

**BOROUGH OF MOUNTAIN LAKES  
MORRIS COUNTY, NEW JERSEY**

**ORDINANCE 4-24**

**"ORDINANCE AUTHORIZING THE SALARY AND/OR WAGES OF THE OFFICERS AND EMPLOYEES OF THE  
BOROUGH OF MOUNTAIN LAKES, COUNTY OF MORRIS, NEW JERSEY"**

**BE IT ORDAINED** by the Borough Council of the Borough of Mountain Lakes, in the County of Morris and State of New Jersey, as follows:

**Section 1.** That the respective salary/wage range, to be paid to the full and part-time professionals, full and part-time department heads and their full or part-time deputies are as follows:

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
Borough Manager	\$100,000	\$166,000
Borough Clerk/Registrar	\$10,000	\$100,000
Deputy Borough Clerk	\$0	\$80,000
Chief Financial Officer	\$10,000	\$134,000
Chief of Police	\$90,000	\$180,000
Director of Public Works	\$90,000	\$125,000
Tax Collector	\$30,000	\$73,000
Deputy Borough Treasurer	\$30,000	\$55,000
Accounts Payable/Finance Assistant	\$30,000	\$55,000
Qualified Purchasing Agent	\$1,000	\$10,000
Executive Assistant to Borough Mgr. and/or Borough Clerk	\$20,000	\$60,000
Recreation Director	\$10,000	\$35,000
Recreation Director/Executive Assist. To Borough Mgr.	\$45,000	\$67,000
Construction Official	\$10,000	\$49,000
Construction Code Assistant/Borough Hall Receptionist	\$40,000	\$53,000

**Section 2.** That the respective salary/wage range, to be paid to the full-time employees of the Police Department be as follows:

<b>Position</b>	<b>Minimum</b>	<b>Maximum</b>
Patrolman		Per contract
Sergeant		Per contract
Lieutenant		Per contract
Detective Stipend	\$500	\$1,500
P.D. Admin. Assistant/Borough Hall Receptionist	\$20,000	\$57,500
Administrative Assistant/Records Clerk	\$20,000	\$57,500

All Police Department employees with the exception of the Chief, Special Police, School Crossing Guards, Police Department Administrative Assistant/Records Clerk and Police Matrons are subject to a contract pursuant to Chapter 303 of the Laws of 1968. To the extent that the terms, conditions, and benefits of their employment as set forth in the contract are different from those set forth in this Ordinance, the contract supersedes and takes precedence over the conflicting Ordinance provisions. A copy of the contract is available for public inspection at the office of the Borough Clerk. The terms and conditions of the contract shall remain in effect for the life of the contract. All terms and conditions of the current contract shall remain in force until a successor agreement has been approved by the Governing Body.

**Section 3.** That the respective salary/wage range, to be paid to the full-time employees of the Department of Public Works shall be as follows:

Position	Minimum	Maximum
Operations Manager/Assistant DPW Director	\$55,000	\$94,000
Foreman	\$50,000	\$82,500
Crew Chief	\$40,000	\$70,000
Carpenter/Mason	\$30,000	\$72,500
Equipment Operator	\$25,000	\$75,000
Senior Public Utility Serviceperson	\$30,000	\$85,000
Junior Public Utility Serviceperson	\$25,000	\$55,000
Public Utility Serviceperson	\$25,000	\$47,000
Driver/Laborer	\$25,000	\$75,000
Mechanic	\$25,000	\$71,000
Certified Recycling Coordinator	\$2,500	\$3,000
Administrative Assistant to DPW Director	\$20,000	\$58,500

**Section 4.** That the respective salary/wage range, to be paid to the part-time employees shall be as follows:

Position	Minimum	Maximum
General Administrative – Floater	Prevailing Minimum Wage	\$30.00 per hour
Receptionist	\$12,000	\$30,000
Administrative Assistant – Land Use Boards	Prevailing Minimum Wage	\$32.00 per hour
Secretary, Board of Health	\$3,000	\$5,500
Water and Sewer Utility Clerk	\$2,500	\$22,500
Tax Assessor	\$10,000	\$30,000
Sub-Code Officials/Construction Office	\$5,000	\$33,000
Zoning Officer	\$5,000	\$19,000
Zoning Inspector	\$5,000	\$10,000
Code Enforcement Official	\$3,000	\$16,000
Property Maintenance Officer	\$5,000	\$40,000
Fire Official	\$3,000	\$17,000
Fire Safety Officer	\$3,000	\$6,000
Fire Department Administrative Officer	\$3,000	\$8,000
Police Matron	Prevailing Minimum Wage	\$38.00 per hour
School Crossing Guards	Prevailing Minimum Wage	\$30.00 per hour
Police Specials	Prevailing Minimum Wage	\$30.00 per hour
Permanent/Seasonal Part-Time, Dept. Public Works	Prevailing Minimum Wage	\$30.00 per hour
Office of Emergency Management Coordinator	\$1,000	\$3,000
Deputy Office of Emergency Management Coordinator	\$500	\$2,500
Custodian	Prevailing Minimum Wage	\$25.00 per hour
Recycling Attendant	Prevailing Minimum Wage	\$20.00 per hour

Seasonal Part-Time Employees	Minimum	Maximum
Recreation Camp Directors/Assistant Directors, Various	\$3,000	\$12,000
Recreation Camp Counselor	Prevailing Minimum Wage	\$50.00 per hour
Recreation Coach	\$1,000	\$ 6,000
Recreation Referee/Official/Umpire	Prevailing Minimum Wage	\$80.00 per hour
Park Ranger	Prevailing Minimum Wage	\$30.00 per hour
Beach Director/Assistant Director	\$2,500	\$22,000
Lifeguard	Prevailing Minimum Wage	\$45.00 per hour

**Section 5.** The Borough Manager is authorized to prepare an annual salary resolution for consideration and approval by the Borough Council that shall set the salary/wage for all full-time and permanent part-time employees of the Borough. The Borough Manager is authorized to set the hourly rate according to the salary range for all seasonal employees and to notify the Borough Council of such action.

**Section 6.** If any section or provision of this Ordinance shall be held invalid in any Court of competent jurisdiction, the same shall not affect the other sections or provisions of this Ordinance, except so far as the section or provision so declared invalid shall be inseparable from the remainder or any portion thereof.

**Section 7.** All Ordinances or parts of Ordinances, which are inconsistent herewith are hereby repealed to the extent of such inconsistency.

**Section 8.** This Ordinance shall take effect immediately after final passage and publication in the manner provided by law. The salaries indicated within the range are those that will be in effect retroactive to January 1, 2024 and upon final passage of this ordinance.

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**CERTIFICATION:** I hereby certify the foregoing to be a true and correct copy of the ordinance duly adopted by the Borough Council of Mountain Lakes, New Jersey, at a meeting held on April 8, 2024.

Cara Fox  
 Cara Fox, Borough Clerk

Introduced: 3/25/24

Adopted: 4/8/24

Name	Motion	Second	Aye	Nay	Absent	Abstain	Motion	Second	Aye	Nay	Absent	Abstain
Cannon			X						X			
Korman		X	X								X	
Menard			X					X	X			
Muilenburg			X						X			
Richter			X				X		X			
Barnett	X		X						X			
Sheikh			X						X			