# BOROUGH OF ENGLEWOOD CLIFFS BERGEN COUNTY, NEW JERSEY

### **ORDINANCE 22-12**

**AN ORDINANCE FIXING SALARIES, WAGES AND COMPENSATION** for all salaried, appointed and elected Officers within the Borough of Englewood Cliffs, in the County of Bergen, and State of New Jersey.

**BE IT ORDAINED** by the Mayor and Council of the Borough of Englewood Cliffs, County of Bergen, State of New Jersey, as follows:

**SECTION I.** The following salaries, wages and/or compensation shall be paid to the respective employees of the Borough of Englewood Cliffs, for the year 2022, as set forth below:

	Salaried Positions	2022 Salary		
	Mayor	\$3,000.00		
	Council Person	\$2,500.00		
*	Borough Administrator	\$95,000		
*	Borough Clerk	\$95,000- \$99,555.00		
*	Deputy Borough Clerk	\$60,000.00 - \$70,000.00		
	Registrar	\$2,500-\$3,000		
	Deputy Registrar	\$2,500-\$3,000		
	Chief Financial Officer	\$30,000.00-\$60,000.00		
	Tax Collector	\$27,030.00		
	Qualified Purchasing Agent (QPA)	\$0- \$5000.00		
*	Dog/Cat License Processor	\$750.00		
*	Tax Assessor	\$19,380.00		
*	Police Chief	\$198,106.00		
*	DPW Superintendent	\$112,550.00		
	Administrative Assistants	\$40,000.00-\$48,000.00		
	Planning Board Secretary (+\$300/Special Meeting)	\$10,000.00-\$20,000.00		
	Municipal Court Judge	\$21,000.00		
	Prosecutor	\$8,000.00		
	Public Defender	\$6,000.00		
	Fire Sub Code Official	\$10,000.00		
	Electrical Inspector	\$23,000.00		
	Plumbing Sub Code Official	\$9,862.00		
	Sewer Operator	\$6,000.00		
	COAH Report Prep	\$2,000.00		
	Fire Prevention Official	\$17,000.00		
	Property Maintenance Inspector	\$7,000.00		
	Board Of Health Secretary	\$10,000.00		
	Shade Tree Secretary	\$1.00		
	Environmental Inspector	\$1.00		
	OEM Coordinator/Director	\$2,000.00	1	
	Deputy OEM Coordinator/Director	\$7,000.00		
	OEM Assistant Coordinator/Director	\$1,000.00		1
	Part-Time Recreation Director	\$20,000.00 - \$30,000.00		L

<b>Hourly/Per Diem Positions</b>	<u>From</u>	<u>To</u>	
Clerical/Secretarial (Hourly)	MIN WAGE	\$20.00	
Extra Help Municipal Court (Hourly)	\$20.00	\$30.00	
Part-Time Court Administrator	\$20.00	\$40.00	
Construction Code Official (Hourly)	\$50.00	\$50.00	
Building Sub Code Official (Hourly)	\$50.00	\$50.00	
Seasonal Employees (Hourly)	MIN WAGE	\$40.00	
School Crossing Guards (Per Diem)	\$62.42	\$104.04	
Part-Time DPW (Hourly)	MIN WAGE	\$20.00	
Meeting Coverage	\$200	\$300	

	<b>United Service Workers Union Local 1N</b>	2022 Salary
*	Deputy Tax Collector (Vacant)	\$60,000.00 - \$73,576.00
*	Accounts Payable and Accounts Receivable Processing Deputy CFO and Human Resources	
	Clerk	\$66,300.00 - \$73,576.00
*	Tax Office Clerk	\$44,355.72
*	Technical Assistant	\$49,515.00
*	Police Records Clerk/Chief's Secretary	\$47,053.00
*	DPW Secretary	\$46,346.00
	Assistant Accounts Payable and Accounts	
	Receivable Processing and Human Resources	
*	Clerk	\$30,000.00 - \$60,000.00

## **SECTION II**

- 1. Longevity for Administrative employees who receive health benefits shall be implemented and supplemented by adding thereto two percent (2%) increase for each four (4) years of service with a maximum of fourteen percent (14%) for twenty-eight years of service as a "longevity pay increase."
- 2. Employees hired after January 1, 2013 shall be provided with the following longevity benefit:

a. Five (5) to Ten (10) years Two (2%) Percent

b. Eleven (11) to Fifteen (15) years Four (4%) Percent

c. Sixteen (16) to Twenty (20) years Six (6%) Percent

d. Twenty-one (21) and above Eight (8%) Percent (Maximum Allowance)

- 3. All employees hired after January 1, 2017 shall not receive longevity benefits
- 4. All longevity benefits shall be paid on a bi-weekly basis to Employees entitled to same shall be used for all calculations

## **SECTION III**

Terminal Leave:

- 20 years or more up to 25 years two (2) months;
- 25 years or more up to 30 years three (3) months;
- 30 or more years four (4) months;
- 35 or more years five (5) months;
- 40 or more years six (6) months

Employees hired after January 1, 2011 shall have sick leave / terminal capped at \$15,000.00.

## **SECTION IV**

Should any part or provision of this Ordinance be held unconstitutional or invalid, such decision shall not affect the validity of this Ordinance as a whole or any part thereof, other than the part held so unconstitutional or invalid.

### **SECTION V**

Salaries and longevity for collective bargaining agreements are determined during labor negotiations. Pertinent pages of approved agreements are attached as follows:

- Appendix A: PBA Local 45
- Appendix B: International Brotherhood of Teamsters Local 97
- Appendix C: United Service Workers Union Local 1N (positions noted in Section I)

### So ordained.

Introduced: August 10, 2022 Adopted: October 12, 2022