is needed in obtaining a job description from the NJ Civil Service website, the Blue Collar employee should contact the Village Clerk, who shall obtain and provide the job description(s) requested by the Blue Collar employee. The Village Clerk shall make the job descriptions available to individual employees and to Union representatives during Village regular business hours.

ARTICLE XXIV – SAFETY

- A. In accordance with present and past practice, all safety regulations shall be strictly enforced. It shall be the responsibility of the employees covered hereby to see to it that all locker rooms, wash rooms and dressing room facilities are maintained in a clean and healthy condition.
- B. In the course of performing their normally assigned work, Union representatives will be alert to observe unsafe practices, equipment and conditions, as well as environmental conditions in their immediate area which represent health hazards and will report such conditions to their immediate supervisor.
- C. The Supervisor or person appointed will enforce the safety rules including the wearing of safety equipment. No employee will start work without the proper equipment. Failure to wear or use safety equipment, as outlined on the Mandatory Safety Equipment List: 1st offense, verbal warning, 2nd offense, a written warning with copies to the Union and Personnel file, 3rd offense, disciplinary action.
- D. All accidents must be reported immediately to a supervisor. All lost time accidents, vehicle accidents, accidents which involve hitting one's head, and accidents requiring emergency medical treatment, must be reported immediately to the Village Clerk on the approved accident report forms.

ARTICLE XXV – CERTIFICATIONS AND LICENSES

- A. Licensed Vehicle Operators.
 - 1. Any employee covered hereby required to operate a motor vehicle in the course of his/her duties shall be indemnified against any fines levied by appropriate authority, by reason of faulty equipment required by law.
 - 2. Any employee who is required by his/her job to obtain a special license shall be reimbursed by the Village for all such licensing fees. In the event of termination of any employee who has been reimbursed for special licensing fees, the Village shall be entitled to reimbursement from the terminated employee on a prorated basis.
 - 3. Class A Commercial Driver's License – any employee who is required by their job to obtain a Class A Commercial Driver's License shall receive a stipend in the amount of \$200.00 annually.

4. All employees shall submit a photocopy of their driver's license to the Village when asked to do so by the Village, in accordance with the standards set by the Bergen Joint Insurance Fund (JIF), or after any change in name or address.

B. Certification

1. Pesticide Applicator – any employee who is required by their job to obtain a Pesticide Application License shall receive a stipend in the amount of \$200.00 annually.
2. Pesticide Operator – any employee who is required by their job to obtain a Pesticide Operator License shall receive a stipend in the amount of \$200.00 annually.
3. Electrician License. – will receive a stipend as stated in the Blue Collar salary ordinance.

ARTICLE XXVI – PERSONNEL FILE

Employees covered by this Agreement shall be entitled to full access to inspect their personnel files or records kept by the Village reflecting their history of employment within the Village. Commencing from and after the date hereof, each employee covered by this Agreement shall be entitled to receive notice of any new information to be inserted in his/her personnel file, as well as the right to insert any responding and/or mitigating statement as he or she may desire.

ARTICLE XXVII – LEAVE OF ABSENCE

Employees subject to this Agreement may be granted a leave of absence by the Village for good cause for a period of up to six (6) months, which leave will not be unreasonably denied.

ARTICLE XXVIII – REPLACEMENT OF TOOLS

Employees covered by this Agreement and holding the positions of Senior Mechanic, Mechanic and Mechanic's Helper shall be entitled to a tool allowance of a flat rate of five hundred fifty dollars (\$550.00) per year.

ARTICLE XXVIX – JURY DUTY

Employees who are required to participate in jury duty service shall be granted a leave for the purpose of such jury duty service. The Village shall continue to pay to the employee his/her regular straight time pay. Payment received for jury duty services shall be given to the Finance Department of the Village of Ridgewood.

ARTICLE XXX – PERSONAL LEAVE

Each employee covered by this Agreement shall be entitled to three (3) personal leave days per year, which shall be non-cumulative. Any employee desiring to take a personal leave day must make request for such leave through his/ her supervisor at least three (3) working days in advance of the leave except in cases of emergency. Personal leave may be taken on any regularly scheduled work day. Requests for personal leave including those requests made with less than three (3) days notice will not be unreasonably denied. Personal days shall be taken in no less than one-half day increments.

ARTICLE XXXI – TERMINAL LEAVE

The present terminal leave policy, as expressed in Article XI, B-3, B-4 and B-5, depending on date of hire, shall be continued during the life of this Agreement.

ARTICLE XXXII – BEREAVEMENT LEAVE

All employees covered by this Agreement shall be granted up to a maximum of four (4) calendar days leave of absence with pay for each death of a member of the employee's immediate family. Reasonable proof of death shall be required. The four (4) days shall include the day of the funeral. Weekends do not count as bereavement time. The immediate family is defined for the purpose of this Article to be Spouse, Children, Mother, Father, Brother, Sister, Mother-in-Law, Father-in-Law, Sister-in-Law, Brother-in-Law, Grandchild, Grandparents, Step Relatives or other person living as a permanent member of the employee's household. No more than one (1) day of the four (4) days may be subsequent to the funeral.

In the event the death of an employee's immediate family member requires the employee to travel to a location that includes overnight travel (over 200 miles), the employee will be entitled to one (1) additional day. In this event, the employee's maximum five (5) days of bereavement may include up to two (2) days beyond the funeral.

ARTICLE XXXIII – ON-CALL

- A: On-call shall be defined as an assignment that requires an employee to respond to his/her designated work station within one (1) hour of notification and be physically able to perform the job described. The decision to assign on-call is within the discretion of the Village and will be determined on an as-needed basis, except as noted in (F) below. An employee on extended sick leave or out of work on workers' compensation or on light duty shall not be placed on-call.
- B: On-call lists shall be developed for each Division (Streets, Parks, Water, Central Garage, etc.). Only employees who, when polled, indicate they wish to be on an on-call list will be placed on the on-call list. Employees will be listed on each Division on-call list in order of seniority by title within division, if appropriate, and then seniority from date of hire. Each on-call employee shall designate the telephone number they can be contacted at when they are on-call.
- C: On-call will only be assigned to an employee who has the proper licensing to operate all vehicles and equipment. Beginning December 1, 2022, all on-call employees must have a CDL. The Village of Ridgewood shall pay for mandated CDL training/schooling, in accordance with Federal and State laws, once for each employee. If additional endorsements are obtained, the Village of Ridgewood will pay for mandated training/schooling in accordance with Federal and State laws, for the additional endorsements. All requests for participation in such CDL training/schooling as well as any other training/schooling, shall be approved by the Department Director, prior to enrollment.
- D: If an employee resigns or is terminated from the Village of Ridgewood, any costs for mandated CDL training/schooling or any other type of training/schooling taken within two years of the employee's resignation or termination shall be reimbursed to the Village of Ridgewood, by the employee.
- E: Assignment of on-call due to specific emergent conditions, will be given in order of seniority by title. Other on-call will be assigned on a rotating basis by title, as required.
- F: In the event the Village determines that it is necessary to assign on-call duties, employees so assigned from the on-call seniority list established in Section B will be notified by their supervisors prior to close of the work day. Notification shall be in writing and employees shall sign such notice indicating receipt of the notice.

- G. Employees who have opted for inclusion on the on-call list and who refuse to accept an on-call assignment on more than one (1) occasion in any calendar year, will not be disciplined, but will be moved to the bottom of the list. Employees who accept an on-call assignment but fail to report, will not receive on-call pay and will be subject to disciplinary action. However, employees will not be disciplined if, prior to a call-back, they have notified their supervisors of special emergent circumstances rendering them unable to respond.
- H. Employees who have signed up for on-call and are subsequently assigned to on-call, shall receive:
1. In a regular week, with no (zero) holidays, on-call time shall be fourteen (14) hours for the week
 2. In a holiday week with one (1) holiday, on-call time shall be seventeen (17) hours for the week
 3. In a holiday week with two (2) holidays, on-call time shall be twenty (20) hours for the week
- I. Monday through Sunday is the week for on-call.
- J. Blue Collar Union employees who are on-call and are called into work shall be paid for a minimum of three (3) hours.
- K. For purpose of this Article only, Easter Sunday shall be recognized as a holiday for on-call purposes.
- L. If called in to work, employees will receive overtime pay from the time they are called by their supervisors, which shall be noted by the supervisors in a log, provided the employees report within one (1) hour of such notification. In the event the employees report later than one (1) hour from notification, they shall be paid from the time they actually report to work.
- M. Employees who are on-call and are called into work shall be paid for a minimum of three (3) hours.
- N. Management has the right to assign on-call, should the circumstances warrant such assignment.
- O. On-call for Parks (Shade Tree) shall be as follows (14/17/20) (Pro-rata daily); Two (2) individuals shall be on-call each Friday, Saturday and Sunday (two (2) hours per person per day for on-call.) In the event a holiday falls on Friday,

Saturday or Sunday two (2) additional hours per person per day on-call shall be added per holiday. The above shall be effective during the period of September 15th through March 31st.

- P. For Signal Unit employees, they shall receive on-call 14/17/20, year-round. (One unit member). Employees shall rotate such on-call provided that they have the requisite experience.
- Q. For the Water and Sewer Departments, one unit member each, to 14/17/20 year-round.
- R. The Fleet and Streets Divisions are on-call between December 1st and March 15th, and other emergency times if needed, at the discretion of the supervisor and/or the Director of the Department.
- S. All employees who are put onto on-call lists shall, as a condition for on-call pay, be required to assist other departments besides their own when requested, and only after the call list for the division is exhausted.

ARTICLE XXXIV – COFFEE BREAKS

Employees will be granted two (2) fifteen minute coffee breaks daily. One (1) such coffee break shall be in the morning and the other in the afternoon, at times designated by the Foreman or Supervisor.

ARTICLE XXXV – LUNCH TIME

Employees covered by this Agreement will be permitted to take a daily one-half (1/2) hour lunch period between the fourth and sixth hours after the commencement of their employment. Unless a lunch period is taken between said hours, such employee will receive an additional forty-five (45) minutes (3/4 of an hour's) pay. This provision with respect to additional pay shall apply to non-shift personnel only. In addition to the foregoing, it is agreed that employees covered by this Agreement will be entitled to one meal period between the fourth and sixth hours of consecutive overtime hours with pay.

Any employee desiring to forgo their lunch break so they can leave work early, shall first obtain written permission from the Department's Supervisor, Superintendent or Department Director. Said permission shall not be effective longer than the date granted.

ARTICLE XXXVI – WASH UP TIME

Employees will be granted a fifteen (15) minute wash up period daily, during the fifteen (15) minute period immediately preceding the conclusion of their workday.

ARTICLE XXXVII – UNIFORMS

Employees must continue to wear Village approved uniforms. Those employees who come to work without an approved uniform will be sent home and expected to return with the proper uniform and will not be compensated for the time absent from work. Employees who continually violate the uniform policy may be subject to further discipline.

Employees in the following departments/job titles will be permitted to wear uniform shorts for the period between June 15th and September 15th in any given year, except when performing certain duties as noted below.

1. Sanitation
2. Recycling
3. Yard Waste
4. Lakeview, except that shorts may not be worn by any employee performing the following tasks:
 - a. using a weed wacker
 - b. working with treatment chemicals
 - c. jet truck crew work
 - d. repairing equipment
5. Traffic and Signal, except that shorts may not be worn by any employee performing the following tasks:
 - a. collection of coins
 - b. electrical work
 - c. working in Village Hall

6. Water Pollution Control Facility, except that shorts may not be worn by any employee performing the following tasks:
 - a. jet truck crew
 - b. repairing equipment
 - c. using a weed wacker
 - d. working with treatment chemicals

7. Parks, except that shorts may not be worn by any employee performing the following tasks:
 - a. tree crew
 - b. using a weed wacker

Shorts may not be worn by any employee working in the following departments/
job titles:

- a. Streets
- b. Fleet
- c. Shade Tree
- d. Water

Employees who are permitted to wear shorts must also keep a pair of long uniform pants available at work in order to avoid unnecessary delay in the event that the employee is required (for example by transfer, emergency or overtime situation) to work in a position or perform job duties where shorts are not permitted.

ARTICLE XXXVIII – UNION AS A PARTY IN INTEREST

The Union shall require its members to comply with the terms of this Agreement. The parties agree that the maintenance of a peaceable and constructive relationship between them and between the employer and the employees requires the establishment and cooperative use of the machinery provided for in this Agreement, and that it would detract from this relationship if individual employees or groups of employees would seek to interpret or enforce the Agreement on their own initiative or responsibility. No individual employee may initiate any arbitration proceeding or move to confirm or vacate an award.

ARTICLE XXXIX – I.D. BADGES

The Village shall provide each employee covered by this Agreement an identification badge or identification card so that he/she may identify himself/herself as a Village employee. Each employee shall have the identification card or badge available on their person at the request of any supervisor, resident, or member of the public. Employees shall immediately notify their supervisors if they lose or misplace the Village identification card or badge. Any employee losing a Village identification card or badge more than twice in a calendar year shall incur disciplinary action.

ARTICLE XXXX – UPSEU VOLUNTARY PLANS

Employees may, at their option and at their own expense, enroll in voluntary plans sponsored by UPSEU by completing a payroll deduction form from the Finance Department. UPSEU shall indemnify the Village. The Union shall be provided two (2) payroll slots for said benefits.


ARTICLE XXXXI – FAMILY MEDICAL LEAVE ACT

The parties agree that all provisions of the Federal Family and Medical Leave Act (FMLA); New Jersey Family Leave Act and the New Jersey Paid Family Leave Act are hereby deemed incorporated herein and shall remain in full force and effect.

ARTICLE XXXXII – TERM AND RENEWAL


The term of this Agreement shall commence January 1, 2020 and remain effective until December 31, 2024 or the date on which a Memorandum of Agreement or a successor Agreement is fully executed, whichever is later.

ATTEST:

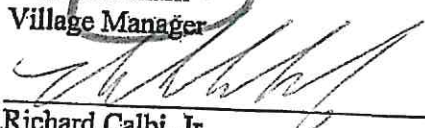


Heather A. Mailander
Village Clerk

VILLAGE OF RIDGEWOOD



Keith Kazmark
Village Manager



Richard Calbi, Jr.
Director of Ridgewood Water

Robert G. Rooney
Robert G. Rooney

Chief Financial Officer

Christopher J. Rutishauser 2/26/21

Christopher J. Rutishauser
Director of Public Works/Village Engineer

Stephen P. Sanzari

Stephen P. Sanzari
Treasurer

WITNESS:

Beth Spinato
Beth Spinato
Administrative Assistant
Village Manager's Office

UNITED PUBLIC SERVICE
EMPLOYEES UNION:

Kevin E. Boyle, Jr.
Kevin E. Boyle, Jr.
President

James Gangale
James Gangale
Union Representative

Anthony De La Rosa
Anthony De La Rosa
Chief Shop Steward

Joe Bobbitt
Joe Bobbitt
Sanitation/Recycling

N/A - Moved to Supervisors Union
Daniel Labita
Ridgewood Water

Declan Madden
Declan Madden
Parks/Shade Tree



Billy Rieckley
Water Pollution Control



Vincent Edwards
Streets



Jeremy Perrulli
Traffic & Signal

**BLUE COLLAR SALARY RANGES – 2020 (HIRED PRIOR TO
11/1/2013)
SCHEDULE A**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services Heavy Equipment Operator	1/1	61,576	82,439	63,181	\$63,923	\$66,543	\$69,163	\$71,784	\$74,404	\$77,024	\$79,645	\$82,265
Sewer Repairer 2	1/1	61,576	82,439	63,181	\$63,923	\$66,543	\$69,163	\$71,784	\$74,404	\$77,024	\$79,645	\$82,265
Equip. Operator Streets & Sewer	1/1	58,820	59,525	60,267	\$61,009	\$63,505	\$66,000	\$68,496	\$70,992	\$73,488	\$75,984	\$78,480
Sewer Repairer 2	1/1	68,620	59,525	80,267	\$61,008	\$63,505	\$66,000	\$68,496	\$70,992	\$73,488	\$75,984	\$78,480
Truck Driver	1/1	57,906	58,822	59,564	\$60,306	\$62,906	\$65,506	\$68,105	\$70,705	\$73,305	\$75,905	\$78,504
Laborer 1	1/1	50,982	50,954	51,896	\$52,438	\$52,896	\$54,755	\$56,815	\$58,874	\$60,934	\$62,993	\$66,854
Road Repairer 1	1/1	54,401	55,369	56,111	\$56,853	\$59,426	\$62,000	\$64,573	\$67,146	\$69,719	\$72,293	\$74,866
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$18.28	\$19.08	\$19.88	\$20.68	\$21.48	\$22.28	\$23.08	\$24.83
Parking & Traffic Sr. Signal System Repairer	1/1	65,396	66,202	66,944	\$67,686	\$70,315	\$72,944	\$75,573	\$78,202	\$80,831	\$83,459	\$86,088
Systems Technician 1	1/1	61,577	82,439	63,181	\$63,923	\$66,543	\$69,163	\$71,784	\$74,404	\$77,024	\$79,645	\$82,265
Sr. Traffic Maintenance Worker	1/1	61,577	62,439	63,181	\$63,923	\$66,543	\$69,163	\$71,784	\$74,404	\$77,024	\$79,645	\$82,265
Meter Worker 1	1/1	59,114	60,012	60,754	\$61,496	\$64,155	\$66,815	\$69,474	\$72,134	\$74,793	\$77,453	\$80,113
Traffic Maintenance Worker	1/1	55,808	59,756	57,498	\$58,240	\$60,820	\$63,000	\$65,380	\$67,760	\$70,140	\$72,520	\$74,900
Electrician Stipend	1/1											\$5,282
Laborer 1	1/1	50,984	62,002	62,744	\$53,486	\$55,396	\$57,306	\$59,216	\$61,125	\$63,035	\$64,945	\$66,854
Carpenter	1/1	64,475	65,294	66,036	\$66,778	\$69,002	\$71,226	\$73,450	\$75,674	\$77,898	\$80,122	\$82,347
Maintenance Repairer	1/1	64,475	65,294	66,036	\$66,778	\$69,002	\$71,226	\$73,450	\$75,674	\$77,898	\$80,122	\$82,347

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2020 (HIRED PRIOR TO
11/1/2013)
SCHEDULE A**

Titib	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage												
Senior Mechanic	1/1	68,565	69,323	70,065	\$70,807	\$73,526	\$76,245	\$78,964	\$81,683	\$84,402	\$87,121	\$89,840
Mechanic	1/1	64,751	65,565	66,307	\$67,049	\$69,758	\$72,467	\$75,177	\$77,885	\$80,595	\$83,304	\$86,013
Water Pollution Control												
Lab Tech./Sr. Sewer Plant Op	1/1	67,202	67,982	68,724	\$69,466	\$72,402	\$75,339	\$78,275	\$81,212	\$84,149	\$87,085	\$90,022
Sr. Sewer Plant Op/Rep	1/1	85,831	66,113	67,113	\$68,113	\$71,298	\$74,483	\$77,668	\$80,853	\$84,038	\$87,222	\$90,407
Sewer Plt Op/Sewer Plt. Rep	1/1	61,577	62,439	63,181	\$63,923	\$66,543	\$69,163	\$71,784	\$74,404	\$77,024	\$79,645	\$82,265
Sewer Plant Operator	1/1	55,526	56,478	57,220	\$57,962	\$60,883	\$63,824	\$66,765	\$69,686	\$72,618	\$75,549	\$78,480
Laborer 1	1/1	50,984	52,002	52,744	\$53,486	\$55,396	\$57,306	\$59,216	\$61,125	\$63,035	\$64,945	\$66,854
Sewer Plant Op/Lab Tech	1/3	83,922	84,453	85,195	\$85,937	\$88,205	\$90,474	\$92,742	\$95,011	\$97,278	\$99,548	\$101,816
Sewer Plant Op., P/T.	1/1	\$16.25	\$17.05	\$17.85	\$18.28	\$19.08	\$19.88	\$20.68	\$21.48	\$22.28	\$23.08	\$24.83
Property Maintenance												
Sr. Building Maintenance Worker	1/1	58,333	59,195	59,937	\$60,679	\$62,708	\$64,732	\$66,758	\$68,785	\$70,812	\$72,838	\$74,865
Building Maintenance Worker	1/1	46,563	47,598	48,340	\$49,082	\$51,738	\$54,395	\$57,051	\$59,707	\$62,364	\$65,020	\$67,676
Laborer P/T	1/1	\$16.01	\$16.81	\$17.61	\$18.01	\$18.81	\$19.61	\$20.41	\$21.21	\$22.01	\$22.81	\$24.56
Building Service Worker	1/1	43,033	44,120	44,862	\$45,604	\$47,912	\$50,220	\$52,528	\$54,836	\$57,144	\$59,452	\$61,760
Parks Department												
Tree Maintenance Worker 2	1/1	62,267	62,970	63,712	\$64,454	\$66,418	\$68,381	\$70,345	\$72,308	\$74,272	\$76,236	\$78,199
Heavy Equipment Operator	1/1	\$16.25	\$17.05	\$17.85	\$18.01	\$18.81	\$19.61	\$20.41	\$21.21	\$22.01	\$22.81	\$24.56
Maintenance Worker 2, Grounds	1/1	58,225	59,088	59,830	\$60,572	\$63,359	\$66,146	\$68,932	\$71,719	\$74,506	\$77,293	\$80,079

COLLECTIVE BARGAINING AGREEMENT - VILLAGE OF RIDGEWOOD - BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2020 (HIRED PRIOR TO
11/1/2013)
SCHEDULE A**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department												
Maintenance Worker 1, Grounds	1/1	50,438	51,417	52,159	\$52,001	\$55,280	\$57,660	\$60,039	\$62,418	\$64,798	\$67,177	\$69,557
Laborer 1	1/1	50,224	50,173	50,915	\$51,657	\$52,690	\$54,861	\$57,032	\$59,203	\$61,374	\$63,545	\$66,854
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$18.01	\$18.81	\$19.61	\$20.41	\$21.21	\$22.01	\$22.81	\$24.56
Laborer 1 PT Seasonal	1/1	\$9.47	\$10.67	\$12.35	\$14.56	\$16.36	\$16.16	\$16.96	\$17.76	\$18.56	\$19.36	\$21.82
Tree Maintenance Worker 3	1/1	64,621	65,390	66,132	\$66,874	\$68,769	\$72,663	\$75,558	\$78,452	\$81,347	\$84,241	\$87,136
Equipment Operator	1/1	57,753	58,623	59,365	\$60,107	\$62,732	\$65,356	\$67,981	\$70,606	\$73,231	\$75,855	\$78,480
Solid Waste Truck Driver	1/1	55,982	56,362	57,362	\$58,362	\$61,239	\$64,117	\$66,994	\$69,871	\$72,749	\$75,626	\$78,503
Laborer 1	1/1	53,597	54,529	55,271	\$56,013	\$58,706	\$61,400	\$64,093	\$66,786	\$69,479	\$72,173	\$74,866
Laborer 1 P/T	1/1	\$10.71	\$11.82	\$12.82	\$14.07	\$14.09	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$23.12
Water Utility												
Sr. Water Meter Repairer	1/1	63,794	64,574	65,316	\$66,058	\$68,909	\$71,760	\$74,610	\$77,461	\$80,312	\$83,163	\$86,013
Water Repairer 2	1/1	56,896	58,200	58,942	\$59,684	\$62,369	\$65,054	\$67,739	\$70,425	\$73,110	\$75,795	\$78,480
Water Meter Repairer 1	1/1	57,758	58,627	59,369	\$60,111	\$62,735	\$65,359	\$67,983	\$70,608	\$73,232	\$75,857	\$78,480
Water Treatment Plant Op.	1/1	57,758	58,627	59,369	\$60,111	\$62,735	\$65,359	\$67,983	\$70,608	\$73,232	\$75,856	\$78,480
Sr. Water Treatment Plant Op.	1/1	60,748	61,573	62,315	\$63,057	\$66,185	\$69,312	\$72,440	\$75,568	\$78,695	\$81,823	\$84,950
Lab Tech./Sr. Treatment Plt Op.	1/1	66,209	68,955	67,897	\$68,439	\$71,522	\$74,606	\$77,689	\$80,772	\$83,855	\$86,938	\$90,022
Pumping Station Attendant	1/1	54,984	55,895	56,637	\$57,379	\$59,882	\$62,386	\$64,889	\$67,392	\$69,896	\$72,399	\$74,902
Meter Worker 1	1/1	54,984	55,895	56,637	\$57,379	\$59,882	\$62,386	\$64,889	\$67,392	\$69,896	\$72,399	\$74,902
Water Repairer	1/1	54,984	55,895	56,637	\$57,379	\$59,882	\$62,386	\$64,889	\$67,392	\$69,896	\$72,399	\$74,902

COLLECTIVE BARGAINING AGREEMENT - VILLAGE OF RIDGEWOOD - BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2020 (HIRED PRIOR TO
11/1/2013)
SCHEDULE A.**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility												
Laborer 1	1/1	60,231	51,212	51,854	\$52,686	\$54,719	\$56,741	\$58,784	\$60,787	\$62,809	\$64,832	\$66,854
Water Meter Inspector												
Inspector	1/1	63,794	65,318	66,058	\$64,763	\$67,799	\$70,835	\$73,870	\$76,906	\$79,942	\$82,978	\$86,013
Sr. Water Treatment Plt Op./Rep.												
Plt Op./Rep.	1/1/2008-43	84,858	85,622	66,364	\$67,106	\$70,435	\$73,764	\$77,092	\$80,421	\$83,750	\$87,079	\$90,407
Laborer 1 P/T												
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14.09	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$18.89	\$23.13
Laborer 1 PT Seasonal												
Laborer 1 PT Seasonal	1/1	\$9.42	\$10.67	\$12.35	\$14.78	\$15.58	\$16.38	\$17.18	\$17.98	\$18.78	\$19.58	\$21.82
Recycling												
Laborer 1	1/1	63,597	54,529	55,271	\$56,013	\$58,706	\$61,400	\$64,093	\$66,786	\$69,479	\$72,173	\$74,866
Laborer 1 P/T												
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14.09	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$18.89	\$23.13
Yardwaste Recycling												
Laborer 1 P/T	1/1	\$18.86	\$18.67	\$19.17	\$16.85	\$20.17	\$20.67	\$21.17	\$21.67	\$22.17	\$22.67	\$24.68
Truck Driver												
Truck Driver	1/1	55,982	56,878	57,820	\$58,362	\$61,239	\$64,116	\$66,993	\$69,871	\$72,748	\$75,625	\$78,502
Clean Communities Grant												
Laborer 1	1/1	32,815	34,054	34,798	\$35,538	\$38,487	\$41,435	\$44,384	\$47,332	\$50,281	\$53,230	\$56,178

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2021 (HIRED PRIOR TO 11/1/2013)
SCHEDULE B**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services												
Heavy Equipment Operator	1/1	62,535	63,398	64,140	\$64,882	\$67,541	\$70,201	\$72,860	\$75,520	\$78,180	\$80,839	\$83,499
Sewer Repairer 2	1/1	62,535	63,398	64,140	\$64,882	\$67,541	\$70,201	\$72,860	\$75,520	\$78,180	\$80,839	\$83,499
Equip. Operator Streets & Sewer	1/1	59,535	60,440	61,182	\$61,924	\$64,457	\$66,991	\$69,524	\$72,057	\$74,591	\$77,124	\$79,657
Sewer Repairer 2	1/1	59,535	60,440	61,182	\$61,924	\$64,457	\$66,991	\$69,524	\$72,057	\$74,591	\$77,124	\$79,657
Truck Driver	1/1	58,811	59,727	60,469	\$61,211	\$63,850	\$66,489	\$69,127	\$71,766	\$74,405	\$77,043	\$79,682
Laborer 1	1/1	62,833	62,805	53,547	\$54,289	\$52,606	\$54,634	\$56,573	\$58,511	\$60,448	\$62,387	\$67,657
Road Repairer 1	1/1	55,254	56,222	56,964	\$57,706	\$60,318	\$62,930	\$65,542	\$68,154	\$70,765	\$73,377	\$75,988
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$19	\$19.35	\$20.15	\$20.95	\$21.75	\$22.55	\$23.35	\$25.10
Parking & Traffic												
Sr. Signal System Repairer	1/1	66,412	67,218	67,960	\$68,702	\$71,370	\$74,038	\$76,707	\$79,375	\$82,043	\$84,711	\$87,380
Systems Technician 1	1/1	62,536	63,398	64,140	\$64,882	\$67,541	\$70,201	\$72,860	\$75,520	\$78,180	\$80,839	\$83,499
Sr. Traffic Maintenance Worker	1/1	62,536	63,398	64,140	\$64,882	\$67,541	\$70,201	\$72,860	\$75,520	\$78,180	\$80,839	\$83,499
Meter Worker 1	1/1	60,037	60,935	61,677	\$62,419	\$65,118	\$67,817	\$70,517	\$73,216	\$75,915	\$78,615	\$81,314
Traffic Maintenance Worker	1/1	56,681	57,829	58,371	\$59,113	\$61,529	\$63,944	\$66,360	\$68,776	\$71,192	\$73,608	\$76,024
Electrician Stipend	1/1											\$5,361
Laborer 1	1/1	51,787	52,605	53,547	\$54,289	\$56,228	\$58,166	\$60,104	\$62,042	\$63,981	\$65,919	\$67,857
Carpenter	1/1	65,477	66,296	67,038	\$67,780	\$70,037	\$72,295	\$74,552	\$76,809	\$79,067	\$81,324	\$83,582
Maintenance Repairer	1/1	65,477	66,296	67,038	\$67,780	\$70,037	\$72,295	\$74,552	\$76,809	\$79,067	\$81,324	\$83,582

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2021 (HIRED PRIOR TO 11/1/2013)
SCHEDULE B**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage												
Senior Mechanic	1/1	69,628	70,388	71,128	\$71,870	\$74,629	\$77,389	\$80,149	\$82,909	\$85,668	\$88,428	\$91,188
Mechanic	1/1	65,767	66,571	67,313	\$68,055	\$70,805	\$73,555	\$76,304	\$79,054	\$81,804	\$84,554	\$87,304
Water Pollution Control												
Lab Tech./Sr. Sewer Plant Op	1/1	68,243	69,023	69,765	\$70,507	\$73,488	\$76,469	\$79,449	\$82,430	\$85,411	\$88,391	\$91,372
Sr. Sewer Plant Op/Rep	1/1	66,853	67,135	68,135	\$69,135	\$72,367	\$75,600	\$78,833	\$82,065	\$85,298	\$88,531	\$91,764
Sewer Pit Op/Sewer Pit Rep	1/1	62,536	63,398	64,140	\$64,882	\$67,541	\$70,201	\$72,880	\$75,520	\$78,180	\$80,839	\$83,499
Sewer Plant Operator	1/1	56,395	57,347	58,089	\$58,831	\$61,806	\$64,781	\$67,756	\$70,732	\$73,707	\$76,682	\$79,657
Laborer 1	1/1	61,787	62,805	63,547	\$64,289	\$66,228	\$68,168	\$70,104	\$72,042	\$73,981	\$75,919	\$77,857
Sewer Plant Op/Lab Tech	1/3	85,211	85,742	86,484	\$87,226	\$89,529	\$91,831	\$94,134	\$96,438	\$98,739	\$101,041	\$103,343
Sewer Plant Op. P/T	1/1	\$16.25	\$17.05	\$17.85	\$19	\$19.35	\$20.15	\$20.95	\$21.75	\$22.55	\$23.35	\$25.10
Property Maintenance												
Sr. Building Maintenance Worker	1/1	60,187	61,029	61,771	\$62,513	\$64,438	\$66,363	\$68,288	\$70,213	\$72,138	\$74,063	\$76,988
Building Maintenance Worker	1/1	48,047	49,082	49,824	\$50,566	\$53,155	\$55,745	\$58,334	\$60,923	\$63,513	\$66,102	\$68,691
Laborer P/T.	1/1	\$16.01	\$16.81	\$17.61	\$19	\$19.35	\$20.15	\$20.95	\$21.75	\$22.55	\$23.35	\$25.10
Building Service Worker	1/1	44,412	45,499	46,241	\$46,983	\$49,228	\$51,489	\$53,713	\$55,956	\$58,200	\$60,443	\$62,686
Parks Department												
Tree Maintenance Worker 1	1/1	62,037	63,016	63,758	\$64,500	\$66,800	\$69,100	\$71,400	\$73,700	\$76,000	\$78,300	\$80,600
Tree Maintenance Worker 2	1/1	64,318	65,021	65,783	\$66,505	\$68,343	\$70,182	\$72,020	\$73,858	\$75,696	\$77,534	\$79,372
Heavy Equipment Operator	1/1	64,318	65,021	65,783	\$66,505	\$68,343	\$70,182	\$72,020	\$73,858	\$75,696	\$77,534	\$79,372

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD - BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2021 (HIRED PRIOR TO 11/1/2013)
SCHEDULE B**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department												
Maintenance Worker 2, Grounds	1/1	60,056	60,919	61,661	\$62,403	\$65,100	\$67,797	\$70,494	\$73,190	\$75,887	\$78,584	\$81,281
Maintenance Worker 1, Grounds	1/1	52,037	53,016	53,758	\$54,500	\$56,800	\$59,100	\$61,400	\$63,700	\$66,000	\$68,300	\$70,600
Laborer 1	1/1	52,850	52,799	53,541	\$54,283	\$52,690	\$54,629	\$58,568	\$58,508	\$60,447	\$62,386	\$67,857
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$19	\$19.35	\$20.16	\$20.95	\$21.75	\$22.55	\$23.35	\$25.10
Laborer 1 PT Seasonal	1/1	\$9.47	\$10.87	\$12.35	\$15	\$15.80	\$16.60	\$17.40	\$18.20	\$19.00	\$19.80	\$21.62
Tree Maintenance Worker 3	1/1	66,643	67,412	68,154	\$68,896	\$71,688	\$74,481	\$77,273	\$80,065	\$82,858	\$85,650	\$88,443
Equipment Operator	1/1	59,570	60,440	61,182	\$61,924	\$64,457	\$66,991	\$69,524	\$72,057	\$74,591	\$77,124	\$79,657
Solid Waste												
Truck Driver	1/1	57,746	58,128	59,126	\$60,126	\$62,920	\$65,713	\$68,507	\$71,300	\$74,094	\$76,887	\$79,681
Laborer 1	1/1	55,290	56,222	56,864	\$57,706	\$60,318	\$62,930	\$65,542	\$68,154	\$70,765	\$73,377	\$75,989
Laborer 1 P/T	1/1	\$10.71	\$11.62	\$12.82	\$14	\$14.08	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$23.12
Water Utility												
Sr. Water Meter Repairer	1/1	65,791	66,671	67,313	\$68,055	\$70,805	\$73,555	\$76,304	\$79,054	\$81,804	\$84,554	\$87,304
Water Repairer 2	1/1	58,700	60,004	60,746	\$61,488	\$64,083	\$66,679	\$69,275	\$71,870	\$74,466	\$77,062	\$79,657
Water Meter Repairer 1	1/1	59,575	60,444	61,186	\$61,928	\$64,461	\$66,994	\$69,526	\$72,059	\$74,592	\$77,125	\$79,657
Water Treatment Plant Op.	1/1	59,575	60,444	61,186	\$61,928	\$64,461	\$66,993	\$69,526	\$72,059	\$74,592	\$77,124	\$79,657
Sr. Water Treatment Plant Op.	1/1	62,654	63,479	64,221	\$64,963	\$68,000	\$71,038	\$74,075	\$77,113	\$80,150	\$83,187	\$86,225
Lab Tech./Sr. Treatment Plant Op.	1/1	68,277	69,023	69,765	\$70,507	\$73,488	\$76,469	\$79,449	\$82,430	\$85,411	\$88,391	\$91,372
Pumping Station Attendant	1/1	56,718	57,629	58,371	\$59,113	\$61,529	\$63,945	\$66,361	\$68,777	\$71,194	\$73,610	\$76,026

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2021 (HIRED PRIOR TO 11/1/2013)
SCHEDULE B**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Water Utility</u>												
Meter Worker 1	1/1	\$6,718	\$7,629	\$8,371	\$59,113	\$61,529	\$63,945	\$66,361	\$68,777	\$71,194	\$73,610	\$76,026
Water Repairer	1/1	\$6,718	\$7,629	\$8,371	\$59,113	\$61,529	\$63,945	\$66,361	\$68,777	\$71,194	\$73,610	\$76,026
Laborer 1	1/1	\$1,824	\$2,805	\$3,547	\$54,289	\$56,220	\$58,166	\$60,104	\$62,042	\$63,981	\$65,919	\$67,857
Water Meter Inspector	1/1	\$3,794	\$5,316	\$6,058	\$68,055	\$70,805	\$73,555	\$76,304	\$79,054	\$81,804	\$84,554	\$87,304
Sr. Water Treatment Plt Op./Rep.	1/1/2008-43	\$6,887	\$7,651	\$8,393	\$69,135	\$72,367	\$75,600	\$78,833	\$82,065	\$85,298	\$88,531	\$91,764
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14	\$14.94	\$15.74	\$16.54	\$17.34	\$18.14	\$18.94	\$23.13
Laborer 1 PT Seasonal	1/1	\$9.42	\$10.67	\$12.35	\$15	\$16.03	\$16.83	\$17.63	\$18.43	\$19.23	\$20.03	\$21.82
<u>Recycling</u>												
Laborer 1	1/1	\$5,290	\$6,222	\$6,964	\$57,706	\$60,318	\$62,930	\$65,542	\$68,154	\$70,765	\$73,377	\$75,989
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14.14	\$14.94	\$15.74	\$16.54	\$17.34	\$18.14	\$18.94	\$23.13
<u>Yardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$18.86	\$18.67	\$19.17	\$17.36	\$20.17	\$20.67	\$21.17	\$21.67	\$22.17	\$22.67	\$24.59
Truck Driver	1/1	\$7,746	\$8,642	\$9,384	\$60,126	\$62,920	\$65,713	\$68,506	\$71,300	\$74,093	\$76,886	\$78,680
<u>Clean Communities Grant</u>												
Laborer 1	1/1	\$3,889	\$5,128	\$5,870	\$36,612	\$39,527	\$42,443	\$45,359	\$48,274	\$51,190	\$54,105	\$57,021

**BLUE COLLAR SALARY RANGES – 2022 (HIRED PRIOR TO 11/1/2013)
SCHEDULE C**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services												
Heavy Equipment Operator	1/1	63,670	64,533	65,275	\$66,017	\$66,723	\$71,429	\$74,135	\$76,842	\$79,548	\$82,254	\$84,960
Sewer Repairer 2	1/1	63,670	64,533	65,275	\$66,017	\$68,723	\$71,429	\$74,135	\$76,842	\$79,548	\$82,254	\$84,960
Equip. Operator Streets & Sewer	1/1	60,819	61,524	62,266	\$63,008	\$65,585	\$68,163	\$70,741	\$73,318	\$75,896	\$78,473	\$81,051
Sewer Repairer 2	1/1	60,819	61,524	62,266	\$63,008	\$65,585	\$68,163	\$70,741	\$73,318	\$75,896	\$78,473	\$81,051
Truck Driver	1/1	59,882	60,798	61,540	\$62,282	\$64,867	\$67,652	\$70,337	\$73,022	\$75,707	\$78,391	\$81,076
Laborer 1	1/1	53,783	53,755	54,497	\$55,239	\$52,696	\$54,668	\$58,640	\$58,613	\$60,585	\$62,557	\$69,045
Road Repairer 1	1/1	56,264	57,232	57,874	\$58,716	\$61,374	\$64,031	\$66,689	\$69,346	\$72,004	\$74,661	\$77,319
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$19	\$19.87	\$20.47	\$21.27	\$22.07	\$22.87	\$23.67	\$25.42
Parking & Traffic												
Sr. Signal System Repairer	1/1	67,614	68,420	69,162	\$69,904	\$72,619	\$75,334	\$78,049	\$80,764	\$83,479	\$86,194	\$88,909
Systems Technician 1	1/1	63,671	64,533	65,275	\$66,017	\$68,723	\$71,429	\$74,135	\$76,842	\$79,548	\$82,254	\$84,960
Sr. Traffic Maintenance Worker	1/1	63,671	64,533	65,275	\$66,017	\$68,723	\$71,429	\$74,135	\$76,842	\$79,548	\$82,254	\$84,960
Meter Worker 1	1/1	61,129	62,027	62,769	\$63,511	\$66,257	\$69,004	\$71,751	\$74,497	\$77,244	\$79,991	\$82,737
Traffic Maintenance Worker	1/1	57,715	58,663	59,405	\$60,147	\$62,606	\$65,063	\$67,522	\$69,980	\$72,438	\$74,896	\$77,354
Electrician Stipend	1/1											\$5,455
Laborer 1	1/1	52,737	53,755	54,497	\$55,239	\$57,211	\$59,184	\$61,156	\$63,128	\$65,100	\$67,073	\$69,045
Carpenter	1/1	66,663	67,482	68,224	\$68,966	\$71,263	\$73,560	\$75,857	\$78,154	\$80,451	\$82,748	\$85,044
Maintenance Repairer	1/1	66,663	67,482	68,224	\$68,966	\$71,263	\$73,560	\$75,857	\$78,154	\$80,451	\$82,748	\$85,044
Central Garage												
Senior Mechanic	1/1	70,885	71,643	72,385	\$73,127	\$75,935	\$78,744	\$81,552	\$84,360	\$87,168	\$89,976	\$92,784

COLLECTIVE BARGAINING AGREEMENT - VILLAGE OF RIDGEWOOD - BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2022 (HIRED PRIOR TO 11/1/2013)
SCHEDULE C**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage												
Mechanic	1/1	66,948	67,762	68,504	\$69,246	\$72,044	\$74,842	\$77,640	\$80,438	\$83,236	\$86,034	\$88,831
Water Pollution Control												
Lab Tech./Sr. Sewer Plant Op	1/1	69,477	70,257	70,999	\$71,741	\$74,774	\$77,807	\$80,840	\$83,873	\$86,905	\$89,938	\$92,971
Sr. Sewer Plant Op/Rep	1/1	68,062	68,344	69,344	\$70,344	\$73,634	\$76,923	\$80,212	\$83,502	\$86,791	\$90,080	\$93,369
Sewer Pit Op/Sewer Pit Rep	1/1	63,671	64,533	65,275	\$66,017	\$68,723	\$71,429	\$74,135	\$76,842	\$79,548	\$82,254	\$84,960
Sewer Plant Operator	1/1	67,424	68,376	69,118	\$69,860	\$72,888	\$75,915	\$78,942	\$81,969	\$84,997	\$88,024	\$91,051
Laborer 1	1/1	62,737	63,755	64,497	\$55,239	\$57,211	\$59,184	\$61,156	\$63,128	\$65,100	\$67,073	\$69,045
Sewer Plant Op/Lab Tech	1/3	66,738	67,269	68,011	\$68,753	\$71,065	\$73,438	\$75,781	\$78,124	\$100,468	#####	#####
Sewer Plant Op. P/T	1/1	\$16.25	\$17.05	\$17.85	\$19	\$19.67	\$20.47	\$21.27	\$22.07	\$22.87	\$23.67	\$25.42
Property Maintenance												
Sr. Building Maintenance Worker	1/1	61,281	62,123	62,865	\$63,607	\$65,566	\$67,525	\$69,483	\$71,442	\$73,400	\$75,359	\$77,318
Building Maintenance Worker	1/1	48,932	49,967	50,709	\$51,451	\$54,086	\$56,720	\$59,355	\$61,989	\$64,624	\$67,259	\$69,893
Laborer P/T	1/1	\$16.01	\$16.81	\$17.61	\$19	\$19.67	\$20.47	\$21.27	\$22.07	\$22.87	\$23.67	\$25.42
Building Service Worker	1/1	45,234	46,321	47,063	\$47,805	\$50,088	\$52,370	\$54,653	\$56,935	\$59,218	\$61,501	\$63,783
Parks Department												
Tree Maintenance Worker 1	1/1	52,990	53,669	54,711	\$55,453	\$57,794	\$60,134	\$62,474	\$64,815	\$67,155	\$69,495	\$71,835
Tree Maintenance Worker 2	1/1	65,482	66,185	66,927	\$67,669	\$69,539	\$71,410	\$73,280	\$75,150	\$77,021	\$78,891	\$80,761
Heavy Equipment Operator	1/1	85,482	86,185	86,927	\$87,669	\$89,539	\$91,410	\$93,280	\$95,150	\$97,021	\$98,891	\$100,761

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2022 (HIRED PRIOR TO 11/1/2013)
SCHEDULE C**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department												
Maintenance Worker 2, Grounds	1/1	61,148	62,011	62,753	\$63,495	\$66,239	\$68,983	\$71,727	\$74,471	\$77,215	\$79,959	\$82,703
Maintenance Worker 1, Grounds	1/1	52,990	53,969	54,711	\$55,453	\$57,794	\$60,134	\$62,474	\$64,815	\$67,155	\$69,495	\$71,835
Laborer 1	1/1	53,800	53,749	54,491	\$55,233	\$52,690	\$54,663	\$56,636	\$58,610	\$60,583	\$62,556	\$64,529
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$18	\$18.67	\$20.47	\$21.27	\$22.07	\$22.87	\$23.67	\$24.47
Laborer 1 PT Seasonal	1/1	\$9.47	\$10.67	\$12.35	\$15	\$16.06	\$16.86	\$17.66	\$18.46	\$19.26	\$20.06	\$21.82
Tree Maintenance Worker 3	1/1	67,848	68,617	69,359	\$70,101	\$72,943	\$75,784	\$78,625	\$81,467	\$84,308	\$87,149	\$89,991
Equipment Operator	1/1	60,654	61,524	62,266	\$63,008	\$65,585	\$68,163	\$70,741	\$73,318	\$75,898	\$78,473	\$81,051
Solid Waste												
Truck Driver	1/1	58,798	59,178	60,178	\$61,178	\$64,021	\$66,863	\$69,706	\$72,548	\$75,390	\$78,233	\$81,075
Laborer 1	1/1	56,300	57,232	57,974	\$58,716	\$61,374	\$64,031	\$66,689	\$69,346	\$72,004	\$74,661	\$77,319
Laborer 1 P/T	1/1	\$10.71	\$11.62	\$12.82	\$14	\$14.09	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$23.12
Water Utility												
Sr. Water Meter Repairer	1/1	68,982	67,762	68,504	\$69,246	\$72,044	\$74,842	\$77,640	\$80,438	\$83,236	\$86,034	\$88,831
Water Repairer 2	1/1	59,776	61,080	61,822	\$62,564	\$65,205	\$67,846	\$70,487	\$73,128	\$75,769	\$78,410	\$81,051
Water Meter Repairer 1	1/1	60,659	61,528	62,270	\$63,012	\$65,589	\$68,166	\$70,743	\$73,320	\$75,897	\$78,475	\$81,051
Water Treatment Plant Op.	1/1	60,659	61,528	62,270	\$63,012	\$65,589	\$68,166	\$70,743	\$73,320	\$75,897	\$78,474	\$81,051
Sr. Water Treatment Plant Op.	1/1	63,791	64,616	65,358	\$66,100	\$69,190	\$72,281	\$75,372	\$78,462	\$81,553	\$84,643	\$87,734
Lab Tech./Sr. Treatment Plt Op.	1/1	69,511	70,257	70,999	\$71,741	\$74,774	\$77,807	\$80,840	\$83,873	\$86,905	\$89,938	\$92,971
Pumping Station Attendant	1/1	57,752	58,663	59,405	\$60,147	\$62,606	\$65,064	\$67,523	\$69,981	\$72,439	\$74,898	\$77,356

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES -- 2022 (HIRED PRIOR TO 11/1/2013)
SCHEDULE C**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Water Utility</u>												
Meter Worker 1	1/1	57,752	58,863	59,405	\$60,147	\$62,606	\$65,064	\$67,523	\$69,981	\$72,439	\$74,898	\$77,356
Water Repairer	1/1	57,752	58,863	59,405	\$60,147	\$62,606	\$65,064	\$67,523	\$69,981	\$72,439	\$74,898	\$77,356
Laborer 1	1/1	52,774	53,755	54,497	\$55,239	\$57,211	\$58,184	\$61,156	\$63,128	\$65,100	\$67,073	\$69,045
Water Meter Inspector	1/1	63,794	65,316	66,058	\$69,246	\$72,044	\$74,842	\$77,640	\$80,438	\$83,236	\$86,034	\$88,831
Sr. Water Treatment Plt Op./Rep.	1/1/2008-43	68,096	68,860	69,602	\$70,344	\$73,634	\$76,923	\$80,212	\$83,502	\$86,791	\$90,080	\$93,368
Laborer 1 P/T	1/1	\$10.87	\$11.82	\$12.82	\$14	\$14.96	\$15.76	\$16.56	\$17.36	\$18.16	\$18.96	\$23.13
Laborer 1 PT Seasonal	1/1	\$9.42	\$10.67	\$12.35	\$15	\$16.29	\$17.09	\$17.89	\$18.69	\$19.49	\$20.29	\$21.82
<u>Recycling</u>												
Laborer 1	1/1	56,300	57,232	57,974	\$58,716	\$61,374	\$64,031	\$66,689	\$69,346	\$72,004	\$74,661	\$77,319
Laborer 1 P/T	1/1	\$10.87	\$11.82	\$12.82	\$14	\$14.96	\$15.76	\$16.56	\$17.36	\$18.16	\$18.96	\$23.13
<u>Yardwaste Recycling</u>												
Laborer 1 P/T	1/1	\$18.86	\$18.67	\$19.17	\$18	\$20.17	\$20.67	\$21.17	\$21.87	\$22.17	\$22.67	\$24.69
Truck Driver	1/1	58,798	59,694	60,436	\$61,178	\$64,021	\$66,863	\$69,705	\$72,547	\$75,390	\$78,232	\$81,074
<u>Clean Communities Grant</u>												
Laborer 1	1/1	34,529	35,768	36,610	\$37,252	\$40,219	\$43,186	\$46,152	\$49,119	\$52,086	\$55,052	\$58,019

**BLUE COLLAR SALARY RANGES – 2023 (HIRED PRIOR TO 11/1/2013)
SCHEDULE D**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services Heavy Equipment Operator	1/1	64,990	65,853	66,595	\$67,337	\$70,098	\$72,858	\$75,618	\$78,378	\$81,139	\$83,899	\$86,659
Sewer Repairer 2	1/1	64,990	65,853	66,595	\$67,337	\$70,098	\$72,858	\$75,618	\$78,378	\$81,139	\$83,899	\$86,659
Equip. Operator Streets & Sewer	1/1	61,879	62,784	63,526	\$64,268	\$66,897	\$69,526	\$72,155	\$74,785	\$77,414	\$80,043	\$82,672
Sewer Repairer 2	1/1	61,879	62,784	63,526	\$64,268	\$66,897	\$69,526	\$72,155	\$74,785	\$77,414	\$80,043	\$82,672
Truck Driver	1/1	61,128	62,044	62,788	\$63,528	\$66,267	\$69,005	\$71,744	\$74,482	\$77,221	\$79,959	\$82,698
Laborer 1	1/1	54,888	54,860	66,602	\$56,344	\$52,896	\$54,708	\$56,719	\$58,731	\$60,743	\$62,754	\$70,426
Road Repairer 1	1/1	57,438	58,406	59,148	\$59,890	\$62,601	\$65,312	\$68,022	\$70,733	\$73,444	\$76,155	\$78,865
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$19	\$20.05	\$20.85	\$21.85	\$22.45	\$23.25	\$24.05	\$25.80
Parking & Traffic St. Signal System Repairer	1/1	69,012	69,818	70,560	\$71,302	\$74,071	\$76,841	\$79,610	\$82,379	\$85,148	\$87,918	\$90,687
Systems Technician 1	1/1	64,991	65,853	66,595	\$67,337	\$70,098	\$72,858	\$75,618	\$78,378	\$81,139	\$83,899	\$86,659
Sr. Traffic Maintenance Worker	1/1	84,991	85,853	86,595	\$87,337	\$90,098	\$92,858	\$95,618	\$98,378	\$101,139	\$103,899	\$106,659
Meter Worker 1	1/1	62,399	63,297	64,039	\$64,781	\$67,583	\$70,384	\$73,186	\$75,987	\$78,789	\$81,590	\$84,392
Traffic Maintenance Worker	1/1	58,918	59,866	60,608	\$61,350	\$63,858	\$66,366	\$68,872	\$71,379	\$73,887	\$76,394	\$78,901
Electrician Stipend	1/1											\$5,564
Laborer 1	1/1	53,842	54,860	55,802	\$56,344	\$58,356	\$60,367	\$62,379	\$64,391	\$66,402	\$68,414	\$70,426
Carpenter	1/1	68,042	68,861	69,603	\$70,345	\$72,688	\$75,031	\$77,374	\$79,717	\$82,060	\$84,402	\$86,745
Maintenance Repairer	1/1	68,042	68,861	69,603	\$70,345	\$72,688	\$75,031	\$77,374	\$79,717	\$82,060	\$84,402	\$86,745
Central Garage Senior Mechanic	1/1	72,348	73,106	73,848	\$74,590	\$77,454	\$80,318	\$83,183	\$86,047	\$88,911	\$91,775	\$94,639

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED PRIOR TO 11/1/2013)
SCHEDULE D**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage												
Mechanic	1/1	68,333	69,147	69,889	\$70,631	\$73,485	\$76,339	\$79,193	\$82,046	\$84,900	\$87,754	\$90,608
Water Pollution Control												
Lab Tech./Sr. Sewer Plant Op	1/1	70,912	71,692	72,434	\$73,176	\$76,269	\$79,363	\$82,456	\$85,550	\$88,643	\$91,737	\$94,831
Sr. Sewer Plant Op/Rep	1/1	69,469	69,751	70,751	\$71,751	\$75,106	\$78,461	\$81,817	\$85,172	\$88,527	\$91,882	\$95,237
Sewer Pit Op/Sewer Pit Rep	1/1	64,991	65,853	66,595	\$67,337	\$70,098	\$72,858	\$75,618	\$78,378	\$81,139	\$83,899	\$86,659
Sewer Plant Operator	1/1	58,622	59,574	60,316	\$61,058	\$64,145	\$67,233	\$70,321	\$73,409	\$76,497	\$79,584	\$82,672
Laborer 1	1/1	53,842	54,860	55,602	\$56,344	\$58,358	\$60,367	\$62,379	\$64,391	\$66,402	\$68,414	\$70,426
Sewer Plant Op/Lab Tech	1/3	88,513	88,044	89,786	\$90,628	\$92,917	\$95,307	\$97,897	\$100,086	\$102,476	\$104,865	\$107,255
Sewer Plant Op. P/T	1/1	\$16.25	\$17.05	\$17.85	\$18.28	\$19.08	\$19.88	\$20.68	\$21.48	\$22.28	\$23.08	\$24.83
Property Maintenance												
Sr. Building Maintenance Worker	1/1	62,533	63,395	64,137	\$64,879	\$66,877	\$68,875	\$70,873	\$72,871	\$74,868	\$76,866	\$78,864
Building Maintenance Worker	1/1	49,981	50,896	51,738	\$52,480	\$55,167	\$57,855	\$60,542	\$63,229	\$65,917	\$68,604	\$71,291
Laborer P/T	1/1	\$16.01	\$16.81	\$17.61	\$18	\$20.05	\$20.85	\$21.65	\$22.45	\$23.25	\$24.05	\$25.80
Building Service Worker	1/1	46,190	47,277	48,019	\$48,761	\$51,089	\$53,418	\$55,746	\$58,074	\$60,402	\$62,731	\$65,059
Parks Department												
Tree Maintenance Worker 1	1/1	54,099	55,078	55,820	\$56,562	\$58,950	\$61,337	\$63,724	\$66,111	\$68,498	\$70,885	\$73,272
Tree Maintenance Worker 2	1/1	66,835	67,538	68,280	\$69,022	\$70,930	\$72,838	\$74,746	\$76,653	\$78,561	\$80,469	\$82,376
Heavy Equipment Operator	1/1	66,835	67,538	68,280	\$69,022	\$70,930	\$72,838	\$74,746	\$76,653	\$78,561	\$80,469	\$82,376
Maintenance Worker 2, Grounds	1/1	62,418	63,281	64,023	\$64,765	\$67,584	\$70,363	\$73,162	\$75,961	\$78,759	\$81,558	\$84,357

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED PRIOR TO 11/1/2013)
SCHEDULE D**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department												
Maintenance Worker 1, Grounds	1/1	54,099	55,078	55,820	\$56,562	\$58,950	\$61,337	\$63,724	\$66,111	\$68,498	\$70,885	\$73,272
Laborer 1	1/1	54,904	54,853	55,595	\$56,337	\$52,690	\$64,703	\$58,715	\$58,728	\$60,741	\$62,753	\$70,426
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$19	\$20.05	\$20.85	\$21.65	\$22.45	\$23.25	\$24.05	\$25.80
Laborer 1 PT Seasonal	1/1	\$9.47	\$10.67	\$12.35	\$16	\$16.37	\$17.17	\$17.97	\$18.77	\$18.57	\$20.37	\$21.82
Tree Maintenance Worker 3	1/1	69,250	70,019	70,761	\$71,503	\$74,401	\$77,300	\$80,198	\$83,096	\$85,994	\$88,892	\$91,790
Equipment Operator	1/1	61,814	62,784	63,526	\$64,268	\$68,897	\$69,526	\$72,155	\$74,785	\$77,414	\$80,043	\$82,672
Solid Waste												
Truck Driver	1/1	60,022	60,402	61,402	\$62,402	\$65,301	\$68,200	\$71,100	\$73,999	\$76,898	\$79,797	\$82,697
Laborer 1	1/1	57,474	58,406	59,148	\$59,890	\$62,601	\$65,312	\$68,022	\$70,733	\$73,444	\$76,155	\$78,865
Laborer 1 P/T	1/1	\$10.71	\$11.82	\$12.82	\$14	\$14.09	\$14.89	\$15.89	\$18.49	\$17.29	\$18.09	\$23.12
Water Utility												
Sr. Water Meter Repairer	1/1	68,367	69,147	69,889	\$70,631	\$73,485	\$76,339	\$79,193	\$82,046	\$84,900	\$87,754	\$90,608
Water Repairer 2	1/1	61,027	62,331	63,073	\$63,815	\$68,509	\$69,203	\$71,897	\$74,591	\$77,284	\$79,978	\$82,672
Water Meter Repairer 1	1/1	61,919	62,788	63,530	\$64,272	\$66,901	\$66,529	\$72,158	\$74,787	\$77,415	\$80,045	\$82,672
Water Treatment Plant Op.	1/1	61,919	62,788	63,530	\$64,272	\$68,900	\$69,529	\$72,158	\$74,786	\$77,415	\$80,043	\$82,672
Sr. Water Treatment Plant Op.	1/1	65,113	65,938	66,680	\$67,422	\$70,574	\$73,727	\$76,879	\$80,031	\$83,184	\$86,336	\$89,488
Lab Tech/Sr. Treatment Plt Op.	1/1	70,946	71,692	72,434	\$73,176	\$76,269	\$79,363	\$82,458	\$85,550	\$88,643	\$91,737	\$94,831
Pumping Station Attendant	1/1	58,955	59,888	60,608	\$61,350	\$63,858	\$66,366	\$68,873	\$71,381	\$73,888	\$76,396	\$78,903
Meter Worker 1	1/1	58,955	59,888	60,608	\$61,350	\$63,858	\$66,365	\$68,873	\$71,381	\$73,888	\$76,396	\$78,903
Water Repairer	1/1	58,955	59,888	60,608	\$61,350	\$63,858	\$66,365	\$68,873	\$71,381	\$73,888	\$76,396	\$78,903

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES - 2023 (HIRED PRIOR TO 11/1/2013)
SCHEDULE D**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility												
Laborer 1	1/1	53,879	54,860	65,602	\$56,344	\$58,356	\$80,367	\$62,379	\$64,391	\$66,402	\$68,414	\$70,426
Water Meter Inspector	1/1	63,794	65,316	86,058	\$70,631	\$73,485	\$76,339	\$79,193	\$82,046	\$84,900	\$87,754	\$90,608
Sr. Water Treatment Pit Op/Rep.	1/1/2008-43	69,503	70,267	71,009	\$71,761	\$75,106	\$78,461	\$81,817	\$85,172	\$88,527	\$91,882	\$95,237
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14	\$15.00	\$15.80	\$16.80	\$17.40	\$18.20	\$19.00	\$23.13
Laborer 1 PT Seasonal	1/1	\$9.42	\$10.67	\$12.35	\$16	\$16.60	\$17.40	\$18.20	\$19.00	\$19.80	\$20.60	\$21.62
Recycling												
Laborer 1	1/1	57,474	58,406	59,148	\$59,890	\$62,601	\$65,312	\$68,022	\$70,733	\$73,444	\$76,155	\$78,866
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14	\$15.00	\$15.80	\$16.80	\$17.40	\$18.20	\$19.00	\$23.13
Yardwaste Recycling												
Laborer 1 P/T	1/1	\$18.86	\$18.67	\$19.17	\$18	\$20.17	\$20.87	\$21.17	\$21.67	\$22.17	\$22.67	\$24.69
Truck Driver	1/1	60,022	60,918	61,860	\$62,402	\$65,301	\$68,200	\$71,099	\$73,998	\$76,897	\$79,796	\$82,695
Clean Communities Grant												
Laborer 1	1/1	35,275	36,514	37,256	\$37,998	\$41,023	\$44,049	\$47,075	\$50,101	\$53,127	\$56,153	\$59,179

COLLECTIVE BARGAINING AGREEMENT - VILLAGE OF RIDGEWOOD - BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED PRIOR TO 11/1/2013)
SCHEDULE E**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services Heavy Equipment Operator	1/1	66,337	67,200	67,942	\$68,684	\$71,500	\$74,315	\$77,131	\$79,946	\$82,762	\$85,577	\$88,393
Sewer Repairer 2	1/1	66,337	67,200	67,942	\$68,684	\$71,500	\$74,315	\$77,131	\$79,946	\$82,762	\$85,577	\$88,393
Equip. Operator Streets & Sewer	1/1	63,164	64,069	64,811	\$65,553	\$68,235	\$70,917	\$73,598	\$76,280	\$78,962	\$81,644	\$84,326
Sewer Repairer 2	1/1	63,164	64,069	64,811	\$65,553	\$68,235	\$70,917	\$73,598	\$76,280	\$78,962	\$81,644	\$84,326
Truck Driver	1/1	62,399	63,315	64,057	\$64,799	\$67,592	\$70,385	\$73,179	\$75,972	\$78,765	\$81,558	\$84,352
Laborer 1	1/1	56,016	56,987	56,729	\$57,471	\$52,888	\$54,748	\$56,800	\$58,852	\$60,904	\$62,955	\$71,834
Road Repairer 1	1/1	58,636	59,604	60,346	\$61,088	\$63,853	\$66,618	\$69,383	\$72,148	\$74,913	\$77,678	\$80,443
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$20.	\$20.44	\$21.24	\$22.04	\$22.84	\$23.64	\$24.44	\$26.19
Parking & Traffic Sr. Signal System Repairer	1/1	70,438	71,244	71,986	\$72,728	\$75,553	\$78,377	\$81,202	\$84,027	\$86,851	\$89,676	\$92,501
Systems Technician 1	1/1	66,338	67,200	67,942	\$68,684	\$71,500	\$74,315	\$77,131	\$79,946	\$82,762	\$85,577	\$88,393
Sr. Traffic Maintenance Worker	1/1	66,338	67,200	67,942	\$68,684	\$71,500	\$74,315	\$77,131	\$79,946	\$82,762	\$85,577	\$88,393
Meter Worker 1	1/1	63,695	64,593	65,335	\$66,077	\$68,934	\$71,792	\$74,649	\$77,507	\$80,365	\$83,222	\$86,080
Traffic Maintenance Worker	1/1	60,145	61,093	61,835	\$62,577	\$65,135	\$67,692	\$70,249	\$72,807	\$75,364	\$77,922	\$80,479
Electrician Stipend	1/1											\$5,675
Laborer 1	1/1	54,969	55,967	56,729	\$57,471	\$59,523	\$61,575	\$63,627	\$65,678	\$67,730	\$69,782	\$71,834
Carpenter	1/1	68,449	70,268	71,010	\$71,752	\$74,142	\$76,532	\$78,921	\$81,311	\$83,701	\$86,091	\$88,480
Maintenance Repairer	1/1	69,449	70,268	71,010	\$71,752	\$74,142	\$76,532	\$78,921	\$81,311	\$83,701	\$86,091	\$88,480
Central Garage Senior Mechanic	1/1	73,840	74,598	75,340	\$76,082	\$79,003	\$81,925	\$84,846	\$87,768	\$90,689	\$93,611	\$96,532

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED PRIOR TO 11/1/2013)
SCHEDULE E**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage												
Mechanic	1/1	69,746	70,560	71,302	\$72,044	\$74,955	\$77,866	\$80,776	\$83,687	\$86,598	\$89,509	\$92,420
Water Pollution Control												
Lab Tech./Sr. Sewer Plant Op	1/1	72,375	73,155	73,897	\$74,639	\$77,795	\$80,950	\$84,106	\$87,261	\$90,418	\$93,572	\$96,727
Sr. Sewer Plant Op/Rep	1/1	70,904	71,186	72,188	\$73,186	\$76,609	\$80,031	\$83,453	\$86,876	\$90,297	\$93,718	\$97,142
Sewer Pit Op/Sewer Pit Rep	1/1	66,338	67,200	67,942	\$68,684	\$71,500	\$74,315	\$77,131	\$79,946	\$82,762	\$85,577	\$88,393
Sewer Plant Operator	1/1	59,843	60,795	61,537	\$62,279	\$65,428	\$68,578	\$71,727	\$74,877	\$78,026	\$81,176	\$84,326
Laborer 1	1/1	54,969	55,987	56,729	\$57,471	\$59,523	\$61,575	\$63,627	\$65,678	\$67,730	\$69,782	\$71,834
Sewer Plant Op/Lab Tech	1/3	90,323	90,854	91,596	\$92,338	\$94,776	\$97,213	\$99,651	\$102,088	\$104,525	\$106,963	\$109,400
Sewer Plant Op. P/T	1/1	\$16.25	\$17.05	\$17.85	\$18.28	\$19.08	\$19.88	\$20.68	\$21.48	\$22.28	\$23.08	\$24.83
Property Maintenance												
Sr. Building Maintenance Worker	1/1	63,831	64,693	65,435	\$66,177	\$68,215	\$70,253	\$72,290	\$74,328	\$76,366	\$78,404	\$80,441
Building Maintenance Worker	1/1	51,011	52,046	52,788	\$53,530	\$56,271	\$59,012	\$61,753	\$64,494	\$67,235	\$69,976	\$72,717
Laborer P/T	1/1	\$16.01	\$16.81	\$17.61	\$20	\$20.44	\$21.24	\$22.04	\$22.84	\$23.64	\$24.44	\$26.19
Building Service Worker	1/1	47,165	48,252	48,994	\$49,736	\$52,111	\$54,486	\$56,861	\$59,236	\$61,610	\$63,985	\$66,360
Parks Department												
Tree Maintenance Worker 1	1/1	55,231	56,210	56,952	\$57,694	\$60,129	\$62,563	\$64,998	\$67,433	\$69,868	\$72,303	\$74,738
Tree Maintenance Worker 2	1/1	68,216	68,919	69,661	\$70,403	\$72,349	\$74,295	\$76,240	\$78,186	\$80,132	\$82,078	\$84,024
Heavy Equipment Operator	1/1	68,216	68,919	69,661	\$70,403	\$72,349	\$74,295	\$76,240	\$78,186	\$80,132	\$82,078	\$84,024
Maintenance Worker 2, Grounds	1/1	63,713	64,576	65,318	\$66,060	\$68,915	\$71,770	\$74,625	\$77,480	\$80,335	\$83,189	\$86,044

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED PRIOR TO 11/1/2013)
SCHEDULE E**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department Maintenance Worker 1, Grounds	1/1	55,231	56,210	56,952	\$57,694	\$60,129	\$62,563	\$64,998	\$67,433	\$69,868	\$72,303	\$74,738
Laborer 1	1/1	56,031	55,980	56,722	\$57,464	\$52,690	\$54,743	\$56,796	\$58,849	\$60,902	\$62,954	\$71,834
Laborer P/T	1/1	\$16.25	\$17.05	\$17.85	\$20	\$20.44	\$21.24	\$22.04	\$22.84	\$23.64	\$24.44	\$26.19
Laborer 1 PT Seasonal	1/1	\$9.47	\$10.67	\$12.35	\$16	\$16.68	\$17.48	\$18.28	\$19.08	\$19.88	\$20.68	\$21.82
Tree Maintenance Worker 3	1/1	70,660	71,449	72,191	\$72,933	\$75,889	\$78,846	\$81,802	\$84,759	\$87,714	\$90,670	\$93,626
Equipment Operator	1/1	63,199	64,069	64,811	\$65,553	\$68,235	\$70,917	\$73,598	\$76,280	\$78,962	\$81,644	\$84,326
Solid Waste Truck Driver	1/1	61,270	61,650	62,850	\$63,650	\$68,807	\$69,564	\$72,522	\$75,479	\$78,436	\$81,393	\$84,351
Laborer 1	1/1	58,672	59,604	60,346	\$61,088	\$63,863	\$66,618	\$69,383	\$72,148	\$74,913	\$77,678	\$80,443
Laborer 1 P/T	1/1	\$10.71	\$11.62	\$12.82	\$14	\$14.08	\$14.89	\$15.69	\$16.49	\$17.29	\$18.09	\$23.12
Water Utility Sr. Water Meter Repairer	1/1	69,780	70,560	71,302	\$72,044	\$74,955	\$77,866	\$80,776	\$83,687	\$86,598	\$89,509	\$92,420
Water Repairer 2	1/1	62,303	63,607	64,349	\$65,091	\$67,839	\$70,587	\$73,335	\$76,082	\$78,830	\$81,578	\$84,326
Water Meter Repairer 1	1/1	63,205	64,074	64,816	\$65,558	\$68,239	\$70,920	\$73,601	\$76,282	\$78,963	\$81,645	\$84,326
Water Treatment Plant Op.	1/1	63,204	64,073	64,815	\$65,557	\$68,238	\$70,920	\$73,601	\$76,282	\$78,963	\$81,644	\$84,326
Sr. Water Treatment Plant Op.	1/1	66,461	67,288	68,028	\$68,770	\$71,988	\$75,201	\$78,417	\$81,632	\$84,847	\$88,063	\$91,278
Lab. Tech./Sr. Treatment Pl. Op.	1/1	72,409	73,165	73,897	\$74,639	\$77,796	\$80,950	\$84,106	\$87,261	\$90,416	\$93,572	\$96,727
Pumping Station Attendant	1/1	60,182	61,093	61,835	\$62,577	\$65,135	\$67,693	\$70,250	\$72,808	\$75,366	\$77,924	\$80,481
Meter Worker 1	1/1	60,182	61,093	61,835	\$62,577	\$65,135	\$67,693	\$70,250	\$72,808	\$75,366	\$77,924	\$80,481
Water Repairer	1/1	60,182	61,093	61,835	\$62,577	\$65,135	\$67,693	\$70,250	\$72,808	\$75,366	\$77,924	\$80,481

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED PRIOR TO 11/1/2013)
SCHEDULE E**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility												
Laborer 1	1/1	55,008	55,987	56,729	\$57,471	\$59,523	\$61,575	\$63,627	\$65,678	\$67,730	\$69,782	\$71,834
Water Meter Inspector	1/1	63,794	65,316	66,058	\$72,044	\$74,955	\$77,866	\$80,778	\$83,687	\$86,598	\$89,509	\$92,420
Sr. Water Treatment Plt. Op./Rep.	1/1/2008-43	70,938	71,702	72,444	\$73,186	\$76,608	\$80,031	\$83,453	\$86,875	\$90,297	\$93,719	\$97,142
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14	\$15.03	\$15.83	\$16.63	\$17.43	\$18.23	\$19.03	\$23.13
Laborer 1 PT Seasonal	1/1	\$8.42	\$10.67	\$12.35	\$16	\$16.92	\$17.72	\$18.52	\$19.32	\$20.12	\$20.92	\$21.82
Recycling												
Laborer 1	1/1	58,672	59,604	60,346	\$61,088	\$63,853	\$66,618	\$69,383	\$72,148	\$74,913	\$77,678	\$80,443
Laborer 1 P/T	1/1	\$10.87	\$11.62	\$12.82	\$14	\$16.03	\$15.83	\$16.63	\$17.43	\$18.23	\$19.03	\$23.13
Yardwaste Recycling												
Laborer 1 P/T	1/1	\$18.88	\$18.67	\$19.17	\$18	\$20.17	\$20.67	\$21.17	\$21.67	\$22.17	\$22.67	\$24.69
Truck Driver	1/1	61,270	62,166	62,808	\$63,650	\$66,807	\$69,564	\$72,521	\$75,478	\$78,435	\$81,392	\$84,349
Clean Communities Grant												
Laborer 1	1/1	36,034	37,273	38,015	\$38,757	\$41,844	\$44,930	\$48,017	\$51,103	\$54,190	\$57,276	\$60,363

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2020 (HIRED AFTER 11/1/2013)
SCHEDULE F**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services Heavy Equipment Operator	1/1	53,902	54,902	59,996	\$60,996	\$63,310	\$65,624	\$67,938	\$70,252	\$72,566	\$74,879	\$77,193
Sewer Repairer 2	1/1	53,902	54,902	59,996	\$60,996	\$63,310	\$65,624	\$67,938	\$70,252	\$72,566	\$74,879	\$77,193
Equip. Operator Streets & Sewer	1/1	51,313	52,313	57,221	\$58,221	\$60,424	\$62,627	\$64,830	\$67,033	\$69,236	\$71,439	\$73,642
Sewer Repairer 2	1/1	51,313	52,313	57,221	\$58,221	\$60,424	\$62,627	\$64,830	\$67,033	\$69,236	\$71,439	\$73,642
Truck Driver	1/1	50,690	51,690	56,563	\$57,553	\$59,855	\$62,156	\$64,458	\$66,760	\$69,061	\$71,363	\$73,664
Laborer 1	1/1	44,630	45,630	50,057	\$51,057	\$52,725	\$54,393	\$56,061	\$57,729	\$59,397	\$61,065	\$62,733
Laborer 1 PT	1/1	\$14.22	\$14.98	\$16.02	\$15	\$16.21	\$17.17	\$18.13	\$19.09	\$20.05	\$21.01	\$23
Road Repairer 1	1/1	47,622	48,622	53,264	\$54,264	\$56,548	\$58,832	\$61,116	\$63,400	\$65,684	\$67,968	\$70,251
Parking & Traffic Sr. Signal System Repairer	1/1	57,247	58,247	63,582	\$64,582	\$66,896	\$69,210	\$71,524	\$73,839	\$76,153	\$78,467	\$80,781
Systems Technician 1	1/1	53,902	54,902	59,996	\$60,996	\$63,310	\$65,624	\$67,938	\$70,252	\$72,566	\$74,879	\$77,193
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	59,996	\$60,996	\$63,310	\$65,624	\$67,938	\$70,252	\$72,566	\$74,879	\$77,193
Meter Worker 1	1/1	51,747	52,747	57,886	\$58,886	\$61,041	\$63,197	\$65,352	\$67,508	\$69,663	\$71,818	\$73,974
Traffic Maintenance Worker	1/1	48,853	49,853	54,584	\$55,584	\$57,684	\$59,783	\$61,883	\$63,983	\$66,083	\$68,183	\$70,282
Electrician Stipend	1/1											\$4,754
Laborer 1	1/1	44,630	45,630	50,057	\$51,057	\$52,725	\$54,393	\$56,061	\$57,729	\$59,397	\$61,065	\$62,733
Maintenance Repairer	1/1	56,439	57,439	62,716	\$63,716	\$65,652	\$67,589	\$69,525	\$71,462	\$73,398	\$75,335	\$77,272

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES -- 2020 (HIRED AFTER 11/1/2013)
SCHEDULE F**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage												
Senior Mechanic	1/1	60,020	61,020	66,554	\$67,554	\$89,947	\$72,340	\$74,732	\$77,125	\$79,517	\$81,910	\$84,303
Mechanic	1/1	56,680	59,277	62,974	\$63,974	\$66,365	\$68,756	\$71,147	\$73,538	\$75,929	\$78,320	\$80,710
Water Pollution Control												
Lab Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	65,276	\$66,276	\$68,875	\$71,474	\$74,074	\$76,673	\$79,272	\$81,871	\$84,471
Sr. Sewer Plant Op/Rep	1/1	57,825	58,825	63,987	\$64,987	\$67,822	\$70,658	\$73,493	\$76,328	\$79,164	\$81,999	\$84,834
Sewer Pit Op/Sewer Pit Rep	1/1	53,902	54,902	59,986	\$60,986	\$63,310	\$65,624	\$67,938	\$70,252	\$72,566	\$74,879	\$77,193
Sewer Plant Operator	1/1	48,608	49,608	54,319	\$55,319	\$57,837	\$60,354	\$63,172	\$65,789	\$68,407	\$71,024	\$73,642
Laborer	1/1	44,630	45,630	50,057	\$51,057	\$52,725	\$54,393	\$56,061	\$57,729	\$59,397	\$61,065	\$62,733
Sewer Plant Op/Lab Tech	1/3	73,462	74,462	81,012	\$82,012	\$83,945	\$85,877	\$87,810	\$89,742	\$91,675	\$93,607	\$95,540
Sewer Plant Op. P/T	1/1	\$14.22	\$14.98	\$15.02	\$18	\$18.27	\$19.03	\$19.79	\$20.55	\$21.31	\$22.07	\$25
Property Maintenance												
Sr. Building Maintenance Worker	1/1	61,829	62,829	57,774	\$58,774	\$60,413	\$62,053	\$63,692	\$65,332	\$66,971	\$68,611	\$70,250
Building Service Worker	1/1	41,371	42,371	43,202	\$44,202	\$46,166	\$48,130	\$50,095	\$52,059	\$54,023	\$55,988	\$57,952
Laborer 1:PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.21	\$17.17	\$18.13	\$19.09	\$20.05	\$21.01	\$23
Building Maintenance Worker	1/1	38,234	39,235	46,564	\$47,564	\$49,841	\$52,118	\$54,395	\$56,672	\$58,949	\$61,226	\$63,503
Parks Department												
Tree Maintenance Worker 1	1/1	44,815	47,293	50,255	\$51,255	\$53,257	\$55,260	\$57,262	\$59,264	\$61,266	\$63,268	\$65,270
Tree Maintenance Worker 2	1/1	55,324	56,324	61,520	\$62,520	\$64,072	\$65,623	\$67,174	\$68,725	\$70,276	\$71,827	\$73,378
Heavy Equipment Operator	1/1	65,324	66,324	60,615	\$61,615	\$63,295	\$64,976	\$66,656	\$68,337	\$70,017	\$71,698	\$73,378

COLLECTIVE BARGAINING AGREEMENT -- VILLAGE OF RIDGEWOOD -- BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES -- 2020 (HIRED AFTER 11/1/2013)
SCHEDULE F**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department Maintenance Worker 2, Grounds	1/1	51,733	52,733	57,871	\$58,671	\$61,024	\$63,378	\$65,731	\$68,084	\$70,437	\$72,791	\$75,144
Maintenance Worker 1, Grounds	1/1	44,815	47,293	50,255	\$51,255	\$53,257	\$55,260	\$57,262	\$59,264	\$61,266	\$63,268	\$65,270
Laborer 1	1/1	44,630	45,630	50,057	\$51,057	\$52,725	\$54,393	\$56,061	\$57,729	\$59,397	\$61,065	\$62,733
Laborer 1-PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.13	\$17.09	\$18.05	\$19.01	\$19.87	\$20.93	\$23
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.21	\$17.17	\$18.13	\$19.09	\$20.05	\$21.01	\$23
Tree Maintenance Worker 3	1/1	57,418	58,418	63,783	\$64,763	\$67,191	\$69,620	\$72,048	\$74,477	\$76,905	\$79,334	\$81,762
Forestry Aide				45,737	\$46,737	\$48,764	\$50,792	\$52,820	\$54,847	\$56,875	\$58,902	\$60,930
Solid Waste Truck Driver	1/1	49,740	50,740	55,535	\$56,535	\$58,982	\$61,429	\$63,876	\$66,323	\$68,769	\$71,216	\$73,663
Laborer 1	1/1	47,622	48,622	53,264	\$54,264	\$56,548	\$58,832	\$61,116	\$63,400	\$65,684	\$67,968	\$70,251
Water Utility Sr. Water Meter Repairer	1/1	58,880	57,880	62,974	\$63,974	\$66,365	\$68,756	\$71,147	\$73,538	\$75,929	\$78,320	\$80,710
Water Repairer 2	1/1	51,317	52,317	57,225	\$58,225	\$60,428	\$62,630	\$64,832	\$67,035	\$69,237	\$71,440	\$73,642
Water Meter Repairer 1	1/1	51,317	52,317	57,225	\$58,225	\$60,428	\$62,630	\$64,832	\$67,035	\$69,237	\$71,440	\$73,642
Water Treatment Plant Operator	1/1	51,317	52,317	57,225	\$58,225	\$60,428	\$62,630	\$64,832	\$67,035	\$69,237	\$71,440	\$73,642
Sr. Water Treatment Plant Operator	1/1	53,974	54,974	60,073	\$61,073	\$63,738	\$66,399	\$69,062	\$71,725	\$74,388	\$77,051	\$79,714
Lab Tech./Sr. Treatment Plt Op.	1/1	58,827	59,827	65,276	\$66,276	\$68,875	\$71,474	\$74,074	\$76,673	\$79,272	\$81,871	\$84,471
Pumping Station Attendant	1/1	48,853	49,853	54,584	\$55,584	\$57,884	\$59,784	\$61,884	\$63,984	\$66,084	\$68,185	\$70,285
Meter Worker 1	1/1	48,853	49,853	53,762	\$55,584	\$57,884	\$59,784	\$61,884	\$63,984	\$66,084	\$68,185	\$70,285

COLLECTIVE BARGAINING AGREEMENT - VILLAGE OF RIDGEWOOD - BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2020 (HIRED AFTER 11/1/2013)
SCHEDULE F**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility												
Water Repairer	1/1	48,853	49,853	54,584	\$55,584	\$57,684	\$59,784	\$61,884	\$63,984	\$66,084	\$68,185	\$70,285
Laborer 1	1/1	44,630	45,630	50,057	\$51,057	\$52,725	\$54,393	\$56,061	\$57,729	\$59,397	\$61,065	\$62,733
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.21	\$17.17	\$18.13	\$19.09	\$20.05	\$21.01	\$23
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.21	\$17.17	\$18.13	\$19.09	\$20.05	\$21.01	\$23
Water Meter Inspector	1/1	56,680	57,680	62,974	\$63,974	\$66,365	\$68,756	\$71,147	\$73,538	\$75,929	\$78,320	\$80,710
Equipment Operator	1/1	55,514	58,514	58,391	\$59,391	\$61,427	\$63,463	\$65,499	\$67,535	\$69,570	\$71,606	\$73,642
Sr. Water Treatment Plt. Op./Rep.	1/1	57,625	58,625	63,987	\$64,987	\$67,822	\$70,658	\$73,493	\$76,328	\$79,164	\$81,999	\$84,834
Recycling Laborer 1	1/1	47,622	48,622	53,264	\$54,264	\$56,548	\$58,832	\$61,116	\$63,400	\$65,684	\$67,968	\$70,251
Recycling Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.21	\$17.17	\$18.13	\$19.09	\$20.05	\$21.01	\$23
Truck Driver	1/1	49,005	50,005	54,747	\$55,747	\$58,151	\$60,555	\$62,959	\$65,363	\$67,766	\$70,170	\$72,574
Yardwaste Recycling Laborer 1 P/T	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.21	\$17.17	\$18.13	\$19.09	\$20.05	\$21.01	\$23
Clean Communities Grant Laborer 1	1/1	29,156	30,156	33,470	\$34,470	\$36,965	\$39,460	\$41,955	\$44,450	\$46,946	\$49,441	\$51,936

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2021 (HIRED AFTER 11/1/2013)
SCHEDULE G**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services												
Heavy Equipment Operator	1/1	53,902	54,902	60,911	\$61,911	\$64,262	\$66,613	\$68,963	\$71,314	\$73,665	\$76,016	\$78,367
Sewer Repairer 2	1/1	53,902	54,902	60,911	\$61,911	\$64,260	\$66,608	\$68,957	\$71,305	\$73,654	\$76,003	\$78,351
Equip. Operator Streets & Sewer	1/1	51,313	52,313	58,094	\$59,094	\$61,330	\$63,566	\$65,802	\$68,038	\$70,274	\$72,511	\$74,747
Sewer Repairer 2	1/1	51,313	52,313	58,094	\$59,094	\$61,330	\$63,566	\$65,802	\$68,038	\$70,274	\$72,511	\$74,747
Truck Driver	1/1	50,680	51,680	57,416	\$58,416	\$60,753	\$63,089	\$65,425	\$67,761	\$70,097	\$72,433	\$74,769
Laborer 1	1/1	44,630	45,630	50,823	\$51,823	\$53,516	\$55,209	\$56,902	\$58,595	\$60,288	\$61,981	\$63,674
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$24
Road Repairer 1	1/1	47,622	48,622	54,078	\$55,078	\$57,396	\$59,715	\$62,033	\$64,351	\$66,669	\$68,987	\$71,305
Parking & Traffic												
Sr. Signal System Repairer	1/1	57,247	58,247	64,651	\$65,551	\$67,889	\$70,248	\$72,597	\$74,946	\$77,295	\$79,644	\$81,993
Systems Technician 1	1/1	53,902	54,902	60,911	\$61,911	\$64,260	\$66,608	\$68,957	\$71,305	\$73,654	\$76,003	\$78,351
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	60,911	\$61,911	\$64,260	\$66,608	\$68,957	\$71,305	\$73,654	\$76,003	\$78,351
Meter Worker 1	1/1	51,747	52,747	58,566	\$59,566	\$61,957	\$64,348	\$66,739	\$69,129	\$71,520	\$73,911	\$76,301
Traffic Maintenance Worker	1/1	48,853	49,853	55,418	\$56,418	\$58,549	\$60,680	\$62,812	\$64,943	\$67,074	\$69,205	\$71,337
Electrician Stipend	1/1											\$4,825
Laborer 1	1/1	44,630	45,630	50,823	\$51,823	\$53,516	\$55,209	\$56,902	\$58,595	\$60,288	\$61,981	\$63,674
Maintenance Repairer	1/1	56,439	57,439	63,671	\$64,671	\$66,637	\$68,603	\$70,568	\$72,534	\$74,499	\$76,465	\$78,431
Central Garage												
Senior Mechanic	1/1	60,020	61,020	67,668	\$68,568	\$70,996	\$73,425	\$75,853	\$78,282	\$80,710	\$83,139	\$85,567

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2021 (HIRED AFTER 11/1/2013)
SCHEDULE G**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage												
Mechanic	1/1	58,880	59,277	63,934	\$64,934	\$67,360	\$69,787	\$72,214	\$74,641	\$77,068	\$79,494	\$81,921
Lab Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	66,270	\$67,270	\$68,908	\$72,546	\$75,185	\$77,823	\$80,461	\$83,100	\$85,738
Sr. Sewer Plant Op/Rep	1/1	57,625	58,625	64,962	\$65,962	\$68,840	\$71,718	\$74,595	\$77,473	\$80,351	\$83,229	\$86,107
Sewer Pit Op/Sewer Pit Rep	1/1	53,902	54,902	60,911	\$61,911	\$64,260	\$66,608	\$68,957	\$71,305	\$73,654	\$76,003	\$78,351
Sewer Plant Operator	1/1	48,806	49,806	55,149	\$56,149	\$58,806	\$61,463	\$64,119	\$66,776	\$68,433	\$72,090	\$74,747
Laborer	1/1	44,630	45,630	50,823	\$51,823	\$53,516	\$55,209	\$56,902	\$58,595	\$60,288	\$61,981	\$63,674
Sewer Plant Op/Lab Tech	1/3	73,462	74,462	82,243	\$83,243	\$85,204	\$87,165	\$89,127	\$91,088	\$93,050	\$95,011	\$96,973
Sewer Plant Op. P/T	1/1	\$14.22	\$14.98	\$17.25	\$18	\$18.53	\$19.29	\$20.05	\$20.81	\$21.57	\$22.33	\$25
Property Maintenance												
Sr. Building Maintenance Worker	1/1	51,829	52,829	58,905	\$59,656	\$61,320	\$62,984	\$64,648	\$66,312	\$67,976	\$69,640	\$71,304
Building Service Worker	1/1	41,371	42,371	42,549	\$44,865	\$46,859	\$48,852	\$50,846	\$52,840	\$54,834	\$56,827	\$58,821
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$24
Building Maintenance Worker	1/1	38,234	39,235	45,861	\$48,277	\$50,588	\$52,900	\$55,211	\$57,522	\$59,833	\$62,145	\$64,456
Parks Department												
Tree Maintenance Worker 1	1/1	44,815	47,293	49,498	\$52,024	\$54,056	\$56,088	\$58,121	\$60,153	\$62,185	\$64,217	\$66,249
Tree Maintenance Worker 2	1/1	55,324	58,324	60,597	\$63,458	\$65,033	\$66,607	\$68,181	\$69,756	\$71,330	\$72,905	\$74,479
Heavy Equipment Operator	1/1	55,324	56,324	60,597	\$61,633	\$63,468	\$65,304	\$67,139	\$68,974	\$70,809	\$72,644	\$74,479
Maintenance Worker 2, Grounds	1/1	51,733	52,733	56,804	\$59,551	\$61,940	\$64,328	\$66,717	\$69,105	\$71,494	\$73,882	\$76,271

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2021 (HIRED AFTER 11/1/2013)
SCHEDULE G**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department												
Maintenance Worker 1, Grounds	1/1	44,815	47,293	49,498	\$52,024	\$54,056	\$56,088	\$58,121	\$60,153	\$62,185	\$64,217	\$66,249
Laborer 1	1/1	44,630	45,630	49,296	\$51,823	\$53,516	\$55,209	\$56,902	\$58,595	\$60,288	\$61,981	\$63,674
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.36	\$17.32	\$16.28	\$19.24	\$20.20	\$21.16	\$24
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.88	\$15.02	\$15	\$16.43	\$17.38	\$18.35	\$19.31	\$20.27	\$21.23	\$24
Tree Maintenance Worker 3	1/1	57,416	58,416	62,806	\$65,734	\$68,199	\$70,664	\$73,129	\$75,594	\$78,059	\$80,524	\$82,988
Forestry Aide				47,150	\$48,150	\$50,106	\$52,062	\$54,019	\$55,975	\$57,931	\$59,888	\$61,844
Solid Waste												
Truck Driver	1/1	49,740	50,740	53,923	\$57,383	\$59,866	\$62,350	\$64,834	\$67,317	\$69,801	\$72,285	\$74,768
Laborer 1	1/1	47,622	48,622	52,462	\$55,078	\$57,396	\$59,715	\$62,033	\$64,351	\$66,669	\$68,987	\$71,305
Water Utility												
Sr. Water Meter Repairer	1/1	56,680	57,680	62,029	\$64,934	\$67,360	\$69,787	\$72,214	\$74,641	\$77,068	\$79,494	\$81,921
Water Repairer 2	1/1	51,317	52,317	56,385	\$59,099	\$61,334	\$63,569	\$65,805	\$68,040	\$70,276	\$72,511	\$74,747
Water Meter Repairer 1	1/1	51,317	52,317	56,366	\$59,099	\$61,334	\$63,569	\$65,805	\$68,040	\$70,276	\$72,511	\$74,747
Water Treatment Plant Operator	1/1	51,317	52,317	56,365	\$59,099	\$61,334	\$63,569	\$65,805	\$68,040	\$70,276	\$72,511	\$74,747
Sr. Water Treatment Plant Operator	1/1	53,974	54,974	59,171	\$61,989	\$64,692	\$67,395	\$70,098	\$72,801	\$75,504	\$78,208	\$80,909
Lab Tech./Sr. Treatment Pit Op.	1/1	58,827	59,827	64,296	\$67,270	\$69,908	\$72,546	\$75,185	\$77,823	\$80,461	\$83,100	\$85,738
Pumping Station Attendant	1/1	48,853	49,853	53,782	\$56,418	\$58,549	\$60,681	\$62,812	\$64,944	\$67,075	\$69,207	\$71,339
Meter Worker 1	1/1	48,853	49,853	53,782	\$56,418	\$58,549	\$60,681	\$62,812	\$64,944	\$67,075	\$69,207	\$71,339
Water Repairer	1/1	48,853	49,853	53,782	\$56,418	\$58,549	\$60,681	\$62,812	\$64,944	\$67,075	\$69,207	\$71,339
Laborer 1	1/1	44,830	45,630	49,302	\$51,823	\$53,516	\$55,209	\$56,902	\$58,595	\$60,288	\$61,981	\$63,674

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2021 (HIRED AFTER 11/1/2013)
SCHEDULE G**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility												
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$24
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$24
Water Meter Inspector	1/1	56,680	57,680	62,029	\$64,934	\$67,360	\$69,787	\$72,214	\$74,641	\$77,068	\$79,494	\$81,921
Equipment Operator	1/1	55,514	56,514	59,282	\$60,282	\$62,349	\$64,415	\$66,481	\$68,548	\$70,614	\$72,680	\$74,747
Sr. Water Treatment Pit Op./Rep.	1/1	57,625	58,625	63,027	\$65,962	\$68,840	\$71,718	\$74,695	\$77,473	\$80,351	\$83,229	\$86,107
Recycling												
Laborer 1	1/1	47,822	48,622	52,482	\$55,078	\$57,398	\$59,715	\$62,033	\$64,351	\$66,669	\$68,987	\$71,305
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$24
Truck Driver	1/1	40,005	50,005	53,923	\$56,583	\$59,023	\$61,463	\$63,903	\$66,343	\$68,783	\$71,223	\$73,663
Yardwaste Recycling												
Laborer 1 P/T	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.43	\$17.39	\$18.35	\$19.31	\$20.27	\$21.23	\$24
Clean Communities Grant												
Laborer 1	1/1	29,156	30,156	32,960	\$34,987	\$37,519	\$40,052	\$42,585	\$45,117	\$47,650	\$50,182	\$52,715

**BLUE COLLAR SALARY RANGES – 2022 (HIRED AFTER 11/1/2013)
SCHEDULE H**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services												
Heavy Equipment Operator	1/1	53,902	54,902	61,995	\$62,995	\$65,386	\$67,778	\$70,170	\$72,562	\$74,954	\$77,346	\$79,738
Sewer Repairer 2	1/1	53,902	54,902	61,995	\$62,995	\$65,384	\$67,774	\$70,164	\$72,553	\$74,943	\$77,333	\$79,722
Equip. Operator Streets & Sewer	1/1	51,313	52,313	59,128	\$60,128	\$62,404	\$64,679	\$66,954	\$69,229	\$71,504	\$73,779	\$76,055
Sewer Repairer 2	1/1	51,313	52,313	59,128	\$60,128	\$62,404	\$64,679	\$66,954	\$69,229	\$71,504	\$73,779	\$76,055
Truck Driver	1/1	60,890	51,890	58,439	\$69,439	\$61,816	\$64,193	\$66,570	\$68,947	\$71,324	\$73,701	\$76,078
Laborer 1	1/1	44,630	45,630	51,730	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$16.70	\$17.68	\$18.62	\$19.58	\$20.54	\$21.50	\$24
Road Repairer 1	1/1	47,622	48,622	55,042	\$56,042	\$58,401	\$60,760	\$63,118	\$65,477	\$67,836	\$70,194	\$72,553
Parking & Traffic												
Sr. Signal System Repairer	1/1	57,247	58,247	65,698	\$66,698	\$69,088	\$71,478	\$73,868	\$76,258	\$78,648	\$81,038	\$83,428
Systems Technician 1	1/1	53,902	54,902	61,995	\$62,995	\$65,384	\$67,774	\$70,164	\$72,553	\$74,943	\$77,333	\$79,722
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	61,995	\$62,995	\$65,384	\$67,774	\$70,164	\$72,553	\$74,943	\$77,333	\$79,722
Meter Worker 1	1/1	51,747	52,747	59,609	\$60,609	\$63,041	\$65,474	\$67,908	\$70,339	\$72,772	\$75,204	\$77,637
Traffic Maintenance Worker	1/1	48,853	49,853	56,405	\$57,405	\$59,574	\$61,742	\$63,911	\$66,079	\$68,248	\$70,417	\$72,585
Electrician Stipend	1/1											\$4,910
Laborer 1	1/1	44,630	45,630	51,730	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Maintenance Repairer	1/1	56,439	57,439	64,803	\$65,803	\$67,803	\$69,803	\$71,803	\$73,803	\$75,803	\$77,803	\$79,803
Central Garage												
Senior Mechanic	1/1	60,020	61,020	68,768	\$69,768	\$72,239	\$74,710	\$77,181	\$79,652	\$82,123	\$84,594	\$87,064

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2022 (HIRED AFTER 11/1/2013)
SCHEDULE H**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage												
Mechanic	1/1	56,680	59,277	65,070	\$66,070	\$68,539	\$71,008	\$73,478	\$75,947	\$78,416	\$80,885	\$83,355
Water Pollution Control												
Lab Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	67,447	\$68,447	\$71,131	\$73,816	\$76,500	\$79,185	\$81,869	\$84,554	\$87,238
Sr. Sewer Plant Op/Rep	1/1	57,625	58,825	66,116	\$67,116	\$70,044	\$72,973	\$75,901	\$78,829	\$81,757	\$84,685	\$87,614
Sewer Plt. Op/Sewer Plt Rep	1/1	53,902	54,902	61,995	\$62,995	\$65,384	\$67,774	\$70,164	\$72,553	\$74,943	\$77,333	\$79,722
Sewer Plant Operator	1/1	48,606	49,606	56,132	\$57,132	\$59,835	\$62,538	\$65,241	\$67,945	\$70,648	\$73,351	\$76,055
Laborer	1/1	44,630	45,630	51,730	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Sewer Plant Op/Lab Tech	1/3	73,462	74,462	83,698	\$84,699	\$86,695	\$88,691	\$90,687	\$92,682	\$94,678	\$96,674	\$98,670
Sewer Plant Op. PT	1/1	\$14.22	\$14.98	\$17.25	\$18	\$18.84	\$19.60	\$20.38	\$21.12	\$21.88	\$22.64	\$25
Property Maintenance												
Sr. Building Maintenance Worker	1/1	51,829	52,829	56,905	\$60,700	\$62,393	\$64,086	\$65,779	\$67,472	\$69,166	\$70,859	\$72,552
Building Service Worker	1/1	41,371	42,871	42,549	\$45,660	\$47,679	\$49,707	\$51,738	\$53,765	\$55,793	\$57,822	\$59,850
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$16.70	\$17.68	\$18.82	\$19.58	\$20.54	\$21.60	\$24
Building Maintenance Worker	1/1	38,234	39,235	45,881	\$49,122	\$51,474	\$53,825	\$56,177	\$58,529	\$60,881	\$63,232	\$65,584
Parks Department												
Tree Maintenance Worker 1	1/1	44,815	47,293	49,488	\$52,935	\$55,002	\$57,070	\$59,138	\$61,205	\$63,273	\$65,341	\$67,408
Tree Maintenance Worker 2	1/1	55,324	56,324	60,597	\$64,869	\$66,171	\$67,773	\$69,375	\$70,977	\$72,578	\$74,180	\$75,782
Heavy Equipment Operator	1/1	55,324	56,324	60,597	\$61,855	\$63,673	\$65,892	\$67,710	\$69,728	\$71,746	\$73,764	\$75,782

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2022 (HIRED AFTER 11/1/2013)
SCHEDULE H**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parke Department												
Maintenance Worker 2, Grounds	1/1	51,733	52,733	56,804	\$60,693	\$63,024	\$65,454	\$67,884	\$70,315	\$72,745	\$75,175	\$77,606
Maintenance Worker 1, Grounds	1/1	44,815	47,293	49,498	\$52,935	\$55,002	\$57,070	\$59,138	\$61,205	\$63,273	\$65,341	\$67,408
Laborer 1	1/1	44,630	45,630	49,296	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$15	\$16.63	\$17.59	\$18.55	\$19.51	\$20.47	\$21.43	\$24
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
Tree Maintenance Worker 3	1/1	57,416	58,416	62,806	\$66,885	\$69,393	\$71,901	\$74,409	\$76,917	\$79,425	\$81,933	\$84,441
Forestry Aide				47,993	\$48,993	\$50,983	\$52,974	\$54,964	\$56,955	\$58,945	\$60,936	\$62,926
Solid Waste Truck Driver	1/1	49,740	50,740	53,823	\$58,387	\$60,914	\$63,441	\$65,968	\$68,495	\$71,023	\$73,550	\$76,077
Laborer 1	1/1	47,622	48,622	55,042	\$56,042	\$58,401	\$60,760	\$63,118	\$65,477	\$67,836	\$70,194	\$72,553
Water Utility Sr. Water Meter Repairer	1/1	56,680	57,680	62,029	\$66,070	\$68,539	\$71,008	\$73,478	\$75,947	\$78,416	\$80,885	\$83,355
Water Repairer-2	1/1	51,317	52,317	56,365	\$60,133	\$62,407	\$64,682	\$66,956	\$69,231	\$71,506	\$73,780	\$76,055
Water Meter Repairer 1	1/1	51,317	52,317	56,365	\$60,133	\$62,407	\$64,682	\$66,956	\$69,231	\$71,506	\$73,780	\$76,055
Water Treatment Plant Operator	1/1	51,317	52,317	56,365	\$60,133	\$62,407	\$64,682	\$66,956	\$69,231	\$71,506	\$73,780	\$76,055
Sr. Water Treatment Plant Operator	1/1	59,974	54,974	59,171	\$63,074	\$65,824	\$68,575	\$71,325	\$74,075	\$76,825	\$79,575	\$82,325
Lab Tech./Sr. Treatment Pit Op.	1/1	58,827	59,827	64,296	\$68,447	\$71,131	\$73,816	\$76,500	\$79,185	\$81,869	\$84,554	\$87,238
Pumping Station Attendant	1/1	48,853	49,853	53,762	\$57,405	\$59,574	\$61,743	\$63,912	\$66,081	\$68,250	\$70,418	\$72,587
Meter Worker 1	1/1	48,853	49,853	53,762	\$57,405	\$59,574	\$61,743	\$63,912	\$66,081	\$68,250	\$70,418	\$72,587

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2022 (HIRED AFTER 11/1/2013)
SCHEDULE H**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility												
Water Repairer	1/1	48,853	48,853	53,762	\$57,405	\$59,574	\$61,743	\$63,912	\$66,081	\$68,250	\$70,418	\$72,587
Laborer 1	1/1	44,630	45,630	49,302	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
Water Meter Inspector	1/1	56,880	57,880	62,029	\$66,070	\$68,539	\$71,008	\$73,478	\$75,947	\$78,418	\$80,885	\$83,355
Equipment Operator	1/1	55,514	56,514	60,337	\$61,337	\$63,440	\$65,542	\$67,645	\$69,747	\$71,850	\$73,952	\$76,055
Sr. Water Treatment Pl. Op./Rep.	1/1	57,625	58,625	63,027	\$67,116	\$70,044	\$72,973	\$75,901	\$78,829	\$81,757	\$84,685	\$87,614
Recycling												
Laborer 1	1/1	47,622	48,622	52,462	\$56,042	\$58,401	\$60,760	\$63,118	\$65,477	\$67,836	\$70,194	\$72,553
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
Truck Driver	1/1	49,005	50,005	53,923	\$57,573	\$60,030	\$62,486	\$64,942	\$67,399	\$69,855	\$72,311	\$74,768
Yardwaste Recycling												
Laborer 1 P/T	1/1	\$14.22	\$14.98	\$15.02	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
Clean Communities Grant												
Laborer 1	1/1	29,156	30,156	32,960	\$35,599	\$38,176	\$40,753	\$43,330	\$45,907	\$48,484	\$51,061	\$53,638

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED AFTER 11/1/2013)
SCHEDULE I**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services												
Heavy Equipment Operator	1/1	53,902	54,902	63,254	\$64,254	\$66,692	\$69,129	\$71,574	\$74,014	\$76,453	\$78,893	\$81,333
Sewer Repairer 2	1/1	53,902	54,902	63,254	\$64,254	\$66,692	\$69,129	\$71,567	\$74,004	\$76,442	\$78,879	\$81,317
Equip. Operator Streets & Sewer	1/1	51,313	52,313	60,331	\$61,331	\$63,652	\$65,972	\$68,293	\$70,614	\$72,934	\$75,255	\$77,576
Sewer Repairer 2	1/1	51,313	52,313	60,331	\$61,331	\$63,652	\$65,972	\$68,293	\$70,614	\$72,934	\$75,255	\$77,576
Truck Driver	1/1	60,690	61,690	59,627	\$60,627	\$63,052	\$65,477	\$67,901	\$70,326	\$72,750	\$75,175	\$77,599
Laborer 1	1/1	44,630	45,630	52,784	\$53,784	\$55,541	\$57,298	\$59,056	\$60,813	\$62,570	\$64,327	\$66,084
Laborer 1-PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.85	\$21.82	\$25
Road Repairer 1	1/1	47,622	48,622	56,163	\$57,163	\$59,569	\$61,975	\$64,381	\$66,786	\$69,192	\$71,598	\$74,004
Parking & Traffic												
Sr. Signal System Repairer	1/1	57,247	58,247	67,092	\$68,032	\$70,469	\$72,907	\$75,345	\$77,783	\$80,221	\$82,659	\$85,096
Systems Technician 1	1/1	53,902	54,902	63,254	\$64,254	\$66,692	\$69,129	\$71,567	\$74,004	\$76,442	\$78,879	\$81,317
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	63,254	\$64,254	\$66,692	\$69,129	\$71,567	\$74,004	\$76,442	\$78,879	\$81,317
Meter Worker 1	1/1	51,747	52,747	60,821	\$61,821	\$64,302	\$66,783	\$69,265	\$71,746	\$74,227	\$76,708	\$79,189
Traffic Maintenance Worker	1/1	48,853	49,853	57,553	\$58,553	\$60,765	\$62,977	\$65,189	\$67,401	\$69,613	\$71,825	\$74,037
Electrician Stipend	1/1											\$5,008
Laborer 1	1/1	44,630	45,630	52,784	\$53,784	\$55,541	\$57,298	\$59,056	\$60,813	\$62,570	\$64,327	\$66,084
Manteca Repairer	1/1	56,439	57,439	66,119	\$67,119	\$69,159	\$71,199	\$73,239	\$75,279	\$77,319	\$79,359	\$81,399
Central Garage												
Senior Mechanic	1/1	60,020	61,020	70,163	\$71,163	\$73,683	\$76,204	\$78,724	\$81,245	\$83,765	\$86,285	\$88,806
Mechanic	1/1	58,680	59,277	66,391	\$67,391	\$69,910	\$72,429	\$74,947	\$77,466	\$79,985	\$82,503	\$85,022

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED AFTER 11/1/2013)
SCHEDULE I**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Pollution Control												
Lab Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	68,816	\$69,816	\$72,854	\$75,292	\$78,030	\$80,769	\$83,507	\$86,245	\$88,983
Sr. Sewer Plant Op/Rep.	1/1	57,825	58,825	67,459	\$68,459	\$71,445	\$74,432	\$77,419	\$80,406	\$83,392	\$86,379	\$88,366
Sewer Pit Op/Sewer Pit Rep	1/1	53,902	54,902	63,254	\$64,254	\$66,692	\$69,129	\$71,567	\$74,004	\$76,442	\$78,879	\$81,317
Sewer Plant Operator	1/1	48,606	49,606	57,274	\$58,274	\$61,032	\$63,789	\$66,546	\$69,304	\$72,061	\$74,818	\$77,576
Laborer	1/1	44,630	45,630	52,784	\$53,784	\$55,541	\$57,298	\$59,056	\$60,813	\$62,570	\$64,327	\$66,084
Sewer Plant Op/Lab Tech	1/3	73,482	74,482	85,393	\$86,393	\$88,429	\$90,465	\$92,500	\$94,536	\$96,572	\$98,607	\$100,643
Sewer Plant Op. P/T	1/1	\$14.22	\$14.98	\$17.25	\$18	\$19.20	\$19.96	\$20.72	\$21.48	\$22.24	\$23.00	\$26
Property Maintenance												
Sr. Building Maintenance Worker	1/1	51,829	52,829	58,905	\$61,914	\$63,641	\$65,368	\$67,095	\$68,822	\$70,549	\$72,276	\$74,003
Building Service Worker	1/1	41,371	42,371	42,549	\$46,563	\$48,632	\$50,701	\$52,771	\$54,840	\$56,909	\$58,978	\$61,047
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Building Maintenance Worker	1/1	38,234	39,235	45,861	\$50,104	\$52,503	\$54,902	\$57,301	\$59,699	\$62,098	\$64,497	\$66,896
Parks Department												
Tree Maintenance Worker 1	1/1	44,815	47,293	49,498	\$53,993	\$56,102	\$58,211	\$60,320	\$62,429	\$64,539	\$66,648	\$68,757
Tree Maintenance Worker 2	1/1	55,324	56,324	60,597	\$65,860	\$67,494	\$69,128	\$70,762	\$72,396	\$74,030	\$75,664	\$77,298
Heavy Equipment Operator	1/1	55,324	56,324	60,597	\$61,681	\$63,912	\$66,143	\$68,374	\$70,605	\$72,836	\$75,067	\$77,298
Maintenance Worker 2, Grounds	1/1	51,733	52,733	58,804	\$61,805	\$64,284	\$66,763	\$69,242	\$71,721	\$74,200	\$76,679	\$79,158

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED AFTER 11/1/2013)
SCHEDULE I**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department												
Maintenance Worker 1, Grounds	1/1	44,815	47,293	49,498	\$53,993	\$56,102	\$58,211	\$60,320	\$62,429	\$64,538	\$66,648	\$68,757
Laborer 1	1/1	44,630	45,630	49,296	\$53,784	\$55,541	\$57,298	\$59,056	\$60,813	\$62,570	\$64,327	\$66,084
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$16.84	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$25
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Tree Maintenance Worker 3	1/1	57,416	58,416	62,806	\$68,222	\$70,781	\$73,339	\$75,897	\$78,455	\$81,013	\$83,571	\$86,130
Forestry Aide				48,973	\$49,973	\$52,005	\$54,036	\$56,068	\$58,100	\$60,131	\$62,163	\$64,195
Solid Waste												
Truck Driver	1/1	49,740	50,740	53,923	\$59,555	\$62,132	\$64,710	\$67,288	\$69,865	\$72,443	\$75,021	\$77,598
Laborer 1	1/1	47,622	48,622	52,462	\$57,163	\$59,569	\$61,975	\$64,381	\$66,786	\$69,192	\$71,598	\$74,004
Water Utility												
Sr. Water Meter Repairer	1/1	56,680	57,680	62,028	\$67,381	\$69,910	\$72,429	\$74,947	\$77,466	\$79,985	\$82,503	\$85,022
Water Repairer 2	1/1	51,317	52,317	56,355	\$61,336	\$63,655	\$65,976	\$68,296	\$70,616	\$72,936	\$75,256	\$77,576
Water Meter Repairer 1	1/1	51,317	52,317	56,355	\$61,336	\$63,655	\$65,976	\$68,296	\$70,616	\$72,936	\$75,256	\$77,576
Water Treatment Plant Operator	1/1	51,317	52,317	56,355	\$61,336	\$63,655	\$65,976	\$68,296	\$70,616	\$72,936	\$75,256	\$77,576
Sr. Water Treatment Plant Operator	1/1	53,974	54,974	59,171	\$64,336	\$67,141	\$69,946	\$72,751	\$75,556	\$78,361	\$81,166	\$83,972
Lab Tech./Sr. Treatment Plt. Op.	1/1	58,827	59,827	64,296	\$69,816	\$72,654	\$75,492	\$78,330	\$80,769	\$83,607	\$86,246	\$88,983
Pumping Station Attendant	1/1	48,853	49,853	53,762	\$58,553	\$60,765	\$62,978	\$65,190	\$67,402	\$69,614	\$71,827	\$74,039
Meter Worker 1	1/1	48,853	49,853	53,762	\$58,553	\$60,765	\$62,978	\$65,190	\$67,402	\$69,614	\$71,827	\$74,039
Water Repairer	1/1	48,853	49,853	53,762	\$58,553	\$60,765	\$62,978	\$65,190	\$67,402	\$69,614	\$71,827	\$74,039
Laborer 1	1/1	44,630	45,630	49,302	\$53,784	\$55,541	\$57,298	\$59,056	\$60,813	\$62,570	\$64,327	\$66,084

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED AFTER 11/1/2013)
SCHEDULE I**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility												
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Water Meter Inspector	1/1	55,880	57,680	62,029	\$67,391	\$69,910	\$72,429	\$74,947	\$77,466	\$79,985	\$82,503	\$85,022
Equipment Operator	1/1	55,514	56,514	61,664	\$62,664	\$64,709	\$66,853	\$68,998	\$71,142	\$73,287	\$75,431	\$77,576
Sr. Water Treatment Plt. Op./Rep.	1/1	57,625	58,625	63,027	\$68,459	\$71,445	\$74,432	\$77,419	\$80,406	\$83,392	\$86,379	\$89,366
Recycling												
Laborer 1	1/1	47,622	48,622	52,462	\$57,163	\$59,569	\$61,975	\$64,381	\$66,788	\$69,192	\$71,598	\$74,004
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Truck Driver	1/1	49,005	50,005	53,923	\$58,725	\$61,230	\$63,736	\$66,241	\$68,747	\$71,252	\$73,758	\$76,263
Yardwaste Recycling												
Laborer 1 P/T	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Clean Communities Grant												
Laborer 1	1/1	29,158	30,158	32,980	\$36,311	\$38,939	\$41,568	\$44,196	\$46,825	\$49,453	\$52,082	\$54,710

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED AFTER 11/1/2013)
SCHEDULE J**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services												
Heavy Equipment Operator	1/1	53,902	54,902	64,540	\$65,540	\$68,028	\$70,517	\$73,005	\$75,494	\$77,982	\$80,471	\$82,960
Sewer Repairer 2	1/1	53,902	54,902	64,540	\$65,540	\$68,026	\$70,512	\$72,998	\$75,484	\$77,971	\$80,457	\$82,943
Equip. Operator Streets & Sewer	1/1	51,313	52,313	61,558	\$62,558	\$64,925	\$67,292	\$69,659	\$72,026	\$74,393	\$76,760	\$79,127
Sewer Repairer 2	1/1	51,313	52,313	61,558	\$62,558	\$64,925	\$67,292	\$69,659	\$72,026	\$74,393	\$76,760	\$79,127
Truck Driver	1/1	50,690	51,690	60,840	\$61,840	\$64,313	\$66,786	\$69,259	\$71,732	\$74,205	\$76,678	\$79,151
Laborer 1	1/1	44,630	45,630	53,860	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Road Repairer 1	1/1	47,622	48,622	57,306	\$58,306	\$60,760	\$63,214	\$65,668	\$68,122	\$70,576	\$73,030	\$75,484
Parking & Traffic												
Sr. Signal System Repairer	1/1	57,247	58,247	68,392	\$69,392	\$71,879	\$74,365	\$76,852	\$79,339	\$81,825	\$84,312	\$86,798
Systems Technician 1	1/1	53,902	54,902	64,540	\$65,540	\$68,026	\$70,512	\$72,998	\$75,484	\$77,971	\$80,457	\$82,943
Sr. Traffic Maintenance Worker	1/1	53,902	54,902	64,540	\$65,540	\$68,026	\$70,512	\$72,998	\$75,484	\$77,971	\$80,457	\$82,943
Meter Worker 1	1/1	51,747	52,747	62,057	\$63,057	\$65,588	\$68,119	\$70,650	\$73,181	\$75,712	\$78,242	\$80,773
Traffic Maintenance Worker	1/1	48,853	49,853	58,724	\$59,724	\$61,980	\$64,237	\$66,493	\$68,749	\$71,005	\$73,261	\$75,518
Electrician Stipend	1/1											\$5,108
Laborer 1	1/1	44,630	45,630	53,860	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Maintenance Repairer	1/1	56,439	57,439	67,462	\$68,462	\$70,542	\$72,623	\$74,704	\$76,785	\$78,866	\$80,946	\$83,027
Central Garage												
Senior Mechanic	1/1	60,020	61,020	71,586	\$72,586	\$75,157	\$77,728	\$80,299	\$82,869	\$85,440	\$88,011	\$90,582
Mechanic	1/1	56,680	59,277	67,739	\$68,739	\$71,308	\$73,877	\$76,446	\$79,015	\$81,584	\$84,153	\$86,722

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

BLUE COLLAR SALARY RANGES – 2024 (HIRED AFTER 11/1/2013)
SCHEDULE J

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Pollution Control												
Lab. Tech./Sr. Sewer Plant Op	1/1	58,827	59,827	70,212	\$71,212	\$74,005	\$76,798	\$79,591	\$82,384	\$85,177	\$87,970	\$90,763
Sr. Sewer Plant Op/Rep	1/1	57,625	58,625	68,828	\$69,828	\$72,874	\$75,921	\$78,967	\$82,014	\$85,060	\$88,107	\$91,153
Sewer Pit Op/Sewer Pit Rep	1/1	53,902	54,902	64,540	\$65,540	\$68,026	\$70,512	\$72,998	\$75,484	\$77,971	\$80,457	\$82,943
Sewer Plant Operator	1/1	48,606	49,606	58,440	\$59,440	\$62,252	\$65,065	\$67,877	\$70,690	\$73,502	\$76,315	\$79,127
Laborer	1/1	44,630	45,630	53,860	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Sewer Plant Op/Lab Tech	1/3	73,462	74,462	87,121	\$88,121	\$90,198	\$92,274	\$94,350	\$96,427	\$98,503	\$100,580	\$102,656
Sewer Plant Op. P/T	1/1	\$14.22	\$14.98	\$17.25	\$19	\$19.57	\$20.33	\$21.09	\$21.85	\$22.61	\$23.37	\$26
Property Maintenance												
Sr. Building Maintenance Worker	1/1	51,829	52,829	56,905	\$63,152	\$64,913	\$66,675	\$68,437	\$70,198	\$71,960	\$73,721	\$75,483
Building Service Worker	1/1	41,371	42,371	42,549	\$47,494	\$49,605	\$51,716	\$53,826	\$55,937	\$58,047	\$60,158	\$62,268
Laborer 1 P.T.	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Building Maintenance Worker	1/1	38,234	39,235	45,861	\$51,106	\$53,553	\$56,000	\$58,447	\$60,893	\$63,340	\$65,787	\$68,234
Parks Department												
Tree Maintenance Worker 1	1/1	44,815	47,293	49,498	\$55,073	\$57,224	\$59,376	\$61,527	\$63,678	\$65,829	\$67,981	\$70,132
Tree Maintenance Worker 2	1/1	55,324	56,324	60,597	\$67,177	\$68,844	\$70,511	\$72,177	\$73,844	\$75,511	\$77,177	\$78,844
Heavy Equipment Operator	1/1	55,324	56,324	60,597	\$61,706	\$64,155	\$66,603	\$69,051	\$71,499	\$73,947	\$76,396	\$78,844
Maintenance Worker 2, Grounds	1/1	51,733	52,733	56,804	\$63,041	\$65,570	\$68,098	\$70,627	\$73,155	\$75,684	\$78,212	\$80,741
Maintenance Worker 1, Grounds	1/1	44,815	47,293	49,498	\$55,073	\$57,224	\$59,376	\$61,527	\$63,678	\$65,829	\$67,981	\$70,132
Laborer 1	1/1	44,630	45,630	49,296	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED AFTER 11/1/2013)
SCHEDULE J**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department												
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.26	\$18.22	\$19.18	\$20.14	\$21.10	\$22.06	\$25
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Tree Maintenance Worker 3	1/1	57,416	58,416	62,806	\$69,587	\$72,196	\$74,806	\$77,415	\$80,024	\$82,634	\$85,243	\$87,852
Solid Waste												
Truck Driver	1/1	49,740	50,740	53,923	\$60,746	\$63,375	\$66,004	\$68,633	\$71,263	\$73,892	\$76,521	\$79,150
Laborer 1	1/1	47,622	48,622	52,462	\$58,306	\$60,760	\$63,214	\$65,668	\$68,122	\$70,576	\$73,030	\$75,484
Water Utility												
Sr. Water Meter Repairer	1/1	56,680	57,680	62,029	\$68,739	\$71,308	\$73,877	\$76,446	\$79,015	\$81,584	\$84,153	\$86,722
Water Repairer 2	1/1	51,317	52,317	56,365	\$62,562	\$64,929	\$67,295	\$69,661	\$72,028	\$74,394	\$76,761	\$79,127
Water Meter Repairer 1	1/1	51,317	52,317	56,365	\$62,562	\$64,929	\$67,295	\$69,661	\$72,028	\$74,394	\$76,761	\$79,127
Water Treatment Plant Operator	1/1	51,317	52,317	56,365	\$62,562	\$64,929	\$67,295	\$69,661	\$72,028	\$74,394	\$76,761	\$79,127
Sr. Water Treatment Plant Operator	1/1	53,974	54,974	59,171	\$65,622	\$68,484	\$71,345	\$74,206	\$77,067	\$79,929	\$82,790	\$85,651
Lab Tech./Sr. Treatment Plt Op.	1/1	58,827	59,827	64,296	\$71,212	\$74,005	\$76,798	\$79,591	\$82,384	\$85,177	\$87,970	\$90,763
Pumping Station Attendant	1/1	48,853	49,853	53,762	\$59,724	\$61,981	\$64,237	\$66,494	\$68,750	\$71,007	\$73,263	\$75,520
Meter Worker 1	1/1	48,853	49,853	53,762	\$59,724	\$61,981	\$64,237	\$66,494	\$68,750	\$71,007	\$73,263	\$75,520
Water Repairer	1/1	48,853	49,853	53,762	\$59,724	\$61,981	\$64,237	\$66,494	\$68,750	\$71,007	\$73,263	\$75,520
Laborer 1	1/1	44,630	45,630	49,302	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Laborer 1 PT Seasonal	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Water Meter Inspector	1/1	56,680	57,680	62,029	\$68,739	\$71,308	\$73,877	\$76,446	\$79,015	\$81,584	\$84,153	\$86,722
Equipment Operator	1/1	55,514	56,514	62,815	\$63,815	\$66,003	\$68,190	\$70,378	\$72,565	\$74,752	\$76,940	\$79,127

**BLUE COLLAR SALARY RANGES – 2024 (HIRED AFTER 11/1/2013)
SCHEDULE J**

Title	DATES	STEP 1A	STEP 1B	STEP 1C	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility												
Sr. Water Treatment Plt Op./Rep.	1/1	57,625	58,625	63,027	\$69,828	\$72,874	\$75,921	\$78,967	\$82,014	\$85,060	\$88,107	\$91,153
Recycling												
Laborer 1	1/1	47,622	48,622	52,462	\$58,306	\$60,760	\$63,214	\$65,668	\$68,122	\$70,576	\$73,030	\$75,484
Laborer 1 PT	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Truck Driver	1/1	49,005	50,005	53,923	\$59,899	\$62,455	\$65,010	\$67,566	\$70,122	\$72,677	\$75,233	\$77,788
Yardwaste Recycling												
Laborer 1 P/T	1/1	\$14.22	\$14.98	\$15.02	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Clean Communities Grant												
Laborer 1	1/1	29,156	30,156	32,960	\$37,037	\$39,718	\$42,399	\$45,080	\$47,761	\$50,442	\$53,123	\$55,805

**BLUE COLLAR SALARY RANGES – 2022 (HIRED AFTER 1/1/2022)
SCHEDULE K**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services									
Heavy Equipment Operator	1/1	\$62,995	\$65,388	\$67,778	\$70,170	\$72,562	\$74,954	\$77,346	\$79,738
Sewer Repairer 2	1/1	\$62,995	\$65,384	\$67,774	\$70,164	\$72,553	\$74,943	\$77,333	\$79,722
Equip. Operator Streets & Sewer	1/1	\$60,128	\$62,404	\$64,679	\$66,954	\$69,229	\$71,504	\$73,779	\$76,055
Sewer Repairer-2	1/1	\$60,128	\$62,404	\$64,679	\$66,954	\$69,229	\$71,504	\$73,779	\$76,055
Truck Driver	1/1	\$59,439	\$61,816	\$64,193	\$66,570	\$68,947	\$71,324	\$73,701	\$76,078
Laborer 1	1/1	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Laborer 1 PT	1/1	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
Road Repairer-1	1/1	\$56,042	\$58,401	\$60,760	\$63,118	\$65,477	\$67,836	\$70,194	\$72,553
Parking & Traffic									
Sr. Signal System Repairer	1/1	\$66,698	\$69,088	\$71,478	\$73,868	\$76,258	\$78,648	\$81,038	\$83,428
Systems Technician-1	1/1	\$62,995	\$65,384	\$67,774	\$70,164	\$72,553	\$74,943	\$77,333	\$79,722
Sr. Traffic Maintenance Worker	1/1	\$62,995	\$65,384	\$67,774	\$70,164	\$72,553	\$74,943	\$77,333	\$79,722
Meter Worker 1	1/1	\$60,609	\$63,041	\$65,474	\$67,906	\$70,339	\$72,772	\$75,204	\$77,637
Traffic Maintenance Worker	1/1	\$57,405	\$59,574	\$61,742	\$63,911	\$66,079	\$68,248	\$70,417	\$72,585
Electrician Stipend	1/1								\$4,910
Laborer 1	1/1	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Maintenance Repairer	1/1	\$65,803	\$67,803	\$69,803	\$71,803	\$73,803	\$75,803	\$77,803	\$79,803
Central Garage									
Senior Mechanic	1/1	\$69,768	\$72,239	\$74,710	\$77,181	\$79,652	\$82,123	\$84,594	\$87,064
Mechanic	1/1	\$68,070	\$69,539	\$71,008	\$72,478	\$73,947	\$75,416	\$76,885	\$78,355

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2022 (HIRED AFTER 1/1/2022)
SCHEDULE K**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Pollution Control									
Lab Tech./Sr. Sewer Plant Op	1/1	\$68,447	\$71,131	\$73,816	\$76,500	\$79,185	\$81,869	\$84,554	\$87,238
Sr. Sewer Plant Op/Rep.	1/1	\$67,116	\$70,044	\$72,973	\$75,901	\$78,829	\$81,757	\$84,685	\$87,614
Sewer Pit Op/Sewer Pit Rep	1/1	\$62,995	\$65,384	\$67,774	\$70,164	\$72,553	\$74,943	\$77,333	\$79,722
Sewer Plant Operator	1/1	\$57,132	\$59,835	\$62,538	\$65,241	\$67,945	\$70,648	\$73,351	\$76,055
Laborer	1/1	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Sewer Plant Op/Lab Tech	1/3	\$84,899	\$86,695	\$88,491	\$90,287	\$92,082	\$93,878	\$95,674	\$97,470
Sewer Plant Op. P/T	1/1	\$18	\$18.84	\$19.60	\$20.36	\$21.12	\$21.88	\$22.64	\$25
Property Maintenance									
Sr. Building Maintenance Worker	1/1	\$60,700	\$62,393	\$64,086	\$65,779	\$67,472	\$69,166	\$70,859	\$72,552
Building Service Worker	1/1	\$45,650	\$47,679	\$49,707	\$51,736	\$53,765	\$55,793	\$57,822	\$59,850
Laborer 1 PT	1/1	\$16	\$16.70	\$17.66	\$18.62	\$19.68	\$20.54	\$21.50	\$24
Building Maintenance Worker	1/1	\$49,122	\$51,474	\$53,825	\$56,177	\$58,529	\$60,881	\$63,232	\$65,584
Parks Department									
Tree Maintenance Worker 1	1/1	\$52,935	\$55,002	\$57,070	\$59,138	\$61,205	\$63,273	\$65,341	\$67,408
Tree Maintenance Worker 2	1/1	\$64,569	\$66,171	\$67,773	\$69,375	\$70,977	\$72,578	\$74,180	\$75,782
Heavy Equipment Operator	1/1	\$61,655	\$63,673	\$65,692	\$67,710	\$69,728	\$71,746	\$73,764	\$75,782
Maintenance Worker 2, Grounds	1/1	\$60,593	\$63,024	\$65,454	\$67,884	\$70,315	\$72,745	\$75,175	\$77,606

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2022 (HIRED AFTER 1/1/2022)
SCHEDULE K**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department									
Maintenance Worker 1, Grounds	1/1	\$52,935	\$55,002	\$57,070	\$59,138	\$61,205	\$63,273	\$65,341	\$67,408
Laborer 1	1/1	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Laborer 1-PT	1/1	\$16	\$16.63	\$17.59	\$18.55	\$19.51	\$20.47	\$21.43	\$24
Laborer 1 PT Seasonal	1/1	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
Tree Maintenance Worker 3	1/1	\$66,885	\$69,393	\$71,901	\$74,409	\$76,917	\$79,425	\$81,933	\$84,441
Solid Waste									
Truck Driver	1/1	\$68,387	\$69,914	\$63,441	\$65,968	\$68,495	\$71,023	\$73,550	\$76,077
Laborer 1	1/1	\$56,042	\$58,401	\$60,760	\$63,118	\$65,477	\$67,836	\$70,194	\$72,553
Water Utility									
Sr. Water Meter Repairer	1/1	\$66,070	\$68,538	\$71,008	\$73,478	\$75,947	\$78,416	\$80,885	\$83,355
Water Repairer 2	1/1	\$60,133	\$62,407	\$64,682	\$66,956	\$69,231	\$71,506	\$73,780	\$76,055
Water Meter Repairer 1	1/1	\$60,133	\$62,407	\$64,682	\$66,956	\$69,231	\$71,506	\$73,780	\$76,055
Water Treatment Plant Operator	1/1	\$60,133	\$62,407	\$64,682	\$66,956	\$69,231	\$71,506	\$73,780	\$76,055
Sr. Water Treatment Plant Operator	1/1	\$63,074	\$65,824	\$68,575	\$71,325	\$74,075	\$76,825	\$79,575	\$82,325
Lab Tech./Sr. Treatment Plt. Op.	1/1	\$68,447	\$71,131	\$73,816	\$76,500	\$79,185	\$81,869	\$84,554	\$87,238
Pumping Station Attendant	1/1	\$57,405	\$59,574	\$61,743	\$63,912	\$66,081	\$68,250	\$70,418	\$72,587
Meter Worker 1	1/1	\$57,405	\$59,574	\$61,743	\$63,912	\$66,081	\$68,250	\$70,418	\$72,587
Water Repairer	1/1	\$57,405	\$59,574	\$61,743	\$63,912	\$66,081	\$68,250	\$70,418	\$72,587
Laborer 1	1/1	\$52,730	\$54,452	\$56,175	\$57,898	\$59,620	\$61,343	\$63,065	\$64,788
Laborer 1-PT	1/1	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2022 (HIRED AFTER 1/1/2022)
SCHEDULE K**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Water Utility</u>									
Laborer 1 PT Seasonal	1/1	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
<u>Water Meter Inspector</u>	1/1	\$66,070	\$68,639	\$71,008	\$73,478	\$75,947	\$78,416	\$80,885	\$83,355
<u>Equipment Operator</u>	1/1	\$64,337	\$63,440	\$65,542	\$67,645	\$69,747	\$71,850	\$73,952	\$76,055
<u>Sr. Water Treatment Pl. Op./Rep.</u>	1/1	\$67,116	\$70,044	\$72,973	\$75,901	\$78,829	\$81,757	\$84,685	\$87,614
<u>Recycling</u>									
Laborer 1	1/1	\$56,042	\$58,401	\$60,760	\$63,118	\$65,477	\$67,836	\$70,194	\$72,553
Laborer 1 PT	1/1	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
<u>Truck Driver</u>	1/1	\$57,573	\$60,030	\$62,486	\$64,942	\$67,399	\$69,855	\$72,311	\$74,768
<u>Yardwaste Recycling</u>									
Laborer 1 P/T	1/1	\$16	\$16.70	\$17.66	\$18.62	\$19.58	\$20.54	\$21.50	\$24
<u>Clean Communities Grant</u>									
Laborer 1	1/1	\$35,599	\$38,176	\$40,753	\$43,330	\$45,907	\$48,484	\$51,061	\$53,638

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED AFTER 1/1/2022)
SCHEDULE L**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services									
Heavy Equipment Operator	1/1	\$64,254	\$66,694	\$69,134	\$71,574	\$74,014	\$76,453	\$78,893	\$81,333
Sewer Repairer 2	1/1	\$64,254	\$66,692	\$69,129	\$71,567	\$74,004	\$76,442	\$78,879	\$81,317
Equip. Operator Streets & Sewer	1/1	\$61,331	\$63,652	\$65,972	\$68,293	\$70,614	\$72,934	\$75,255	\$77,576
Sewer Repairer 2	1/1	\$61,331	\$63,652	\$65,972	\$68,293	\$70,614	\$72,934	\$75,255	\$77,576
Truck Driver	1/1	\$60,627	\$63,052	\$65,477	\$67,901	\$70,326	\$72,750	\$75,175	\$77,599
Laborer 1	1/1	\$53,784	\$55,541	\$57,298	\$59,055	\$60,813	\$62,570	\$64,327	\$66,084
Laborer 1 PT	1/1	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Road Repairer 1	1/1	\$57,163	\$59,589	\$61,975	\$64,381	\$66,786	\$69,192	\$71,598	\$74,004
Parking & Traffic									
Sr. Signal System Repairer	1/1	\$68,032	\$70,469	\$72,907	\$75,345	\$77,783	\$80,221	\$82,659	\$85,096
Systems Technician 1	1/1	\$64,254	\$66,692	\$69,129	\$71,567	\$74,004	\$76,442	\$78,879	\$81,317
Sr. Traffic Maintenance Worker	1/1	\$64,254	\$66,692	\$69,129	\$71,567	\$74,004	\$76,442	\$78,879	\$81,317
Meter Worker 1	1/1	\$61,821	\$64,302	\$66,783	\$69,265	\$71,746	\$74,227	\$76,708	\$79,189
Traffic Maintenance Worker	1/1	\$68,653	\$69,765	\$62,977	\$65,189	\$67,401	\$69,613	\$71,825	\$74,037
Electrician Stipend	1/1								\$5,008
Laborer 1	1/1	\$53,784	\$55,541	\$57,298	\$59,055	\$60,813	\$62,570	\$64,327	\$66,084
Maintenance Repairer	1/1	\$67,119	\$69,159	\$71,199	\$73,239	\$75,279	\$77,319	\$79,359	\$81,399
Central Garage									
Senior Mechanic	1/1	\$71,163	\$73,683	\$76,204	\$78,724	\$81,245	\$83,765	\$86,285	\$88,806

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED AFTER 1/1/2022)
SCHEDULE L**

Title:	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage									
Mechanic	1/1	\$67,391	\$68,910	\$72,429	\$74,947	\$77,466	\$79,985	\$82,503	\$85,022
Water Pollution Control									
Lab Tech./Sr. Sewer Plant Op	1/1	\$69,816	\$72,554	\$75,292	\$78,030	\$80,769	\$83,507	\$86,245	\$88,983
Sr. Sewer Plant Op/Rep	1/1	\$68,459	\$71,445	\$74,432	\$77,419	\$80,406	\$83,392	\$86,379	\$89,366
Sewer Pit Op/Sewer Pit Rep	1/1	\$64,254	\$66,692	\$69,129	\$71,567	\$74,004	\$76,442	\$78,879	\$81,317
Sewer Plant Operator	1/1	\$58,274	\$61,032	\$63,789	\$66,546	\$69,304	\$72,061	\$74,818	\$77,576
Laborer	1/1	\$53,784	\$55,541	\$57,298	\$59,056	\$60,813	\$62,570	\$64,327	\$66,084
Sewer Plant Op/Lab Tech	1/3	\$86,393	\$88,429	\$90,465	\$92,500	\$94,536	\$96,572	\$98,607	\$100,643
Sewer Plant Op. P/T	1/1	\$18	\$19.20	\$19.96	\$20.72	\$21.48	\$22.24	\$23.00	\$26
Property Maintenance									
Sr. Building Maintenance Worker	1/1	\$61,914	\$63,641	\$65,368	\$67,095	\$68,822	\$70,549	\$72,276	\$74,003
Building Service Worker	1/1	\$46,563	\$48,632	\$50,701	\$52,771	\$54,840	\$56,909	\$58,978	\$61,047
Laborer 1 PT.	1/1	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Building Maintenance Worker	1/1	\$50,104	\$52,503	\$54,902	\$57,301	\$59,699	\$62,098	\$64,497	\$66,896
Parks Department									
Tree Maintenance Worker 1	1/1	\$53,993	\$56,102	\$58,211	\$60,320	\$62,429	\$64,539	\$66,648	\$68,757
Tree Maintenance Worker 2:	1/1	\$65,860	\$67,494	\$69,128	\$70,762	\$72,396	\$74,030	\$75,664	\$77,298
Heavy Equipment Operator	1/1	\$61,681	\$63,912	\$66,143	\$68,374	\$70,605	\$72,836	\$75,067	\$77,298

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED AFTER 1/1/2022)
SCHEDULE L**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department									
Maintenance Worker 2, Grounds	1/1	\$61,806	\$64,284	\$66,763	\$68,242	\$71,721	\$74,200	\$76,679	\$79,158
Maintenance Worker 1, Grounds	1/1	\$53,993	\$56,102	\$58,211	\$60,320	\$62,429	\$64,539	\$66,648	\$68,757
Laborer 1	1/1	\$53,784	\$55,541	\$57,298	\$59,056	\$60,813	\$62,570	\$64,327	\$66,084
Laborer 1 PT	1/1	\$16	\$16.94	\$17.90	\$18.86	\$19.82	\$20.78	\$21.74	\$25
Laborer 1 PT Seasonal	1/1	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Tree Maintenance Worker 3	1/1	\$68,222	\$70,781	\$73,339	\$75,897	\$78,455	\$81,013	\$83,571	\$86,130
Solid Waste									
Truck Driver	1/1	\$59,555	\$62,132	\$64,710	\$67,288	\$69,865	\$72,443	\$75,021	\$77,598
Laborer 1	1/1	\$57,153	\$59,589	\$61,975	\$64,381	\$66,786	\$69,192	\$71,598	\$74,004
Water Utility									
Sr. Water Meter Repairer	1/1	\$67,391	\$69,910	\$72,429	\$74,947	\$77,466	\$79,985	\$82,503	\$85,022
Water Repairer 2	1/1	\$61,335	\$63,655	\$65,976	\$68,296	\$70,616	\$72,936	\$75,256	\$77,576
Water Meter Repairer 1	1/1	\$61,335	\$63,655	\$65,976	\$68,296	\$70,616	\$72,936	\$75,256	\$77,576
Water Treatment Plant Operator	1/1	\$61,335	\$63,655	\$65,976	\$68,296	\$70,616	\$72,936	\$75,256	\$77,576
Sr. Water Treatment Plant Operator	1/1	\$64,336	\$67,141	\$69,946	\$72,751	\$75,556	\$78,361	\$81,166	\$83,972
Lab Tech./Sr. Treatment Plt Op.	1/1	\$69,816	\$72,554	\$75,292	\$78,030	\$80,769	\$83,507	\$86,245	\$88,983
Pumping Station Attendant	1/1	\$58,553	\$60,765	\$62,978	\$65,190	\$67,402	\$69,614	\$71,827	\$74,039
Meter Worker 1	1/1	\$58,553	\$60,765	\$62,978	\$65,190	\$67,402	\$69,614	\$71,827	\$74,039
Water Repairer	1/1	\$58,553	\$60,765	\$62,978	\$65,190	\$67,402	\$69,614	\$71,827	\$74,039
Laborer 1	1/1	\$53,784	\$55,541	\$57,298	\$59,056	\$60,813	\$62,570	\$64,327	\$66,084

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2023 (HIRED AFTER 1/1/2022)
SCHEDULE L**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Water Utility									
Laborer 1 PT	1/1	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Laborer 1 PT Seasonal	1/1	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Water Meter Inspector	1/1	\$67,391	\$69,910	\$72,429	\$74,947	\$77,466	\$79,985	\$82,503	\$85,022
Equipment Operator	1/1	\$62,564	\$64,709	\$66,853	\$68,998	\$71,142	\$73,287	\$75,431	\$77,576
Sr. Water Treatment Plt Op./Rep.	1/1	\$68,459	\$71,445	\$74,432	\$77,419	\$80,406	\$83,392	\$86,379	\$89,366
Recycling									
Laborer 1	1/1	\$57,163	\$59,569	\$61,975	\$64,381	\$66,786	\$69,192	\$71,598	\$74,004
Laborer 1 PT	1/1	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Truck Driver	1/1	\$58,726	\$61,230	\$63,736	\$66,241	\$68,747	\$71,252	\$73,758	\$76,263
Yardwaste Recycling									
Laborer 1 P/T	1/1	\$16	\$17.02	\$17.98	\$18.94	\$19.90	\$20.86	\$21.82	\$25
Clean Communities Grant									
Laborer 1	1/1	\$36,311	\$38,939	\$41,568	\$44,196	\$46,825	\$49,453	\$52,082	\$54,710

**BLUE COLLAR SALARY RANGES – 2024 (HIRED AFTER 1/1/2022)
SCHEDULE M**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Street Services									
Heavy Equipment Operator	1/1	\$65,540	\$68,028	\$70,517	\$73,005	\$75,494	\$77,982	\$80,471	\$82,960
Sewer Repairer 2	1/1	\$65,540	\$68,026	\$70,512	\$72,998	\$75,484	\$77,971	\$80,457	\$82,943
Equip. Operator Streets & Sewer	1/1	\$62,558	\$64,925	\$67,292	\$69,659	\$72,026	\$74,393	\$76,760	\$79,127
Sewer Repairer 2	1/1	\$62,558	\$64,925	\$67,292	\$69,659	\$72,026	\$74,393	\$76,760	\$79,127
Truck Driver	1/1	\$61,840	\$64,313	\$66,786	\$69,259	\$71,732	\$74,205	\$76,678	\$79,151
Laborer 1	1/1	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Laborer 1 PT	1/1	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Road Repairer 1	1/1	\$58,306	\$60,760	\$63,214	\$65,668	\$68,122	\$70,576	\$73,030	\$75,484
Parking & Traffic									
Sr. Signal System Repairer	1/1	\$69,392	\$71,879	\$74,365	\$76,852	\$79,339	\$81,825	\$84,312	\$86,798
Systems Technician 1	1/1	\$65,540	\$68,026	\$70,512	\$72,998	\$75,484	\$77,971	\$80,457	\$82,943
Sr. Traffic Maintenance Worker	1/1	\$65,540	\$68,026	\$70,512	\$72,998	\$75,484	\$77,971	\$80,457	\$82,943
Meter Worker i	1/1	\$63,057	\$65,588	\$68,118	\$70,650	\$73,181	\$75,712	\$78,242	\$80,773
Traffic Maintenance Worker	1/1	\$59,724	\$61,980	\$64,237	\$66,493	\$68,749	\$71,005	\$73,261	\$75,518
Electrician Stipend	1/1								\$5,108
Laborer 1	1/1	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Maintenance Repairer	1/1	\$68,462	\$70,542	\$72,623	\$74,704	\$76,785	\$78,866	\$80,946	\$83,027

COLLECTIVE BARGAINING AGREEMENT – VILLAGE OF RIDGEWOOD – BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED AFTER 1/1/2022)
SCHEDULE M**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Central Garage									
Senior Mechanic	1/1	\$72,586	\$75,157	\$77,728	\$80,299	\$82,869	\$85,440	\$88,011	\$90,582
Mechanic	1/1	\$68,739	\$71,308	\$73,877	\$76,446	\$79,015	\$81,584	\$84,153	\$86,722
Water Pollution Control									
Lab Tech/Sr. Sewer Plant Op.	1/1	\$71,212	\$74,005	\$76,798	\$79,591	\$82,384	\$85,177	\$87,970	\$90,763
Sr. Sewer Plant Op/Rep	1/1	\$69,828	\$72,874	\$75,921	\$78,967	\$82,014	\$85,060	\$88,107	\$91,153
Sewer Pit Op/Sewer Pit Rep	1/1	\$65,540	\$68,026	\$70,512	\$72,998	\$75,484	\$77,971	\$80,457	\$82,943
Sewer Plant Operator	1/1	\$59,440	\$62,252	\$65,065	\$67,877	\$70,690	\$73,502	\$76,315	\$79,127
Laborer	1/1	\$54,860	\$58,852	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Sewer Plant Op/Lab Tech	1/3	\$88,121	\$90,198	\$92,274	\$94,350	\$96,427	\$98,503	\$100,580	\$102,656
Sewer Plant Op. P/T	1/1	\$19	\$19.57	\$20.33	\$21.09	\$21.85	\$22.61	\$23.37	\$26
Property Maintenance									
Sr. Building Maintenance Worker	1/1	\$63,152	\$64,913	\$66,675	\$68,437	\$70,198	\$71,960	\$73,721	\$75,483
Building Service Worker	1/1	\$47,494	\$49,605	\$51,716	\$53,826	\$55,937	\$58,047	\$60,158	\$62,268
Laborer 1 PT	1/1	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Building Maintenance Worker	1/1	\$51,106	\$53,553	\$56,000	\$58,447	\$60,893	\$63,340	\$65,787	\$68,234
Parks Department									
Tree Maintenance Worker 1	1/1	\$55,073	\$57,224	\$59,376	\$61,527	\$63,678	\$65,829	\$67,981	\$70,132
Tree Maintenance Worker 2	1/1	\$67,177	\$68,844	\$70,511	\$72,177	\$73,844	\$75,511	\$77,177	\$78,844
Heavy Equipment Operator	1/1	\$81,706	\$84,155	\$86,603	\$89,051	\$91,499	\$93,947	\$96,395	\$98,844

COLLECTIVE BARGAINING AGREEMENT - VILLAGE OF RIDGEWOOD - BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED AFTER 1/1/2022)
SCHEDULE M**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Parks Department									
Maintenance Worker 2, Grounds	1/1	\$63,041	\$65,570	\$68,098	\$70,627	\$73,155	\$75,684	\$78,212	\$80,741
Maintenance Worker 1, Grounds	1/1	\$55,073	\$57,224	\$59,376	\$61,527	\$63,678	\$65,829	\$67,981	\$70,132
Laborer 1	1/1	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Laborer 1 PT	1/1	\$16	\$17.26	\$18.22	\$19.18	\$20.14	\$21.10	\$22.06	\$25
Laborer 1 PT Seasonal	1/1	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Tree Maintenance Worker 3	1/1	\$69,587	\$72,196	\$74,806	\$77,416	\$80,024	\$82,634	\$85,243	\$87,852
Forestry Aide		\$49,873	\$52,005	\$54,038	\$56,068	\$58,100	\$60,131	\$62,163	\$64,195
Solid Waste									
Truck Driver	1/1	\$60,746	\$63,375	\$66,004	\$68,633	\$71,263	\$73,892	\$76,521	\$79,150
Laborer 1	1/1	\$58,306	\$60,760	\$63,214	\$65,668	\$68,122	\$70,576	\$73,030	\$75,484
Water Utility									
Sr. Water Meter Repairer	1/1	\$68,739	\$71,308	\$73,877	\$76,446	\$79,015	\$81,584	\$84,153	\$86,722
Water Repairer 2	1/1	\$62,562	\$64,929	\$67,295	\$69,661	\$72,028	\$74,394	\$76,761	\$79,127
Water Meter Repairer 1	1/1	\$62,562	\$64,929	\$67,295	\$69,661	\$72,028	\$74,394	\$76,761	\$79,127
Water Treatment Plant Operator	1/1	\$62,562	\$64,929	\$67,295	\$69,661	\$72,028	\$74,394	\$76,761	\$79,127
Sr. Water Treatment Plant Operator	1/1	\$65,622	\$68,484	\$71,345	\$74,206	\$77,067	\$79,929	\$82,790	\$85,651
Lab Tech./Sr. Treatment Plt Op.	1/1	\$71,212	\$74,005	\$76,798	\$79,591	\$82,384	\$85,177	\$87,970	\$90,763
Pumping Station Attendant	1/1	\$59,724	\$61,981	\$64,237	\$66,494	\$68,750	\$71,007	\$73,263	\$75,520
Meter Worker 1	1/1	\$59,724	\$61,981	\$64,237	\$66,494	\$68,750	\$71,007	\$73,263	\$75,520

COLLECTIVE BARGAINING AGREEMENT - VILLAGE OF RIDGEWOOD - BLUE COLLAR UNIT

**BLUE COLLAR SALARY RANGES – 2024 (HIRED AFTER 1/1/2022)
SCHEDULE M**

Title	DATES	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Water Utility</u>									
Water Repairer	1/1	\$59,724	\$61,981	\$64,237	\$66,494	\$68,750	\$71,007	\$73,263	\$75,520
Laborer 1	1/1	\$54,860	\$56,652	\$58,444	\$60,237	\$62,029	\$63,821	\$65,613	\$67,405
Laborer 1 PT	1/1	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Laborer 1 PT Seasonal	1/1	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Water Meter Inspector	1/1	\$68,739	\$71,308	\$73,877	\$76,446	\$79,015	\$81,584	\$84,153	\$86,722
Equipment Operator	1/1	\$63,815	\$66,003	\$68,190	\$70,378	\$72,565	\$74,752	\$76,940	\$79,127
Sr. Water Treatment Plt. Op./Rep.	1/1	\$68,828	\$72,874	\$76,921	\$78,967	\$82,014	\$85,060	\$88,107	\$91,153
<u>Recycling</u>									
Laborer 1	1/1	\$58,308	\$60,760	\$63,214	\$65,666	\$68,122	\$70,576	\$73,030	\$75,484
Laborer 1 PT	1/1	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
Truck Driver	1/1	\$59,899	\$62,455	\$65,010	\$67,566	\$70,122	\$72,677	\$75,233	\$77,788
<u>Yardwaste Recycling</u>									
Laborer 1 P/T	1/1	\$16	\$17.34	\$18.30	\$19.26	\$20.22	\$21.18	\$22.14	\$25
<u>Clean Communities Grant</u>									
Laborer 1	1/1	\$37,037	\$39,718	\$42,399	\$45,080	\$47,761	\$50,442	\$53,123	\$55,805

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1	Public Employer: <input style="width: 95%;" type="text" value="Village of Ridgewood"/>	County: <input style="width: 95%;" type="text" value="Bergen"/>
2	Employee Organization: <input style="width: 95%;" type="text" value="Blue Collar"/>	Number of Employees in Unit: <input style="width: 15%;" type="text" value="83"/>
3	Base Year Contract Term: <input style="width: 15%;" type="text" value="2019"/>	New Contract Term: <input style="width: 15%;" type="text" value="2024"/>

SECTION II: Type of Contract Settlement (please check only one)

4	<input checked="" type="checkbox"/> Contract settled without neutral assistance
5	<input type="checkbox"/> Contract settled with assistance of mediator
6	<input type="checkbox"/> Contract settled with assistance of fact-finder
7	<input type="checkbox"/> Contract settled with assistance of super-conciliator
8	If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
	Yes <input type="checkbox"/> No <input type="checkbox"/>

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9	Salary Costs in Base Year	\$ <input style="width: 95%;" type="text" value="5,499,251"/>
10	Longevity Costs in Base Year	\$ <input style="width: 95%;" type="text" value="224,094"/>
11	Total Salary Base	\$ <input style="width: 95%;" type="text" value="5,723,345"/>

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<input style="width: 95%;" type="text" value="2020"/>	<input style="width: 95%;" type="text" value="2021"/>	<input style="width: 95%;" type="text" value="2022"/>	<input style="width: 95%;" type="text" value="2023"/>	<input style="width: 95%;" type="text" value="2024"/>
13 Cost of Salary Increments (\$)	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>	<input style="width: 95%;" type="text"/>
14 Salary Increase Above Increments (\$)	<input style="width: 95%;" type="text" value="85,850"/>	<input style="width: 95%;" type="text" value="88,416"/>	<input style="width: 95%;" type="text" value="104,751"/>	<input style="width: 95%;" type="text" value="119,716"/>	<input style="width: 95%;" type="text" value="121,580"/>
15 Longevity Increase (\$)	<input style="width: 95%;" type="text" value="4,293"/>	<input style="width: 95%;" type="text" value="4,421"/>	<input style="width: 95%;" type="text" value="5,238"/>	<input style="width: 95%;" type="text" value="5,986"/>	<input style="width: 95%;" type="text" value="6,079"/>
16 Total \$ Increase (sum of lines 13-15)	<input style="width: 95%;" type="text" value="90,143"/>	<input style="width: 95%;" type="text" value="92,837"/>	<input style="width: 95%;" type="text" value="109,989"/>	<input style="width: 95%;" type="text" value="125,702"/>	<input style="width: 95%;" type="text" value="127,659"/>
17 New Salary Base (\$)	<input style="width: 95%;" type="text" value="5,813,488"/>	<input style="width: 95%;" type="text" value="5,906,325"/>	<input style="width: 95%;" type="text" value="6,016,304"/>	<input style="width: 95%;" type="text" value="6,142,016"/>	<input style="width: 95%;" type="text" value="6,269,675"/>
18 Percentage increase over prior year	<input style="width: 15%;" type="text" value="1.57"/> %	<input style="width: 15%;" type="text" value="1.597"/> %	<input style="width: 15%;" type="text" value="1.865"/> %	<input style="width: 15%;" type="text" value="2.091"/> %	<input style="width: 15%;" type="text" value="2.079"/> %

**If contract duration is longer than five years, please add an additional page.*

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

**If contract duration is longer than five years, please add an additional page.*

SECTION VI: Medical Costs

		Base Year	Year 1
21	Health Plan Cost	\$ 1,713,384	\$ 1,619,779
22	Prescription Plan Cost	\$ n/a	\$ n/a
23	Dental Plan Cost	\$ 720	\$ 720
24	Vision Plan Cost	\$ 354	\$ 254
25	Total Cost of Insurance	\$ 1,714,458	\$ 1,620,853
26	Employee Insurance Contributions	\$ 449,395	\$ 429,752
27	Employee Contributions as % of Total Insurance Cost	26.30 %	26.60 %

Employer: Village of Ridgewood

Employee Organization: Blue Collar

Page 3

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:

Robert G Rooney

Position/Title:

Chief financial Officer

Signature:

Robert G Rooney

Date:

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

Revised 8/2016

Certification

I declare to the best of my knowledge and belief that the attached document(s) are true electronic copies of the executed collective negotiations agreement(s) and the included summary is an accurate assessment of the collective bargaining agreement for the term beginning 1/1/2020 thru 12/31/2024.

Employer: Village of Ridgewood

County: Bergen

Date: 8/14/2024

Name: Heather A. Mailander
Print Name

Title: Village Clerk


Signature