

**BOROUGH OF ENGLEWOOD CLIFFS
BERGEN COUNTY, NEW JERSEY**

ORDINANCE 23-02

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 2023, as set forth below:

<u>Salaried Positions</u>	<u>2023 Salary</u>
Mayor	\$3,000.00
Council Person	\$2,500.00
* Borough Administrator	\$90,000 - \$95,000.00
Assistant Borough Administrator	\$85,000 - \$90,000.00
* Borough Clerk	\$98,840
* Deputy Borough Clerk	\$60,000.00 - \$70,000.00
Registrar	\$2,500-\$3,000
Deputy Registrar	\$2,500-\$3,000
Chief Financial Officer	\$51,000.00
Assistant Treasurer	\$66,300-\$67,500
Tax Collector	\$27,030.00
Assistant Tax Collector	Up to \$75,000.00
Qualified Purchasing Agent (QPA)	\$5,100.00
Accounts Payable Clerk	\$11,000.00
Payroll Clerk	\$11,000.00
* Dog/Cat License Processor	\$750.00
* Tax Assessor	\$20,165.00
* Police Chief	\$198,106.00
* DPW Superintendent	\$118,100.00
Administrative Assistants (3)	\$40,000.00-\$46,000.00
Planning Board Secretary	\$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	\$15,000.00
Electrical Inspector	\$15,000.00
Plumbing Sub Code Official	\$16,000.00
Sewer Operator	\$6,000.00
COAH Report Prep	\$2,000.00
Fire Prevention Official	\$17,700.00
Board Of Health Secretary	\$10,000.00
Shade Tree Secretary	\$1.00
Environmental Inspector	\$1.00
OEM Coordinator/Director	\$7,000.00
Deputy OEM Coordinator/Director	\$7,000.00

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OEM Assistant Coordinator/Director	\$1,000.00			
Part-Time Recreation Director	\$30,000.00			

Hourly/Per Diem Positions	From	Up To	
Clerical/Secretarial (Hourly)	MIN WAGE	\$20.00	
Extra Help Municipal Court (Hourly)	MIN WAGE	\$30.00	
Part-Time Court Administrator	MIN WAGE	\$40.00	
Construction Code Official (Hourly)	MIN WAGE	\$50.00	
Building Sub Code Official (Hourly)	MIN WAGE	\$50.00	
Property Maintenance Inspector (Hourly)	MIN WAGE	\$40.00	
Seasonal Employees (Hourly)	MIN WAGE	\$40.00	
School Crossing Guards (Per Diem)	\$65.00	\$109.04	
Part-Time DPW (Hourly)	MIN WAGE	\$20.00	

United Service Workers Union Local 1N	2023 Salary
* 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

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)

Introduced: 05-10-2023

Adopted: 06-14-2023