

**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:

<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	\$ 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
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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**

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Pamela Borghi, Municipal Clerk