

**ORDINANCE NO. 2021-19**

**AN ORDINANCE ESTABLISHING SALARIES OR WAGES OF OFFICIALS AND EMPLOYEES OF THE BOROUGH OF RED BANK, IN MONMOUTH COUNTY**

**BE IT ORDAINED** by the Mayor and Council of the Borough of Red Bank, in the County of Monmouth and State of New Jersey, as follows:

**SECTION 1.** The salaries and wages for the following positions within the Borough of Red Bank shall be as follows (Stricken Text denote deletions, Underlined Text denote additions):

**A. Governing Body Positions:**

<b>Governing Body Positions</b>	<b>Min</b>	<b>Max</b>
Mayor	\$ 7,301	\$ 7,301
Council Members	\$ 3,650	\$ 3,650

**B. Office:**

<b>Full-Time Positions</b>	<b>Min</b>	<b>Max</b>
Borough Administrator	\$ 152,000	\$ 170,000
Assistant Borough Administrator	\$ 121,000	\$ 135,000
Public Utilities Director	\$ 115,000 85,000	\$ 130,000 110,000
Borough Clerk/Public Information Officer	\$ 65,000	\$ 95,000 85,000
Administrative Secretary/Deputy Clerk	\$ 48,000 35,000	\$ 58,000 55,000
Director of Finance, Chief Financial Officer, Comptroller	\$ 105,000 85,000	\$ 130,000 110,000
Tax/Utility Collector	\$ 90,000 75,000	\$ 110,000 95,000
Administrative Secretary/Assistant to Administrator	\$ 50,000 35,000	\$ 60,000 55,000
Information Technology Director	\$ 85,000	\$ 105,000
Human Resources Manager	\$ 55,000	\$ 70,000
Construction Code Official	\$ 95,000 85,000	\$ 110,000 105,000
Building Sub-code Official	\$ 70,000 60,000	\$ 95,000 85,000
Fire Sub-Code Official	\$ 85,000 75,000	\$ 115,000 100,000
Fire Marshal	\$ 80,000 75,000	\$ 105,000 100,000
Director of Code Enforcement	\$ 5,000 10,000	\$ 15,000 20,000
Court Clerk Administrator	\$ 70,000 65,000	\$ 80,000 75,000
Deputy Court Administrator	\$ 50,000 45,000	\$ 60,000 55,000
Police Chief	\$ 170,000 135,000	\$ 200,000 151,000
Director Parks & Recreation	\$ 75,000	\$ 90,000

	70,000	
Administrative Officer, Director Department of Planning & Zoning, Certified Land Use Administrator	\$ 85,000 60,000	\$ 100,000 90,000
Municipal Planner	\$ 20,000	\$ 25,000
Senior Citizens Director, Director of Public Assistance and Relocation Officer	\$ 65,000 45,000	\$ 80,000 70,000

C. Part-Time Salaried Positions:

Part-Time Salaried Positions	Min	Max
Tax Assessor	\$ 60,000 46,775	\$ 70,000 59,000
Property Inspector/Assessor's Office	\$ 6,500 5,613	\$ 7,500 7,100
Plumbing Sub-Code Official	\$ 10,000	\$ 47,000
Electrical Sub-Code Official	\$ 10,000	\$ 47,000
Judge of the Municipal Court	\$ 50,000 15,000	\$ 60,000 47,500
Municipal Prosecutor	\$ 25,000	\$ 35,000 30,000

D. Part-Time Non-Salaried Positions:

Part-Time Non- Salaried Positions	Min	Max
Information Technology Consultant (per hour)	\$ 60.00	\$ 90.00
Licensed Water Operator (per hour)	\$ 35.00	\$ 55.00
Licensed Construction Sub-Code Inspectors	\$ 35.00	\$ 55.00
Permanent Part-Time (per hour)	\$ 12.00 8.60	\$ 55.00
Temporary/Seasonal Hourly Employees (per hour)	\$ 12.00 8.60	\$ 37.50
Crossing Guards (per day hour )	\$ 29.24	\$ 29.24

E. Stipends and dual positions: Full-time employees who have been permanently appointed to hold more than one title, shall be compensated at the rates of the title held with the highest salary range. The following stipends shall be paid to employees who have assumed additional positions within the Borough in addition to their primary employment position. For non-listed positions, the Business Administrator is authorized to approve stipends of up to \$6,000 for additional title responsibilities, provided s/he has notified the Mayor and Council in writing at least three business days before doing so.

F.

Stipend Positions	Min	Max
Qualified Purchasing Agent	\$ 10,000	\$ 15,000
Deputy Registrar	\$ 3,500 3,150	\$ 4,500 3,900
Assistant Purchasing Agent	\$ 4,500	\$ 5,700
Assistant Construction Official	\$ 4,500	\$ 7,500
OEM Coordinator	\$ 5,000 4,500	\$ 7,500 5,700
RCA Coordinator	\$ 4,500	\$ 5,700

Planning Board Secretary	\$ 2,430	\$ 2,430
Construction Board of Appeals Secretary (per meeting)	\$ 150	\$ 150
Rent Leveling Board Secretary (per meeting)	\$ 250	\$ 250
Board of Health Secretary (per meeting)	\$ 150	\$ 150
Human Relations Advisory Committee Secretary (per meeting)	\$ 150	\$ 150

G. Red Bank PBA Local 39 Positions:

<b>PBA Positions</b>	<b>Min</b>	<b>Max</b>
Captain	\$ 135,660 <del>\$ 118,973</del>	\$ 146,843 <del>\$ 126,255</del>
Lieutenant	\$ 127,990 <del>\$ 112,248</del>	\$ 138,541 <del>\$ 119,118</del>
Sergeant	\$ 117,570 <del>\$ 103,109</del>	\$ 127,262 <del>\$ 109,420</del>
Detective	\$ 99,505	\$ 105,595
Patrolman	\$ 58,660 <del>\$ 51,445</del>	\$ 118,210 <del>\$ 101,636</del>
Academy	\$ 44,493 <del>\$ 39,024</del>	\$ 48,160 <del>\$ 41,409</del>

H. Red Bank CWA Local 1075 Supervisors:

<b>Red Bank CWA Local 1075 Supervisors: Librarian, Foremen, and Supervisors</b>	<b>Min</b>	<b>Max</b>
Librarian, Foremen and Supervisors	\$ 28.70 <del>\$ 23.21</del>	\$ 60.00 <del>\$ 44.02</del>

I. Red Bank CWA Local 1075 Skilled Worker/Mechanic:

<b>Red Bank CWA Local 1075 Skilled Worker/Mechanic</b>	<b>Min</b>	<b>Max</b>
Skilled Worker/Mechanic	\$ 19.49 <del>\$ 14.16</del>	\$ 35.00 <del>\$ 27.21</del>

J. Red Bank CWA Local 1075 Driver/Operators:

<b>Red Bank CWA Local 1075 Driver/Operators</b>	<b>Min</b>	<b>Max</b>
Driver and Operators	\$ 18.47 <del>\$ 14.50</del>	\$ 35.00 <del>\$ 25.86</del>

K. Red Bank CWA Local 1075 Mechanic/Heavy Equipment Operator/Skilled Worker:

<b>Red Bank CWA Local 1075 Mechanic/Heavy Equipment Operator/Skilled Worker</b>	<b>Min</b>	<b>Max</b>
Mechanic, Heavy Equipment Operator and Skilled Worker	\$ 19.49 <del>\$ 15.54</del>	\$ 40.00 <del>\$ 26.38</del>

L. Red Bank CWA Local 1075 Dispatchers:

<b>Red Bank CWA Local 1075 Dispatchers</b>	<b>Min</b>	<b>Max</b>
Dispatchers	\$ 18.05	\$ 35.00
	14.16	23.69

M. Red Bank CWA Local 1075 Clerk/Secretary

<b>Red Bank CWA Local 1075 Clerk/Secretary</b>	<b>Min</b>	<b>Max</b>
Clerk and Secretaries	\$ 18.73	\$ 35.00
	14.85	26.77

N. Red Bank CWA Local 1075 Enforcement Officers:

<b>Red Bank CWA Local 1075 Enforcement Officers</b>	<b>Min</b>	<b>Max</b>
Enforcement Officers	\$ 18.00	\$ 40.00
	14.16	27.65

O. Red Bank CWA Local 1075 Admin. Assistant/Bookkeeper:

<b>Red Bank CWA Local 1075 Admin. Assistant/Bookkeeper</b>	<b>Min</b>	<b>Max</b>
Administrative Assistant and Bookkeeper	\$ 22.02	\$ 40.00
	17.10	28.75

## SECTION 2

The Wages, salaries or compensation shall be in effect as of and after January 1, 2016 2021. This will remain in effect until reviewed by further resolution of the Borough Council.

## SECTION 3

Effective January 1, 2017, longevity compensation has been eliminated for all non-union employees subject to the salaries established by this ordinance. All employees whose compensation is established by this ordinance and employed in said positions as of December 31, 2016 shall have a longevity “phase-out” payment added to their base pay which will be equal to their prorated accrued longevity as of December 31, 2016, plus \$100.00. There will be no additional longevity steps nor will longevity be paid to future employees subject to this ordinance. Those who are promoted into positions subject to this ordinance shall be permitted to receive the longevity “phase-out” payment outlined above. The provisions of this section shall not apply to the Police Chief and/or other positions covered under separate contracts.

## SECTION 4

Employee compensation established by an agreement between any collective bargaining unit and the Borough is incorporated herein as if set forth in full, and compensation shall be made in accordance with the provisions of the agreements as approved and executed by the governing body. The collective bargaining agreements between the Borough and PBA Local 39 and between the Borough and CWA Local 1038 are on file in the office of the Borough Clerk.

## SECTION 5

The Governing Body, after recommendation of the Administrator, shall designate those officials and employees who may be entitled mileage compensation for the use of their personal automobiles on Borough business. Such reimbursement shall be equal to the prevailing mileage reimbursement rate established by the Internal Revenue Service.

## SECTION 6

The Borough retains the right to pay compensation at amounts of less than those listed herein for officials and employees duly hired to replace vacant offices and positions during the term of this ordinance.

## **SECTION 7**

All ordinances or provisions thereof inconsistent with this ordinance are hereby repealed and the compensation herein established supersedes all previous compensation established by ordinance.

## **SECTION 8**

If any part of this ordinance shall be invalid, such part shall be deemed severable and the invalidity thereof shall not affect the remaining parts of this ordinance.

## **SECTION 9**

This ordinance shall take effect upon its passage and publication according to law.

	Motion	Yes	No	Abstain	Absent
Councilman Yassin					X
Councilwoman Triggiano	Motion	X			
Councilman Ballard		X			
Councilman Yngstrom		X			
Councilman Zipprich		X			
Councilwoman Horgan	Second	X			

First Reading/Introduction: August 18, 2021

Public Hearing/Adoption: September 1, 2021

I hereby certify the above to be a true copy.

**Pamela Borghi**

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Pamela Borghi, Municipal Clerk