

**BOROUGH OF RED BANK  
COUNTY OF MONMOUTH  
STATE OF NEW JERSEY**

**ORDINANCE NO. 2025-12**

**AMENDING THE SALARY ORDINANCE OF THE BOROUGH OF RED BANK**

**BE IT ORDAINED** by the Mayor and Council of the Borough of Red Bank, in the County of Monmouth and State of New Jersey, that the Borough's Salary Ordinance is hereby amended as follows (stricken text deleted; underlined text added):

**SECTION 1**

The salaries and wages for the following positions within the Borough of Red Bank shall be as follows:

| <b>Governing Body Positions</b> | <b>Min</b> | <b>Max</b> |
|---------------------------------|------------|------------|
| Mayor                           | \$ 7,301   | \$ 8,000   |
| Council Members                 | \$ 3,650   | \$ 4,000   |

A. Office:

| <b>Full-Time Positions</b>                                | <b>Min</b>       | <b>Max</b>        |
|---|------------------|-------------------|
| Borough Administrator/Manager                             | \$ 150,000       | \$ 210,000        |
| Public Utilities Director                                 | \$ 115,000       | \$ 130,000        |
| <u>Deputy Public Utilities Director</u>                   | <u>\$ 75,000</u> | <u>\$ 120,000</u> |
| <u>Director of Recreation and Human Services</u>          | <u>\$ 80,000</u> | <u>\$ 125,000</u> |
| Borough Clerk/Public Information Officer                  | \$ 65,000-80,000 | \$115,000-125,000 |
| Administrative Secretary/Deputy Clerk                     | \$ 48,000        | \$ 65,000         |
| Director of Finance, Chief Financial Officer, Comptroller | \$ 105,000       | \$ 195,000        |
| Tax/Utility Collector                                     | \$ 90,000        | \$ 115,000        |
| Administrative Secretary/Assistant to Administrator       | \$ 50,000        | \$ 60,000         |
| Construction Code Official                                | \$ 95,000        | \$ 110,000        |
| Building Sub-code Official                                | \$ 70,000        | \$ 95,000         |
| Fire Sub-Code Official                                    | \$ 85,000        | \$ 115,000        |
| Fire Marshal  | \$ 80,000        | \$ 105,000        |
| Director of Code Enforcement                              | \$ 5,000         | \$ 15,000         |
| Human Resources Manager                                   | \$ 65,000        | \$ 95,000         |
| Community Engagement Coordinator                          | \$ 60,000        | \$ 90,000         |
| Court Clerk Administrator                                 | \$ 70,000        | \$ 85,000         |

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|  |            |            |               |
|--|------------|------------|---------------|
| Deputy Court Administrator   | \$ 50,000  | \$ 60,000  | <u>70,000</u> |
| Police Chief   | \$ 170,000 | \$ 210,000 |               |
| Director Parks & Recreation  | \$ 75,000  | \$ 90,000  |               |
| Administrative Officer, Director Department of Planning & Zoning, Certified Land Use Administrator | \$ 85,000  | \$ 100,000 |               |
| Municipal Planner  | \$ 20,000  | \$ 25,000  |               |
| Senior <u>Citizens Center</u> Director, Director of Public Assistance and Relocation Officer       | \$ 65,000  | \$ 90,000  |               |

**B. Part-Time Salaried Positions:**

| <b>Part-Time Salaried Positions</b>  | <b>Min</b> | <b>Max</b> |
|--------------------------------------|------------|------------|
| Tax Assessor                         | \$ 55,000  | \$ 70,000  |
| Property Inspector/Assessor's Office | \$ 6,500   | \$ 7,500   |
| Plumbing Sub-Code Official           | \$ 10,000  | \$ 47,000  |
| Electrical Sub-Code Official         | \$ 10,000  | \$ 47,000  |
| Judge of the Municipal Court         | \$ 50,000  | \$ 60,000  |
| Municipal Prosecutor                 | \$ 25,000  | \$ 35,000  |

**C. Part-Time Non-Salaried Positions:**

| <b>Part-Time Non- Salaried Positions</b>       | <b>Min</b> | <b>Max</b> |
|--|------------|------------|
| 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)                 | \$ 15.00   | \$ 55.00   |
| Temporary/Seasonal Hourly Employees (per hour) | \$ 15.00   | \$ 37.50   |
| Crossing Guards (per hour )                    | \$ 29.24   | \$ 30.04   |

**D. 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

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additional title responsibilities, provided s/he has notified the Mayor and Council in writing at least three business days before doing so.

| <b>Stipend Positions</b>                              | <b>Min</b> | <b>Max</b> |
|---|------------|------------|
| Qualified Purchasing Agent                            | \$ 10,000  | \$ 15,000  |
| Deputy Registrar                                      | \$ 3,500   | \$ 4,500   |
| Assistant Purchasing Agent                            | \$ 4,500   | \$ 5,700   |
| Assistant Construction Official                       | \$ 4,500   | \$ 7,500   |
| OEM Coordinator                                       | \$ 5,000   | \$ 7,500   |
| 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     |

E. Red Bank PBA Local 39 Positions: Determined by Collective Bargaining Agreement.

| <b>PBA Positions</b> | <b>Min</b> | <b>Max</b> |
|----------------------|------------|------------|
| Captain              | \$ 150,436 | \$ 169,881 |
| Lieutenant           | \$ 140,946 | \$ 158,786 |
| Sergeant             | \$ 129,471 | \$ 144,489 |
| Patrolman            | \$ 64,439  | \$ 132,939 |
| Academy              | \$ 48,997  | \$ 51,830  |

F. Red Bank CWA Local 1075 Supervisors: Determined by Collective Bargaining Agreement.

| <b>Red Bank CWA Local 1075 Supervisors: Librarian, Foremen, and Supervisors</b> | <b>Min</b> | <b>Max</b> |
|---|------------|------------|
| Librarian, Foremen and Supervisors  | \$ 32.20   | \$ 60.00   |

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G. Red Bank CWA Local 1075 Skilled Worker/Mechanic: Determined by Collective Bargaining Agreement.

| <b>Red Bank CWA Local 1075 Skilled Worker/Mechanic</b>                   | <b>Min</b> | <b>Max</b> |
|--|------------|------------|
| Mechanic, Heavy Equipment Operator and Skilled Workers, Code Enforcement | \$ 21.97   | \$ 40.00   |

H. Red Bank CWA Local 1075 Driver/Operators: Determined by Collective Bargaining Agreement.

| <b>Red Bank CWA Local 1075 Driver/Operators</b> | <b>Min</b> | <b>Max</b> |
|---|------------|------------|
| DPW Worker, Driver and Operators                | \$ 20.91   | \$ 35.00   |

I. Red Bank CWA Local 1075 Dispatchers: Determined by Collective Bargaining Agreement.

| <b>Red Bank CWA Local 1075 Dispatchers</b> | <b>Min</b> | <b>Max</b> |
|--|------------|------------|
| Dispatchers                                | \$ 20.44   | \$ 35.00   |

J. Red Bank CWA Local 1075 Clerk/Secretary: Determined by Collective Bargaining Agreement.

| <b>Red Bank CWA Local 1075 Clerk/Secretary</b> | <b>Min</b> | <b>Max</b> |
|--|------------|------------|
| Clerk and Secretaries                          | \$ 21.16   | \$ 35.00   |

K. Red Bank CWA Local 1075 Admin. Assistant/Bookkeeper: Determined by Collective Bargaining Agreement.

| <b>Red Bank CWA Local 1075 Admin. Asst./Bookkeeper</b> | <b>Min</b> | <b>Max</b> |
|--|------------|------------|
| Administrative Assistant and Bookkeeper                | \$ 24.76   | \$ 40.00   |

## **SECTION 2**

The Wages, salaries or compensation shall be in effect immediately, until again reviewed by further resolution of the Borough Council.

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**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 are 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.

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| INTRODUCTION                     |      |     |   |      |    | COUNCILMEMBER         | FINAL ADOPTION |      |     |     |      |
|----------------------------------|------|-----|---|------|----|-----------------------|----------------|------|-----|-----|------|
| Moved                            | Sec. | Aye | Nay   | Abs. | NP |                       | Moved          | Sec. | Aye | Nay | Abs. |
|                                  | X    | X   |   |      |    | KRISTINA BONATAKIS    | X              |      | X   |     |      |
|                                  |      | X   |   |      |    | DAVID CASSIDY         |                |      | X   |     |      |
|                                  |      | X   |   |      |    | NANCY FACEY-BLACKWOOD |                | X    | X   |     |      |
|                                  |      | X   |   |      |    | BEN FOREST            |                |      | X   |     |      |
| X                                |      | X   |   |      |    | LAURA JANNONE         |                |      | X   |     |      |
|                                  |      | X   |   |      |    | KATE TRIGGIANO        |                |      | X   |     |      |
|                                  |      | X   |   |      |    | MAYOR WILLIAM PORTMAN |                |      | X   |     |      |
| Introduced:<br>June 12, 2025     |      |     | I hereby certify the above ordinance was adopted by the Borough Council of the Borough of Red Bank, County of Monmouth, State of New Jersey on the aforementioned date. |      |    |                       |                |      |     |     |      |
| Final Adoption:<br>June 26, 2025 |      |     | <br>Mary Moss, RMC- Borough Clerk  |      |    |                       |                |      |     |     |      |