

**BOROUGH OF FRANKLIN LAKES  
2023 SALARY ORDINANCE  
ORDINANCE NO. 1902**

**AN ORDINANCE RELATING TO SALARIES AND OTHER COMPENSATION  
OF OFFICERS, MANAGERIAL STAFF, CONFIDENTIAL EMPLOYEES,  
AND EMPLOYEES OF THE BOROUGH OF FRANKLIN LAKES,  
COUNTY OF BERGEN, STATE OF NEW JERSEY FOR THE YEAR 2023**

BE IT ORDAINED by the Mayor and Council of the Borough of Franklin Lakes, County of Bergen, and State of New Jersey, as follows:

Section 1. Managerial and Confidential Employees. The rate of compensation for each employee of the Borough of Franklin Lakes whose compensation shall be on an annual basis and who shall be paid every other Thursday is:

Borough Council - stipend	\$6,000
Borough Administrator	209,913
Borough Clerk	91,197*
Borough Clerk - Extra or Special Sessions	\$150 per session
Deputy Borough Clerk	57,750
Deputy Borough Administrator	81,718+
Police Chief	203,532
Police Captain	192,665
Police Lieutenant	175,319
Construction Official/Building Subcode Official	130,000
Tax Assessor	30,293
Chief Financial Officer	145,256+
Tax Collector/Payroll Administrator	82,672**+
Superintendent DPW	126,687#
Municipal Court Administrator	75,337
Community Director	88,572
Sanitary Engineer	98,000
Police Chief Secretary	56,323
Municipal Court Judge	\$22,834 plus \$475 per court session***
Alternate Prosecutor	\$375 per court session
Zoning Officer	12,600
Board of Adjustment Clerk/Secretary	\$275 per meeting
Planning Board Recording Secretary	\$275 per meeting
Substitute Clerks for the Mayor and Council, Planning Board and Board of Adjustment	\$150 per meeting
Fire Department and Ambulance Corps stipend – per member	\$1,955 maximum

Fire Department and Ambulance Corps daytime response stipend	\$1,955 maximum
Fire Department shift stipend	\$6,000 maximum
Insurance Commissioner - stipend	300
Recycling Coordinator – stipend	3,152
Emergency Management Coordinator – stipend	3,000
Deputy Emergency Management Coordinator – stipend	1,000
Addiction Advisor – stipend	5,000
REACH Coordinator – Stipend	1,630

- \* salary includes \$3,000 for responsibilities of Deputy Registrar
- \*\* salary includes \$1,000 for responsibilities of Alternate Registrar
- \*\*\* salary includes three court sessions per month plus \$475 per court session for each additional session
- \*\*\*\* salary includes three court sessions per month plus \$375 per court session for each additional session
- + salary includes professional development payment
- # employee currently in this position, in addition to base salary, receives longevity (see Section 7 below)

Section 2. Hourly Employees. The rate of compensation for each employee of the Borough of Franklin Lakes who is employed on an hourly basis and who shall be paid bi-weekly upon approval of the appropriate vouchers listing hours worked.

Assistant Fire Prevention Inspectors.....	\$27.30
School Crossing Guard.....	22.54
Black Seal .....	15.92
Special Police – Marshalls.....	16.80
Seasonal/Temporary Help .....	12.60-22.54
Substitute Construction Code Official .....	52.50
Substitute Subcode Official .....	52.50
Snowplowers (using Borough vehicles).....	30.14
Snow Shovelers.....	17.29
Additional Court Clerks .....	20.34

Section 2. AFSCME Employees. The maximum rate of compensation for each employee of the Borough of Franklin Lakes who is a member of AFSCME Local 2274B (AFSCME) shall be on an annual basis and shall be paid every other Thursday:

Municipal Finance Associate	53,361
Planning and Zoning Board Secretary	57,843+
Police Dispatcher - Starting	35,494
Police Dispatcher - Grade 2	39,377
Police Dispatcher - Grade 3	43,259
Police Dispatcher - Grade 4	47,141
Police Dispatcher - Grade 5	51,023

Police Dispatcher - Grade 6	54,905
Police Dispatcher - Grade 7	58,787
Police Dispatcher - Grade 8	62,670
Police Dispatcher - Grade 9	66,552
DPW Foreman	\$5,000 more than DPW Maintenance Person with same number of years' experience
DPW Mechanic	84,638
DPW Maintenance Person - Starting	41,040
DPW Maintenance Person - Grade 2	46,137
DPW Maintenance Person - Grade 3	51,234
DPW Maintenance Person - Grade 4	56,331
DPW Maintenance Person - Grade 5	61,427
DPW Maintenance Person - Grade 6	66,524
DPW Maintenance Person - Grade 7	71,621
DPW Maintenance Person - Grade 8	76,718
DPW Maintenance Person - Grade 9	83,403
Technical Assist to Const Official	59,324
Admin Assistant in Construction Office (2022)	54,194+
Deputy Court Administrator	48,622
Violations Clerk	48,622
Sports Director	65,100
Fire Prevention Bureau Chief	30,500+
Fire Subcode Official	14,000
Plumbing Subcode Official	29,218
Board of Health Secretary/Registrar	60,042
Admin Assistant to DPW	51,671
Pesticide License – Stipend (one person)	1,000
Clean Communities Coordinator - Stipend	500
Employee Wellness Ambassador – Stipend	500
+ salary includes professional development payment	

Hourly Employees (AFSCME). The rate of compensation for each employee of the Borough of Franklin Lakes who is a member of AFSCME Local 2274B (AFSCME) employed on an hourly basis and who shall be paid bi-weekly upon approval of the appropriate vouchers listing hours worked.

Assistant to Tax Assessor	24.57
Administrative Assistant to Recreation & Parks Dept	24.10
Assistant to Borough Administrator	23.38
Electrical Subcode Official	52.50
DPW Maintenance - Part-time	22.51
Electrical Inspector	47.25

Construction Assistant	18.91
Finance Assistant	18.91
DPW Assistant	22.45
Fire Prev Sec/Tree Specialist Sec/Const Asst	21.53
Part-Time Dispatcher	18.44

Section 4. PBA Employees. The rate of compensation for each employee of the Borough of Franklin Lakes who is a member of the New Jersey State PBA Local #150 (PBA) shall be on an annual basis:

**Employees hired prior to January 1, 1999**

**Sergeant:**

18+ Steps	\$156,974
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**Patrolman:**

Step 18+	\$149,517
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**Employees hired between January 1, 1999 and March 27, 2012**

**Sergeant:**

Steps 25+	\$156,974
Steps 20-24	\$154,275
Step 19	\$152,924
Steps 16-18	\$151,577
Step 15	\$150,266
Steps 12-14	\$148,878
Step 11	\$147,528
Steps 7-10	\$146,179

**Patrolman 1:**

Steps 25+	\$149,517
Steps 20-24	\$146,953
Step 19	\$145,671
Steps 16-18	\$144,389
Step 15	\$143,107
Steps 12-14	\$141,825
Step 11	\$140,196
Steps 8-10	\$139,263
Step 7	\$118,531

**Employees hired on or after March 28, 2012**

**Sergeant:**

Same as Sergeant hired between January 1, 1999 and March 27, 2012

**Patrolman:**

Steps 28+	\$149,517
Steps 23-27	\$146,953
Step 22	\$145,671
Steps 19-21	\$144,389
Step 18	\$143,107
Steps 15-17	\$141,825
Step 14	\$140,196
Steps 11-13	\$139,263
Step 10	\$128,521
Step 9	\$121,623
Step 8	\$114,725
Step 7	\$107,827
Step 6	\$100,928
Step 5	\$94,030
Step 4	\$87,132
Step 3	\$82,547
Step 2	\$80,138
Step 1	\$73,239
Police Academy Basic Training	\$62,005

Section 3. The rate of compensation for each officer and employee of the Borough of Franklin Lakes whose compensation shall be on an annual basis and shall be payable quarterly is:

Chief Engineer to Fire Department.....	\$886.00
Assistant to Engineers .....	\$603.00

Section 4. The following shall be compensated per session and shall be paid bi-weekly.

**Basketball:**

Professional Referee.....	Up to \$70.00 per game
Non-Professional Referee – Grades 3-8 (based on doubleheaders).....	Up to \$25.00 per game
Grades 3-8 - single game.....	\$25.00 per game

**Baseball**

	<u>Plate</u>	<u>Field</u>
Umpires - Pony League & Sr. Girls Soft Ball .....	Up to \$35.00	\$25.00
Umpires - Ramapo & Intermediate Girls Soft Ball .....	Up to \$30.00	\$20.00
Umpires - Tiny Tim .....	Up to \$30.00	\$20.00
Umpires - Baseball/Softball – Professional.....	Up to \$75.00	\$75.00
K-Clinic Instructor .....	Up to \$20.00 per session	
K-Clinic Administrator .....	Up to \$25.00 per session	
Sports Officials Assignors.....	Up to \$1,500 per season	

Football

Professional Referees ..... Up to \$75.00 per man per game  
Cheerleading Coaches ..... Up to \$10.00 per hour

Soccer

Referee – Div. 2 ..... Up to \$70.00 per game  
Div. 3 ..... Up to \$60.00 per game  
Div. 4 and 5 ..... Up to \$50.00 per game  
Div. 6 ..... Up to \$30.00 per game  
Super Ref..... Up to \$80.00 per game

Lacrosse

Boys – Professional Referee ..... Up to \$75.00 per game  
1 ½ rate is ..... Up to \$110.00 per game  
Girls - Professional Referee..... Up to \$65.00 per game  
High School Referee..... Up to \$25.00 per game

Section 5. Length of service. In addition to the rates of compensation for full time employees as set forth in Section 1, additional salary for length of service to the Borough of Franklin Lakes shall be paid to all full time employees hired prior to January 1, 2000, except as may be provided in collective bargaining agreements, at the following rates:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE OF BASE SALARY</u>
Start of eighteenth year and thereafter.....	10%

Length of service will accrue on the basis of an employee’s original anniversary date.

Section 6. This ordinance shall take effect upon publication as required by law.

APPROVED: \_\_\_\_\_  
Charles J. X. Kahwaty, Mayor

ATTEST: \_\_\_\_\_  
Gail M. Rulli, Borough Clerk

Introduced: 03-21-2023  
Adopted: 04-18-2023