

**ORDINANCE NO. 31-2022**

**AN ORDINANCE OF THE TOWNSHIP COMMITTEE OF THE TOWNSHIP OF HANOVER ESTABLISHING THE SALARIES AND OTHER COMPENSATION FOR THE FULL-TIME EMPLOYEES OF THE PUBLIC WORKS, BUILDINGS & GROUNDS AND PARKS MAINTENANCE DEPARTMENT REPRESENTED BY IBT LOCAL NO. 97 FOR CALENDAR YEARS 2022 THROUGH 2025**

**BE IT ORDAINED**, by the Township Committee of the Township of Hanover, in the County of Morris and State of New Jersey, as follows:

**Section 1.** The following annual wage schedule by job classification for the current full-time employees of the Public Works, Buildings & Grounds and Park Maintenance Department represented by IBT Local No. 97 shall be as hereinafter specified, and shall be payable on an annual basis over twenty-four (24) pay periods:

**TOWNSHIP OF HANOVER**  
**SALARY GUIDE 2022 A-1 IBT**

<b><u>Group</u></b>	<b><u>Step 5</u></b>
I	\$ 54,858
II	\$ 59,218
III	\$ 64,318
IV	\$ 69,935
V	\$ 75,687
VI	\$ 81,510
VII	\$ 86,143
VIII	\$ 93,294
IX	\$100,992

**SALARY GUIDE 2022 A-1 IBT**  
**HOURLY RATES BASED UPON 40-HOUR WEEK**

<b><u>Group</u></b>	<b><u>Step 5</u></b>
I	\$26.37
II	\$28.47
III	\$30.92
IV	\$33.62
V	\$36.39
VI	\$39.19
VII	\$41.41
VIII	\$44.85
IX	\$48.55

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2022 D-1 IBT**

<b>Group</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>	<b>Minimum Hourly Rate</b>	<b>Maximum Hourly Rate</b>
I	\$25,650	\$53,226	\$12.33	\$25.59
II	\$27,710	\$57,494	\$13.32	\$27.64
III	\$30,110	\$62,449	\$14.48	\$30.02
IV	\$32,650	\$67,891	\$15.70	\$32.64
V	\$35,330	\$73,463	\$16.99	\$35.32
VI	\$37,950	\$79,135	\$18.25	\$38.05
VII	\$40,030	\$83,646	\$19.25	\$40.21
VIII	\$43,320	\$90,569	\$20.83	\$43.54
IX	\$46,830	\$98,068	\$22.51	\$47.15

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2023 A-1 IBT**

<b>Group</b>	<b>Step 5</b>
I	\$ 56,227
II	\$ 60,697
III	\$ 65,925
IV	\$ 71,681
V	\$ 77,577
VI	\$ 83,549
VII	\$ 88,300
VIII	\$ 95,629
IX	\$103,520

**SALARY GUIDE 2023 A-1 IBT  
Hourly rates based upon 40-hour week**

<b>Group</b>	<b>Step 5</b>
I	\$27.03
II	\$29.18
III	\$31.69
IV	\$34.46
V	\$37.30
VI	\$40.17
VII	\$42.45
VIII	\$45.98
IX	\$49.77

**TOWNSHIP OF HANOVER**  
**SALARY GUIDE 2023 D-1 IBT**

<b>Group</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>	<b>Minimum Hourly Rate</b>	<b>Maximum Hourly Rate</b>
I	\$25,650	\$ 54,557	\$12.33	\$26.23
II	\$27,710	\$ 58,931	\$13.32	\$28.33
III	\$30,110	\$ 64,010	\$14.48	\$30.77
IV	\$32,650	\$ 69,588	\$15.70	\$33.46
V	\$35,330	\$ 73,300	\$16.99	\$36.20
VI	\$37,950	\$ 81,113	\$18.25	\$39.00
VII	\$40,030	\$ 85,737	\$19.25	\$41.22
VIII	\$43,320	\$ 92,833	\$20.83	\$44.63
IX	\$46,830	\$100,520	\$22.51	\$48.33

**TOWNSHIP OF HANOVER**  
**SALARY GUIDE 2024 A-1 IBT**

<b>Group</b>	<b>Step 5</b>
I	\$ 57,631
II	\$ 62,212
III	\$ 67,570
IV	\$ 73,475
V	\$ 79,517
VI	\$ 85,641
VII	\$ 90,511
VIII	\$ 98,021
IX	\$106,107

**SALARY GUIDE 2024 A-1 IBT**  
**HOURLY RATES BASED UPON 40-HOUR WEEK**

<b>Group</b>	<b>Step 5</b>
I	\$27.71
II	\$29.91
III	\$32.49
IV	\$35.32
V	\$38.23
VI	\$41.17
VII	\$43.51
VIII	\$47.13
IX	\$51.01

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2024 D-1 IBT**

<u>Group</u>	<u>Minimum Salary</u>	<u>Maximum Salary</u>	<u>Minimum Hourly Rate</u>	<u>Maximum Hourly Rate</u>
I	\$25,650	\$ 55,921	\$12.33	\$26.89
II	\$27,710	\$ 60,404	\$13.32	\$29.04
III	\$30,110	\$ 65,610	\$14.48	\$31.54
IV	\$32,650	\$ 71,328	\$15.70	\$34.29
V	\$35,330	\$ 77,183	\$16.99	\$37.11
VI	\$37,950	\$ 83,141	\$18.25	\$39.97
VII	\$40,030	\$ 87,880	\$19.25	\$42.25
VIII	\$43,320	\$ 95,154	\$20.83	\$45.75
IX	\$46,830	\$103,033	\$22.51	\$49.54

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2025 A-1 IBT**

<u>Group</u>	<u>Step 5</u>
I	\$ 59,071
II	\$ 63,765
III	\$ 69,262
IV	\$ 75,311
V	\$ 81,508
VI	\$ 87,786
VII	\$ 92,777
VIII	\$104,470
IX	\$108,762

**SALARY GUIDE 2025 A-1 IBT  
HOURLY RATES BASED UPON 40-HOUR WEEK**

<u>Group</u>	<u>Step 5</u>
I	\$28.40
II	\$30.66
III	\$33.30
IV	\$36.21
V	\$39.19
VI	\$42.20
VII	\$44.60
VIII	\$48.30
IX	\$52.29

**TOWNSHIP OF HANOVER  
SALARY GUIDE 2025 D-1 IBT**

<b>Group</b>	<b>Minimum Salary</b>	<b>Maximum Salary</b>	<b>Minimum Hourly Rate</b>	<b>Maximum Hourly Rate</b>
I	\$25,650	\$ 57,319	\$12.33	\$27.56
II	\$27,710	\$ 61,914	\$13.32	\$29.77
III	\$30,110	\$ 67,250	\$14.48	\$32.33
IV	\$32,650	\$ 73,111	\$15.70	\$35.15
V	\$35,330	\$ 79,113	\$16.99	\$38.04
VI	\$37,950	\$ 85,220	\$18.25	\$40.97
VII	\$40,030	\$ 90,077	\$19.25	\$43.31
VIII	\$43,320	\$ 97,533	\$20.83	\$46.89
IX	\$46,830	\$105,609	\$22.51	\$50.77

**Section 2. Pesticide and Certified Pool Operators:** Any active employee covered by the 2022-2025 collective negotiations agreement by and between the Township and IBT Local No. 97 who obtains and/or possesses a legally valid Pesticide Certification while in the employ of the Township, shall receive a stipend at an annualized rate of \$1,000.00. Any active employee covered by the IBT Agreement who obtains and/or possesses a legally valid Certified Pool Operator Certification while in the employ of the Township shall receive a stipend at an annualized rate of \$500.00.

**Section 3. Mechanics Holding Triple Certification:** Any active employee covered by the 2022-2025 collective negotiations agreement by and between the Township and IBT Local No. 97 who obtains and/or possesses all three of the Automotive Service Excellence (ASE), Inter-Industry Conference on Auto Collision Repair (I-CAR), and Mobile Air Climate System Association (MACS) 609 Certification while in the employ of the Township shall receive a stipend at an annualized rate of \$1,000.00.

**Section 4.** The following Schedule "B" represents the job position titles and applicable salary ranges in conformance with the Salary Guides set forth above for the full-time employees of the Public Works, Buildings & Grounds and Park Maintenance Department represented by IBT Local No. 97, and not including the managers, supervisors and part-time employees of the Department.

**SCHEDULE "B"**

	<u><b>JOB POSITION TITLES</b></u>	<u><b>APPLICABLE SALARY RANGES</b></u>
<b>GROUP I</b>	<b>Custodian</b>	<b>IBT A-1 OR IBT D-1</b>
<b>GROUP III</b>	<b>Laborer I/Sanitation Collector/ Custodian</b>	<b>IBT A-1 OR IBT D-1</b>
<b>GROUP III</b>	<b>Laborer I/Sanitation Collector I</b>	<b>IBT A-1 or IBT D-1</b>
<b>GROUP IV</b>	<b>Laborer II/Sanitation Collector II/ Truck Driver I Mechanic's Helper</b>	<b>IBT A-1 OR IBT D-1 IBT A-1 OR IBT D-1</b>
<b>GROUP IV</b>	<b>Park Maintenance Worker</b>	<b>IBT A-1 OR IBT D-1</b>
<b>GROUP V</b>	<b>Truck Driver II/ Equipment Operator</b>	<b>IBT A-1 OR IBT D-1</b>
<b>GROUP VI</b>	<b>Senior Park Maintenance Man</b>	<b>IBT A-1 OR IBT D-1</b>
<b>GROUP VII</b>	<b>Mechanic</b>	<b>IBT A-1 or IBT D-1</b>

**Section 5.** All salaries and rates of compensation as stated herein for calendar year 2022 shall be effective and retroactive to January 1, 2022.

**Section 6.** In case, for any reason, any section or provision of this Ordinance shall be held to be unconstitutional or invalid, the same shall not affect any other section or provision of this Ordinance, except so far as the section or provision so declared unconstitutional or invalid shall be severed from the remainder or any portion thereof.

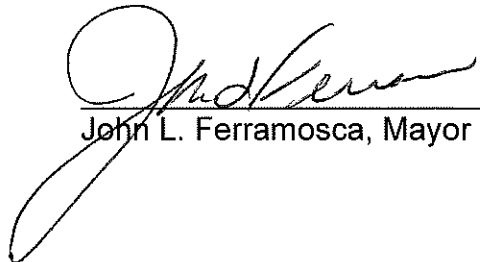
**Section 7.** All ordinance or parts of ordinances inconsistent with the provisions of this ordinance are, to the extent of such inconsistency, hereby repealed.

**Section 8.** This Ordinance shall take effect in accordance with law.

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

ATTEST:

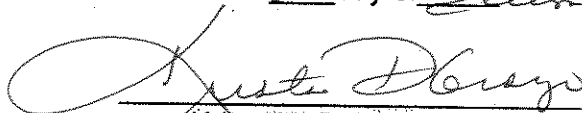
  
\_\_\_\_\_  
Krista M. DiGiorgio, Township Clerk

  
\_\_\_\_\_  
John L. Ferramosca, Mayor

DATE OF INTRODUCTION: November 10, 2022

DATE OF ADOPTION: December 8, 2022

I hereby certify the foregoing to be a true copy of a  
Resolution/Ordinance adopted by the Township Committee  
of the Township of Hanover at a Regular/Special meeting  
held on the 8<sup>th</sup> day of December

  
\_\_\_\_\_  
Krista M. DiGiorgio, Township Clerk, R.M.C.