

Ordinance #O-11-2023

AN ORDINANCE TO FIX THE SALARIES AND TERMS OF OFFICE IN SUCH CASES WHERE THE TERMS OF OFFICE ARE NOT FIXED BY STATUTE OF THE OFFICERS AND EMPLOYEES OF THE BOROUGH OF MONMOUTH BEACH AND TO DEFINE THEIR DUTIES IN ADDITION TO THOSE FIXED BY STATUTE OR OTHER ORDINANCE, ADOPTED THE 27TH DAY OF MARCH, 1951, AS SUBSEQUENTLY AMENDED.

The Board of Commissioners of the Borough of Monmouth Beach do Ordain:

1. That Section 1 of the above titled Ordinance be and the same is hereby further amended to provide for the payment of salaries in the amounts and to officers and employees of the Borough of Monmouth Beach as hereinafter set forth:

(* Per Annum unless noted payable in equal in biweekly installments)

Base Salary

<u>Title</u>	<u>Minimum</u>	<u>To</u>	<u>Maximum</u>	
Chief of Police	\$ 140,000.00	To	\$ 185,000.00	
Captain of Police	\$ 141,000.00	To	\$ 165,000.00	
Lieutenant of Police	\$ 132,000.00	To	\$ 155,000.00	
Sergeant of Police	\$ 120,000.00	To	\$ 145,000.00	
First Class Patrolman	\$ 120,000.00	To	\$ 140,000.00	
Second Class Patrolman	\$ 100,000.00	To	\$ 130,000.00	
Third Class Patrolman	\$ 90,000.00	To	\$ 115,000.00	
Fourth Class Patrolman	\$ 85,000.00	To	\$ 105,000.00	
Fifth Class Patrolman	\$ 80,000.00	To	\$ 100,000.00	
Sixth Class Patrolman	\$ 70,000.00	To	\$ 95,000.00	
Seventh Class Patrolman	\$ 60,000.00	To	\$ 90,000.00	
Eighth Class Patrolman	\$ 55,000.00	To	\$ 80,000.00	
Ninth Class Patrolman	\$ 50,000.00	To	\$ 70,000.00	
Tenth Class Patrolman	\$ 45,000.00	To	\$ 60,000.00	
Probationary Patrolman	\$ 35,000.00	To	\$ 55,000.00	
Special Police Officers	\$ 13.00	To	\$ 45.00	per hour
School Resource Officer	\$ 35.00	To	\$ 50.00	per hour
Police Secretary	\$ 42,500.00	To	\$ 75,000.00	
Office of Emergency Management Director	\$ 2,500.00	To	\$ 5,100.00	
Office of Emergency Management Staff	\$ 25.00	To	\$ 100.00	per hour
Safety Coordinator	\$ 1,000.00	To	\$ 2,080.00	
Crossing Guards	\$ 10.00	To	\$ 25.00	per hour
Court Administrator	\$ 5,000.00	To	\$ 46,000.00	
Municipal Court Judge	\$ 5,000.00	To	\$ 8,500.00	
Municipal Prosecutor	\$ 7,500.00	To	\$ 20,000.00	
Municipal Public Defender	\$ -	To	\$ 5,000.00	
Borough Administrator	\$ 15,000.00	To	\$ 70,000.00	
Assistant Borough Administrator	\$ 2,500.00	To	\$ 50,000.00	
Borough Clerk	\$ 35,000.00	To	\$ 95,000.00	
Deputy Borough Clerk	\$ 30,000.00	To	\$ 50,000.00	
Municipal Secretary	\$ 25,000.00	To	\$ 60,000.00	
Clerical - Temp/Part time	\$ 15.00	To	\$ 35.00	per hour

Chief Finance Officer	\$ 45,000.00	To	\$ 115,000.00	
Assistant Chief Finance Officer	\$ 20,000.00	To	\$ 60,300.00	
Assistant to Chief Finance Officer	\$ 20,000.00	To	\$ 45,000.00	
Tax Collector	\$ 5,000.00	To	\$ 55,000.00	
Assistant to Tax Collector	\$ 20,000.00	To	\$ 60,000.00	
Qualified Purchasing Agent	\$ 7,500.00	To	\$ 25,000.00	
Purchasing Assistant	\$ 25,000.00	To	\$ 45,000.00	
Account Payable Clerk	\$ 25,000.00	To	\$ 55,000.00	
Payroll Clerk	\$ 5,000.00	To	\$ 20,000.00	
Tax Assessor	\$ 23,000.00	To	\$ 50,000.00	
Superintendent of Streets	\$ 60,000.00	To	\$ 165,000.00	
Assistant Superintendent	\$ 50,000.00	To	\$ 105,000.00	
Road Foreman	\$ 45,000.00	To	\$ 100,000.00	
Roadman II	\$ 40,000.00	To	\$ 75,000.00	
Roadman I	\$ 38,000.00	To	\$ 75,000.00	
Mechanic	\$ 4,500.00	To	\$ 45,000.00	
Sanitation Foreman	\$ 45,000.00	To	\$ 75,000.00	
Sanitation Workman	\$ 30,000.00	To	\$ 60,000.00	
Clean Communities Coordinator	\$ 1,000.00	To	\$ 2,000.00	Semi annual
Recycling Coordinator	\$ 1,000.00	To	\$ 7,500.00	Annual
Temporary/Seasonal Public Works	\$ 10.00	To	\$ 35.00	per hour
Buildings & Grounds Maintenance	\$ 15,000.00	To	\$ 70,000.00	
Buildings & Grounds Repair/Replacement	\$ 30.00	To	\$ 65.00	per hour
Construction Official	\$ 25,000.00	To	\$ 55,000.00	
Building Sub-Code Official	\$ 10,000.00	To	\$ 25,500.00	
Electrical Subcode Official	\$ 6,700.00	To	\$ 20,500.00	
Plumbing Subcode Official	\$ 6,700.00	To	\$ 20,500.00	
Fire Subcode Official	\$ 6,700.00	To	\$ 20,500.00	
Temporary/Part time code official	\$ 15.00	To	\$ 51.00	per hour
Building Dept. Technical Assistant- F/T	\$ 15,000.00	To	\$ 65,000.00	
Building Dept. Technical Assistant - P/T	\$ 6,000.00	To	\$ 25,000.00	
Community Rating System Coordinator	\$ 2,500.00	To	\$ 10,500.00	
Code Enforcement	\$ 15.00	To	\$ 60.00	Per hour
Bureau of Fire Prevention Official	\$ 3,500.00	To	\$ 16,380.00	
Recreation Secretary	\$ 500.00	To	\$ 5,000.00	
Recreation Coaches	\$ 8.00	To	\$ 51.00	per hour
Environmental Secretary	\$ 500.00	To	\$ 3,000.00	
Planning Board Secretary	\$ 3,500.00	To	\$ 7,500.00	
Zoning Officer	\$ 14,000.00	To	\$ 50,000.00	
Librarian	\$ 15,000.00	To	\$ 35,000.00	
Library Staff	\$ 13.00	To	\$ 25.00	per hour
Senior Van Driver	\$ 13.00	To	\$ 25.00	per hour
Bathing Pavilion Manager	\$ 20,000.00	To	\$ 40,000.00	
Bathing Pavilion Asst. Managers	\$ 6,760.00	To	\$ 30,000.00	
Bathing Pavilion Staff	\$ 11.00	To	\$ 50.00	per hour
Swim Team Coach	\$ 1,500.00	To	\$ 6,000.00	per season
Asst. Swim Team Coaches	\$ 750.00	To	\$ 2,500.00	per season
Social Media Specialist	\$ 15.00	To	\$ 40.00	per hour

Social Media Assistant	\$	75.00	to	\$	2,500.00	Stipend
Swim Lesson Instructor(s)	\$	30.00	To	\$	60.00	per child
Junior Guards Coaches	\$	500.00	To	\$	6,000.00	per season
Mayor Stipend	\$	2,000.00	To	\$	3,000.00	Pd Quarterly
Commissioner of DPW/Recreation/Parks	\$	1,000.00	To	\$	1,500.00	Pd Quarterly
Commission of Revenue/Finance	\$	1,000.00	To	\$	1,500.00	Pd Quarterly

2. Longevity:

In addition to the annual salary as determined by the aforesaid Ordinance, each full-time employee hired on or before December 31, 2008 shall receive by way of longevity payment the following:

- Completion of five (5) years' service: One and one-half Percent (1.5%) of annual salary
- Completion of ten (10) years' service: Two and one-half Percent (2.5%) of annual salary
- Completion of fifteen (15) years' service: Three and one-half Percent (3.5%) of annual salary
- Completion of twenty (20) years' service: Four and one-half Percent (4.5%) of annual salary

In addition to the annual salary as determined by the aforesaid Ordinance, each full-time employee hired on or after January 1, 2009 shall receive by way of longevity payment the following:

Completion of ten (10) years' service: Two and one-half Percent (2.5%) of annual salary

Completion of fifteen (15) years' service: Three and one-half Percent (3.5%) of annual salary

Completion of twenty (20) years' service: Four and one-half Percent (4.5%) of annual salary

The longevity payment by way of salary, shall be paid bi-weekly and shall be reported to the appropriate New Jersey Pension Fund, together with the annual salary as "Regular Base Salary" as part of the employee's salary. The longevity payment shall not be compounded annually but shall be added to the annual salary.

3. Holiday

In addition to the annual salary as determined by the aforesaid Ordinance, each fulltime officer of the Police Department shall receive twelve (12) days pay as Holiday pay. The holiday payment by way of salary, shall be paid bi-weekly and shall be reported to the appropriate New Jersey Pension Fund, together with the annual salary as "Regular Base Salary" as part of the officer's or employee's salary. The holiday payment shall not be compounded annually but shall be added to the annual salary.

4. The Mayor and Commissioners may and in their sole discretion, pay to any employee a stipend not to exceed \$5,000.00 based upon performance or any other factor deemed reasonable by the Mayor and Commissioners in their sole discretion. This stipend shall not be considered an increase in base salary and shall apply only in the year awarded. There shall be no requirement to continue such stipend beyond its initial award. Any continuance or additional stipend in any following year shall be at the sole discretion of the Mayor and Commissioners.

5. Employees that waive their health insurance coverage entirely shall receive additional salary stipends, paid on a lump sum basis once each year as follows:

- Single Coverage \$ 2,000.00 per year
- Husband/Wife or Parent/Child Coverage \$ 2,500.00 per year
- Family Coverage \$ 3,000.00 per year

Employees shall receive their lump sum payment at the first pay period upon completion of any given one-year period of said health benefits being so waived, subject to standard payroll taxes. Retiring or resigning employees will receive a monthly pro-rated share of their health benefit waiver. Employees must show proof of other similar health coverage to be eligible for this benefit.

6. The salaries herein set forth shall take effect January 1, 2024.

7. In all respects other than herein specifically set forth, the Ordinance of which this is an amendment is and shall remain in full force and effect.

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

Introduced: November 21, 2023

Passed & Adopted: December 19, 2023

Joyce L. Escalante, RMC
Municipal Clerk