

ORDINANCE NO. 2018-14

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

Councilman Ballard offered a motion to adopt the following ordinance:

**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:

| Governing Body Positions | Min      | Max      |
|--------------------------|----------|----------|
| Mayor                    | \$ 7,301 | \$ 7,301 |
| Council Members          | \$ 3,650 | \$ 3,650 |

B. Office:

| Full-Time Positions  | Min        | Max        |
|--|------------|------------|
| Borough Administrator  | \$ 152,000 | \$ 170,000 |
| Assistant Borough Administrator  | \$ 121,000 | \$ 135,000 |
| Public Utilities Director  | \$ 85,000  | \$ 110,000 |
| Borough Clerk/Public Information Officer   | \$ 65,000  | \$ 85,000  |
| Administrative Secretary/Deputy Clerk  | \$ 35,000  | \$ 55,000  |
| Director of Finance, Chief Financial Officer, Comptroller  | \$ 85,000  | \$ 110,000 |
| Tax/Utility Collector  | \$ 75,000  | \$ 95,000  |
| Administrative Secretary/Assistant to Administrator  | \$ 35,000  | \$ 55,000  |
| Information Technology Director  | \$ 85,000  | \$ 105,000 |
| Human Resources Manager  | \$ 55,000  | \$ 70,000  |
| Construction Code Official   | \$ 85,000  | \$ 105,000 |
| Building Sub-code Official   | \$ 60,000  | \$ 85,000  |
| Fire Sub-Code Official   | \$ 75,000  | \$ 100,000 |
| Fire Marshal   | \$ 75,000  | \$ 100,000 |
| Director of Code Enforcement   | \$ 10,000  | \$ 20,000  |
| Court Clerk Administrator  | \$ 65,000  | \$ 75,000  |
| Deputy Court Administrator   | \$ 45,000  | \$ 55,000  |
| Police Chief   | \$ 135,000 | \$ 151,000 |
| Director Parks & Recreation  | \$ 70,000  | \$ 90,000  |
| Administrative Officer, Director Department of Planning & Zoning, Certified Land Use Administrator | \$ 60,000  | \$ 90,000  |
| Municipal Planner  | \$ 20,000  | \$ 25,000  |
| Senior Citizens Director, Director of Public Assistance and Relocation Officer                     | \$ 45,000  | \$ 70,000  |

C. Part-Time Salaried Positions:

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

D. 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)                 | \$ 8.60    | \$ 55.00   |
| Temporary/Seasonal Hourly Employees (per hour) | \$ 8.60    | \$ 37.50   |
| Crossing Guards (per day)                      | \$ 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.

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

F. Red Bank PBA Local 39 Positions:

| <b>PBA Positions</b> | <b>Min</b> | <b>Max</b> |
|----------------------|------------|------------|
| Captain              | \$ 118,973 | \$ 126,255 |
| Lieutenant           | \$ 112,248 | \$ 119,118 |
| Sergeant             | \$ 103,109 | \$ 109,420 |
| Detective            | \$ 99,505  | \$ 105,595 |
| Patrolman            | \$ 51,445  | \$ 101,636 |

|         |           |           |
|---------|-----------|-----------|
| Academy | \$ 39,021 | \$ 41,409 |
|---------|-----------|-----------|

G. Red Bank CWA Local 1075 Supervisors:

| Red Bank CWA Local 1075 Supervisors: Librarian, Foremen, and Supervisors | Min      | Max      |
|--|----------|----------|
| Librarian, Foremen and Supervisors                                       | \$ 23.21 | \$ 44.02 |

H. Red Bank CWA Local 1075 Laborer:

| Red Bank CWA Local 1075 Laborer | Min      | Max      |
|---------------------------------|----------|----------|
| Laborer                         | \$ 14.16 | \$ 27.21 |

I. Red Bank CWA Local 1075 Driver/Operators:

| Red Bank CWA Local 1075 Driver/Operators | Min      | Max      |
|--|----------|----------|
| Driver and Operators                     | \$ 14.50 | \$ 25.86 |

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

| Red Bank CWA Local 1075 Mechanic/Heavy Equipment Operator/Skilled Worker | Min      | Max      |
|--|----------|----------|
| Mechanic, Heavy Equipment Operator and Skilled Worker                    | \$ 15.54 | \$ 26.38 |

K. Red Bank CWA Local 1075 Dispatchers:

| Red Bank CWA Local 1075 Dispatchers | Min      | Max      |
|-------------------------------------|----------|----------|
| Dispatchers                         | \$ 14.16 | \$ 23.69 |

L. Red Bank CWA Local 1075 Clerk/Secretary

| Red Bank CWA Local 1075 Clerk/Secretary | Min      | Max      |
|---|----------|----------|
| Clerk and Secretaries                   | \$ 14.85 | \$ 26.77 |

M. Red Bank CWA Local 1075 Enforcement Officers:

| Red Bank CWA Local 1075 Enforcement Officers | Min      | Max      |
|--|----------|----------|
| Enforcement Officers                         | \$ 14.16 | \$ 27.65 |

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

| Red Bank CWA Local 1075 Admin. Assistant/Bookkeeper | Min      | Max      |
|---|----------|----------|
| Administrative Assistant and Bookkeeper             | \$ 17.10 | \$ 28.75 |

SECTION 2

The Wages, salaries or compensation shall be in effect as of and after January 1, 2016. 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.

Seconded by Councilman Zipprich and tabled on roll call by the following vote:

|                     | Yes   | No  | Abstain | Absent |
|---------------------|-------|-----|---------|--------|
| Councilman Taylor   | ( X ) | ( ) | ( )     | ( )    |
| Councilman Whelan   | ( X ) | ( ) | ( )     | ( )    |
| Councilman Yngstrom | ( )   | ( ) | ( )     | ( X )  |
| Councilman Ballard  | ( X ) | ( ) | ( )     | ( )    |
| Councilman Zipprich | ( X ) | ( ) | ( )     | ( )    |
| Councilman Horgan   | ( X ) | ( ) | ( )     | ( )    |

Dated: July 18, 2018

First Reading/Introduction: June 13, 2018  
Public Hearing/Adoption: July 18, 2018

I hereby certify the above to be a true copy.

Pamela Borghi

Pamela Borghi, Municipal Clerk