

BOROUGH OF RIVER EDGE  
ORDINANCE #24-09

AN ORDINANCE TO FIX THE SALARY, WAGE AND COMPENSATION OF THE OFFICERS AND EMPLOYEES OF THE BOROUGH OF RIVER EDGE, IN THE COUNTY OF BERGEN, AND STATE OF NEW JERSEY FOR THE YEAR 2024

BE IT ORDAINED by the Mayor and Council of the Borough of River Edge:

Section 1. The compensation for the full-time positions and officers of the Borough of River Edge for the year 2024 shall be as follows:

|                   | <u>HOURLY</u>  |                | <u>ANNUALLY</u> |                |
|-------------------|----------------|----------------|-----------------|----------------|
|                   | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>MINIMUM</u>  | <u>MAXIMUM</u> |
| <u>POLICE</u>     |                |                |                 |                |
| Chief             | \$100,000.00   |                | \$207,000.00    |                |
| Secretary         | \$45,000.00    |                | \$70,000.00     |                |
| Police Dispatcher | \$30,000.00    |                | \$65,000.00     |                |
| Records Clerk     | \$40,000.00    |                | \$60,000.00     |                |

|  |              |  |              |  |
|--|--------------|--|--------------|--|
| <u>BOROUGH HALL</u>                          |              |  |              |  |
| Mayor  | \$1.00       |  | \$5,000.00   |  |
| Each Council Person                          | \$1.00       |  | \$4,000.00   |  |
| Borough Administrator                        | \$100,000.00 |  | \$175,000.00 |  |
| Assistant Borough Administrator              | \$5,000.00   |  | \$10,000.00  |  |
| Qualified Purchasing Agent                   | \$5,000.00   |  | \$10,000.00  |  |
| Assistant Purchasing Agent                   | \$5,000.00   |  | \$7,500.00   |  |
| Chief Financial Officer                      | \$50,000.00  |  | \$100,000.00 |  |
| Borough Clerk                                | \$65,000.00  |  | \$105,000.00 |  |
| Deputy Borough Clerk                         | \$50,000.00  |  | \$75,000.00  |  |
| Deputy Treasurer                             | \$60,000.00  |  | \$95,000.00  |  |
| Accounts Supervisor                          | \$50,000.00  |  | \$80,000.00  |  |
| Technical Assistant to Construction Official | \$45,000.00  |  | \$70,000.00  |  |
| Zoning Assistant                             | \$50,000.00  |  | \$80,000.00  |  |
| Administrative Assistant                     | \$40,000.00  |  | \$65,000.00  |  |
| Court Administrator                          | \$50,000.00  |  | \$80,000.00  |  |
| Director of Recreation                       | \$45,000.00  |  | \$85,000.00  |  |

|   |              |  |              |  |
|---|--------------|--|--------------|--|
| <u>DEPARTMENT OF PUBLIC WORKS</u>   |              |  |              |  |
| Superintendent of Public Works  | \$100,000.00 |  | \$165,000.00 |  |
| General Foreperson  | \$85,000.00  |  | \$130,000.00 |  |
| Road Foreperson   | \$75,000.00  |  | \$110,000.00 |  |
| Office Manager/Administrative Assistant/ Certified Recycling Professional | \$55,000.00  |  | \$95,000.00  |  |
| DPW Administrative Assistant  | \$40,000.00  |  | \$70,000.00  |  |

Section 2. Longevity. In addition to the salaries set forth above, all full-time employees holding these positions listed herein shall have added to base pay the following percentage computed on the basis of the prevailing salary:

| <u>Date of Employment Pre- 1/1/94</u> | <u>Date of Employment Post - 1/1/94 – 7/1/11</u> |
|---------------------------------------|--|
| <b>During:</b>                        | <b>During:</b>                                   |
| 5 - 8 years of service - 2%           | 5 - 8 years of service-2%-not to exceed \$480    |
| 9 - 12 years of service - 4%          | 9 - 12 years of service-4%-not to exceed \$960   |
| 13-16 years of service - 6%           | 13-16 years of service-6%-not to exceed \$1,440  |

17-20 years of service - 8%  
 21 Plus years of service-10%

17-20 years of service-8%-not to exceed \$1,920  
 21 Plus years of service-10%-not to exceed \$2,400

Section 3. Regular, full-time employees who have been hired after July 1, 2011 shall not be entitled to longevity payments in addition to their salary.

Section 4. Compensation for the following part-time positions and officers of the Borough of River Edge for the year 2024 is hereby supplemented and amended as follows:

|   | HOURLY         |                | ANNUALLY       |                |
|---|----------------|----------------|----------------|----------------|
|   | <u>MINIMUM</u> | <u>MAXIMUM</u> | <u>MINIMUM</u> | <u>MAXIMUM</u> |
| <u>Tax</u>                              |                |                |                |                |
| Assessor                                |                |                | \$20,000.00    | \$37,000.00    |
| Tax Collector                           |                |                | \$20,000.00    | \$60,000.00    |
| Deputy Tax Collector                    |                |                | \$2,500.00     | \$12,000.00    |
| Tax Collection Clerk                    | Min. Wage      | \$30.00        |                |                |
| Assistant Tax Collector                 | Min. Wage      | \$35.00        |                |                |
| <u>Building/Zoning/Code Enforcement</u> |                |                |                |                |
| Construction Official                   |                |                | \$10,000.00    | \$35,000.00    |
| Building & Sub-Code Officer             |                |                | \$3,000.00     | \$25,000.00    |
| Fire Code Sub-Code Officer              |                |                | \$3,000.00     | \$25,000.00    |
| Zoning Officer                          |                |                | \$10,000.00    | \$35,000.00    |
| Building Inspector                      |                |                | \$3,000.00     | \$25,000.00    |
| Electric Inspector                      |                |                | \$3,000.00     | \$25,000.00    |
| Plumbing Inspector                      |                |                | \$3,000.00     | \$25,000.00    |
| Plumbing Sub-Code Officer.              |                |                | \$3,000.00     | \$25,000.00    |
| Electrical Sub-Code Officer             |                |                | \$3,000.00     | \$25,000.00    |
| Code Enforcer                           | Min. Wage      | \$35.00        |                |                |
| Temporary Building Inspector            | Min. Wage      | \$34.00        |                |                |
| <u>Finance</u>                          |                |                |                |                |
| Accounts Payable Clerk                  | Min. Wage      | \$30.00        | \$40,000.00    | \$60,000.00    |
| Payroll Clerk                           |                |                | \$25,000.00    | \$51,000.00    |
| Accounts Receivable Clerk               | Min. Wage      | \$30.00        |                |                |
| <u>Fire Prevention</u>                  |                |                |                |                |
| Fire Inspector                          | Min. Wage      | \$40.00        | \$2,750.00     | \$4,000.00     |
| Fire Official                           |                |                | \$8,550.00     | \$25,000.00    |
| Fire Prev./Fire Dept./Emerg. Mgmt Clerk | Min. Wage      | \$35.00        |                |                |
| <u>Fire Department</u>                  |                |                |                |                |
| Fire Chief                              |                |                | \$2,500.00     | \$4,000.00     |
| Assistant Chief                         |                |                | \$2,400.00     | \$3,800.00     |
| Deputy Chief                            |                |                | \$2,400.00     | \$3,800.00     |
| Captain                                 |                |                | \$2,000.00     | \$3,000.00     |
| Lieutenant                              |                |                | \$1,800.00     | \$2,700.00     |
| Firefighters                            |                |                | \$600.00       | \$1,000.00     |
| <u>Municipal Court</u>                  |                |                |                |                |
| Temporary Court Administrator           | Min. Wage      | \$42.00        |                |                |
| Deputy Court Administrator              | Min. Wage      | \$35.00        |                |                |
| Municipal Judge                         |                |                | \$11,100.00    | \$20,094.00    |
| Prosecutor                              |                |                | \$3,300.00     | \$12,000.00    |
| Substitute Prosecutor                   |                |                | \$85.00        | \$100.00       |
| Court Cashier/Clerk/Data Entry Operator | Min. Wage      | \$34.00        |                |                |

|  |           |          |             |             |
|--|-----------|----------|-------------|-------------|
| <u>Planning Board</u>  |           |          |             |             |
| Assessor/Land Use Clerk                                      | Min. Wage | \$34.00  | \$13,950.00 | \$35,000.00 |
| Recording Secretary  | Min. Wage | \$25.00  |             |             |
| <u>OEM</u>   |           |          |             |             |
| Emergency Management Coord.                                  |           |          | \$2,750.00  | \$14,000.00 |
| Deputy Emergency Mgmt. Coord.                                |           |          | \$1,000.00  | \$5,000.00  |
| <u>Recreation</u>  |           |          |             |             |
| Assistant to the Director of Recreation and Cultural Affairs |           |          | \$40,000.00 | \$60,000.00 |
| Camp Director(s)   |           |          | \$1,000.00  | \$7,000.00  |
| Assistant Camp Director                                      |           |          | \$1,000.00  | \$5,000.00  |
| Camp Office Manager  |           |          | \$100.00    | \$3,500.00  |
| Activities Coordinator                                       |           |          | \$100.00    | \$3,500.00  |
| Arts & Craft Leader  |           |          | \$100.00    | \$3,500.00  |
| Unit Leader(s)   |           |          | \$100.00    | \$2,500.00  |
| Assistant Unit Leaders                                       |           |          | \$100.00    | \$2,250.00  |
| Counselors   |           |          | \$100.00    | \$2,000.00  |
| Instructors  |           |          | \$100.00    | \$10,000.00 |
| Park Attendant   | Min. Wage | \$30.00  |             |             |
| <u>Health</u>  |           |          |             |             |
| Public Health Nurse  |           |          | \$22,250.00 | \$50,000.00 |
| Board of Health Secretary                                    | Min. Wage | \$30.00  |             |             |
| Registrar of Vital Statistics                                |           |          | \$1,500.00  | \$5,000.00  |
| Deputy Registrar of Vital Statistics                         | Min. Wage | \$42.50  |             |             |
| <u>Public Works</u>  |           |          |             |             |
| Custodian/Borough Hall                                       | Min. Wage | \$30.00  | \$13,950.00 | \$35,700.00 |
| Sewer Operator   |           |          | \$600.00    | \$7,000.00  |
| Extra Laborers   | Min. Wage | \$30.00  |             |             |
| Temporary Acting Superintendent of Public Works              | Min. Wage | \$100.00 |             |             |
| Bus/Van Dispatchers  | Min. Wage | \$30.00  |             |             |
| Municipal Certified Recycling Coordinator                    | Min. Wage | \$35.00  |             |             |
| Operator   | Min. Wage | \$35.00  |             |             |
| <u>Police</u>  |           |          |             |             |
| Police Matron  | Min. Wage | \$30.00  |             |             |
| Police Dispatcher  | Min. Wage | \$30.00  |             |             |
| Class II Officer   | Min. Wage | \$50.00  |             |             |
| Class III Officer  | \$38.00   | \$45.00  |             |             |
| School Crossing Guards                                       | Min. Wage | \$30.00  |             |             |
| Court Officer  | Min. Wage | \$25.00  |             |             |
| <u>Various</u>   |           |          |             |             |
| Temp. Clerical Employees                                     | Min. Wage | \$25.00  |             |             |
| Clerk/Typist   | Min. Wage | \$25.00  |             |             |
| Bookkeeper/Secretary   | Min. Wage | \$26.00  |             |             |
| Code Inspector   | Min. Wage | \$26.00  |             |             |
| Historic Preservation Fund Certified                         |           |          |             |             |
| Local Grant – Document Scanner                               | Min. Wage | \$37.00  |             |             |

Section 5: The compensation for Judges who shall serve in the absence of the Municipal Court Judge, shall be paid whenever required, on a varying scale of ZERO to EIGHTY-FIVE dollars (\$0 - \$85.00) per hour, upon presentation of duly executed voucher as required by law.

Section 6: The compensation for Prosecutors who shall serve in the absence of the Municipal Prosecutor, shall be paid whenever required, on a varying scale of ZERO to EIGHTY-FIVE dollars (\$0 to \$85.00) per hour, upon presentation of duly executed voucher as required by law.

Section 7: In addition to the salaries set forth herein, non-contractual employees of the Borough of River Edge covered under this ordinance shall be entitled to those benefits as specified in the Personnel Policy and Procedure Manual adopted by Resolution #21-264, dated September 13, 2021, and updated by Resolution #23-239, dated August 14, 2023.

Section 8: In addition to the salaries set forth herein, the Borough Administrator of the Borough of River Edge covered under this ordinance shall be entitled to those benefits as specified in her contract as adopted by Resolution #20-283, dated December 14, 2020, Resolution #21-339, dated December 13, 2021, and Resolution #22-358, dated January 4, 2023.

Section 9: In addition to the salaries set forth herein, the Borough Clerk of the Borough of River Edge covered under this ordinance shall be entitled to those benefits as specified in her contract as adopted by Resolution #21-302, dated November 8, 2021, and Resolution #22-359, dated January 4, 2023.

Section 10: Compensation for the part-time Recreation personnel, with the exception of the Assistant to the Director of Recreation and Cultural Affairs and the Park Attendant, shall be paid from the respective program trust accounts associated with said personnel.

Section 11: Any difference in terms between the above policy and ordinance, the policy will be deemed dispositive. The employee compensation disclosure form shall be made part of any formal action taken by the local unit, but shall not be considered part of any contract or agreement.

Section 12: The salaries, wages or compensation of all officers and employees shall be paid in twenty-four (24) installments, or upon presentation of duly executed vouchers as required by law.


Section 13: This ordinance shall take effect as of January 1, 2024 when passed and published as required by law.

INTRODUCED: April 8, 2024

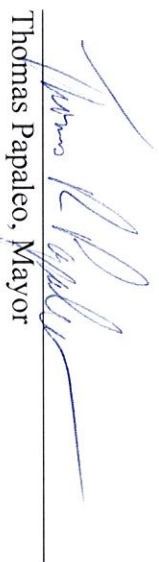
ADOPTED: April 22, 2024

|                | Motion | Second | Yes | No | Abstain | Absent |
|----------------|--------|--------|-----|----|---------|--------|
| Kaufman        | X      |        | X   |    |         |        |
| Montisano-Koen |        |        | X   |    |         |        |
| Kinsella       |        | X      | X   |    |         |        |
| Malcellari     |        |        | X   |    |         |        |
| Benson         |        |        |     |    |         | X      |
| Glass          |        |        | X   |    |         |        |
| Mayor Papaleo  |        |        |     |    |         |        |

I hereby certify the above to be a true copy of an Ordinance adopted by the Governing Body of the Borough of River Edge on April 22, 2024



Anne Dodd, RMC, CMR  
Borough Clerk/Assistant Administrator



Thomas Papaleo, Mayor