First Reading

INTRODUCED BY: Councilwoman Sheedy				
SECONDED BY: Councilwoman Cavadas				
COUNCIL	AYE	NAY	ABSTAIN	ABSENT
FITZHENRY				X
CAVADAS	X			
KARCIC	X			
SHEEDY	X			
DEL RUSSO	X			
BOCCHINO	X			
PRONTI				
TOTAL				

Second & Final Reading

INTRODUCED BY: Councilman Del Russo				
SECONDED BY: Councilwoman Sheedy				
COUNCIL	AYE	NAY	ABSTAIN	ABSENT
FITZHENRY	X			
CAVADAS	X			
KARCIC				X
SHEEDY	X			
DEL RUSSO	X			
BOCCHINO	X			
PRONTI				
TOTAL				

ORDINANCE NO. 2384
BOROUGH OF NORTH ARLINGTON
BERGEN COUNTY, NEW JERSEY

AN ORDINANCE SETTING FORTH THE TERMS OF EMPLOYMENT OF ALL CROSSING GUARDS EMPLOYED BY THE BOROUGH OF NORTH ARLINGTON

WHEREAS, the Mayor and Council of the Borough of North Arlington in the County of Bergen found it advisable and necessary to ordain the policies and procedures with regard to all terms and conditions of employment of all Crossing Guards employed by the Borough; and

WHEREAS, Ordinance No.: 2159 setting forth all terms and conditions of employment of all Crossing Guards employed by the Borough was passed on April 13, 2015; and

WHEREAS, said Ordinance was revised by Ordinance 2225 on August 10, 2017; and

WHEREAS, the Mayor and Council has determined that there is a need to amend and modify the terms and conditions of employment of all Crossing Guards;

NOW THEREFORE BE IT ORDAINED by the Mayor and Council of the Borough of North Arlington in the County of Bergen, that the terms and conditions of employment of all Crossing Guards (hereinafter "employees") employed by the Borough shall be as follows:

A. **Salary**

1. Effective on the date of passage of this Ordinance the following titles, salaries and salary ranges are hereby fixed, determined and enacted:

Crossing Guards	Hourly Pay
Substitutes/Per diem	$20.00
First Year Permanent	$20.00
Second Year Permanent	$21.00
Third Year Permanent	$22.00
Fourth Year Permanent	$23.00
Fifth Year Permanent	$24.00

2. Any time served as a per diem employee shall **not** be counted as time served as a permanent position with regard to the pay-scale above. By way of example, an employee who serves three years as a per diem employee and then receives a permanent position shall be considered a "First Year" upon beginning his or her permanent position.

C. **Sick Leave**

1. On the first day of service, an employee shall be entitled to four (4) hours per month of sick leave.
2. Upon reaching one (1) year of service, an employee shall become entitled to forty (40) hours per year of sick leave time.

3. Sick leave may be carried over year to year but employees may only accumulate a maximum of 240 hours of sick leave time.

4. Only permanent employees shall be entitled to sick leave

D. **Vacation**

1. On the first day of service, an employee shall be entitled to four (4) hours per month of vacation leave.

2. Employees with one (1) to ten (10) years of service shall be entitled to forty hours (40) per year of vacation leave.

3. Employees with ten (10) to twenty (20) years of service shall be entitled to fifty-two (52) hours per year of vacation leave.

4. Employees with more than twenty years of service shall be entitled to seventy-two (72) hours per year of vacation leave.

5. All vacation leave time must be used prior to December 31st and cannot be carried over year to year.

6. Only permanent employees shall be entitled to vacation leave.

E. **Miscellaneous**

1. Employees shall not be entitled to any benefits other than those specifically identified herein. By way of example, and not of limitation, the employees shall **not** be entitled to medical benefits of any kind, including coverage for major medical expenses, prescription drugs or dental expenses.

2. All personnel decisions, including hiring, termination and promotions, shall be made at the direction of the Mayor and Council only.

3. All employees shall be considered employees "at will," which means that either party may end the employment relationship at any time with or without cause.

4. All employees shall be subject to the terms and conditions set forth in the Borough of North Arlington employee handbook with the exception of any such terms and condition which may be inconsistent with those set forth herein.

5. All employees shall be subject to any further terms and conditions set forth by the Mayor and Council at any time in the future.

6. All employees shall be paid for any snow days, up to a maximum of three (3) days per school year, which lead to the closure of Borough schools for a full day on a day in which the Employee is scheduled to work.
7. Any employee working on a Borough Holiday shall be paid at time and one half.
8. There shall be no residency requirements for permanent, per-diem and substitute Crossing Guards.

IT IS FURTHER ORDAINED that all Ordinances or parts of Ordinances inconsistent herewith are hereby repealed; and

IT IS FURTHER ORDAINED that the provisions of this ordinance shall become effective immediately.

APPROVED: _____
Daniel H. Pronti, Mayor

ATTEST: _____
Kathleen Moore, Borough Clerk

DATED: August 10, 2023

PUBLIC NOTICE

PUBLIC NOTICE IS HEREBY GIVEN THAT AT A REGULAR MEETING OF THE MAYOR AND COUNCIL OF THE BOROUGH OF NORTH ARLINGTON HELD ON THURSDAY, July 13, 2023, THE ABOVE ORDINANCE WAS INTRODUCED AND PASSED ON ITS FIRST READING. SAID ORDINANCE SHALL BE TAKEN UP FOR FURTHER CONSIDERATION FOR FINAL PASSAGE AT A REGULAR MEETING OF THE MAYOR AND COUNCIL TO BE HELD IN THE COUNCIL CHAMBERS, BOROUGH HALL, 214 RIDGE ROAD, NORTH ARLINGTON, BERGEN COUNTY, NEW JERSEY ON August 10, 2023 at 7:00PM OR AS SOON THEREAFTER AS THE MATTER CAN BE REACHED, AT WHICH TIME AND PLACE ALL PERSONS WHO MAY BE INTERESTED THEREIN SHALL BE GIVEN AN OPPORTUNITY TO BE HEARD CONCERNING SAME. DURING THE WEEK PRIOR TO AND UP TO AND INCLUDING THE DATE OF SUCH MEETING, COPIES OF SAID ORDINANCE WILL BE MADE AVAILABLE AT THE BOROUGH CLERK'S OFFICE TO THE MEMBERS OF THE GENERAL PUBLIC WHO SHALL REQUEST SAME.

Kathleen Moore
Borough Clerk