

**VILLAGE OF RIDGWOOD
ORDINANCE NO. 3972**

**AN ORDINANCE TO AMEND THE SALARIES, WAGES AND OTHER
COMPENSATION AND TO ESTABLISH THE “EMPLOYEE AGREEMENT” OF
CERTAIN NON-UNION OFFICERS AND EMPLOYEES OF THE VILLAGE OF
RIDGWOOD, COUNTY OF BERGEN AND STATE OF NEW JERSEY FOR THE
YEAR 2024**

BE IT ORDAINED, by the Village Council of the Village of Ridgewood, County of Bergen and State of New Jersey as follows:

Section 1. Purpose

Salaries, wages and other compensation provided for by terms of this ordinance and schedules hereto and made part thereof are hereby fixed for the respective officers and employees of the Village of Ridgewood at the respective ranges shown in Schedule “A” effective January 1, 2024.

January 1, 2024 – 1%

Section 2. Time of Payment

All salaries, wages and other compensation shall be paid in by-monthly or bi-weekly installments and within the minimums and maximums of the ranges determined, and according to the conditions hereinafter set forth.

Section 3. Pension Fund Payment

Pension fund contributions shall be made by the Village of Ridgewood on behalf of any employee who may be eligible to enroll in the system. Such contributions shall be determined for each employee using the method prescribed by law.

Section 4. Performance Compensation

With the exception of pay grade “A”; employees included in this ordinance may be subject to annual evaluations and participation in the 2024 Performance Compensation Program. These employees together with the non-union employees shall be eligible for an average of 0% to 2.00% increase, based on a performance evaluation for 2024, effective January 1, 2024. The resulting performance compensation, if any, shall consist of an adjustment to the employee’s base salary.

Section 5. Clothing Allowance

The Fire Chief shall be entitled to an annual clothing allowance to maintain his uniforms. Said allowance shall be \$600.00.

Section 6. Sick Leave

The annual sick leave entitlement shall be set at 15 days for all full time employees. In the first year of employment, sick leave shall be earned at a rate of one and one quarter days for each month of service. Employees may also be entitled to sick leave incentives. Such sick leave incentives shall be equal of that of the groups of employees who are under the supervision of the aforementioned officers. Unused sick leave days may be carried from year to year. Upon employment separation from the Village, the current year's sick leave entitlement will be prorated to the date of separation.

Section 7. Terminal Leave

Employees hired prior to July 1, 2007, shall be entitled to terminal leave upon retirement equivalent to either one-half of his or her accumulated sick leave or six (6) months, whichever is the lesser. Retirement eligibility is defined under the provisions of the Public Employees Retirement System or the Police and Fire Retirement System. In the event termination of employment occurs by reason of death of an active employee, his or her estate shall be entitled to lump sum cash payment in an amount equal to the dollar value of either one-half (1/2) of his or her accumulated sick leave or six (6) months, which is the lesser.

Employees hired under the provisions of this ordinance after July 1, 2007, shall not be entitled to terminal leave payout upon retirement. Employees of the Village of Ridgewood as of July 1, 2007, who are subsequently promoted to a management position under the provisions of this ordinance, shall retain credit for the accumulated sick leave that was earned in their prior positions(s). No additional time will accumulate to these employees for the purpose of terminal leave payout at retirement. In the event termination of employment occurs by reason of death of an active employee, his or her estate or personal representative shall be entitled to a lump sum cash payment in an amount equal to the dollar value of either one-half (1/2) of his or her accumulated sick leave or six (6) months, whichever is lesser.

Section 8. Personal Leave

Directors receive three (3) personal days per year. Any unused days are forfeited at the end of each calendar year.

Section 9. Vacation

Annual vacation leave with pay shall be earned in accordance with the following schedule:

Years of Service	Annual Leave
First	One day per month
2 through 5	12
6 through 10	13
11 through 15	16
16 and thereafter	16 plus one additional day for each year of
Service beyond 16	

The maximum number of days that may be earned in any one year shall be 30 days, regardless of the number of years of service. Directors who do not use all of their vacation allowance may add their unused days to their allowance for the following year. However, if these days are not used in the second year, they will be forfeited. Upon employment separation from the Village, the current year's vacation entitlement will be pro-rated to the date of separation.

Section 10. Part-Time Directors

Sick, personal and vacation benefits for part-time Directors will be pro-rated based on the number of hours assigned.

Section 11. Health Benefits Contribution

Effective May 21, 2010, the State mandated contribution for health benefits, pursuant to Chapter 2, P.L. 2010 was implemented. All other provisions stated herein will remain the same.

Section 12. Senior Officers Pay

The Chief of Police and Chief of the Fire Department pay will not be less than \$500 above the base of the highest paid subordinate. The Captain of the Police Department will not be paid less than \$250 above the highest subordinate pay.

This ordinance shall take effect immediately upon adoption and publication as required by law.

Section 13.

This ordinance shall take effect immediately upon passage and publication as required by law.

**Non-Union Officer and Employees
Schedule "A" Salary Ranges
January 1, 2024**

<u>Grade</u>	<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
A.	Village Manager	\$60,000.00	\$234,000.00
B.	Director of Water & Sanitation	98,075.04	213,677.00
C.	Chief Financial Officer	124,848.00	200,934.00
D.	Village Clerk Director of Public Works/Village Engineer	91,587.84	195,576.00
E.	Business Manager Court Administrator Director of Building Inspections Director of Health Department Director of Information Technology Director of Parks and Recreation Superintendent of Public Works Superintendent of Signal System Superintendent of Water Distribution Superintendent of Water Pollution Control Superintendent of Water Treatment Systems Analyst Tax Assessor Tax Collector Treasurer	68,978.52	160,122.00

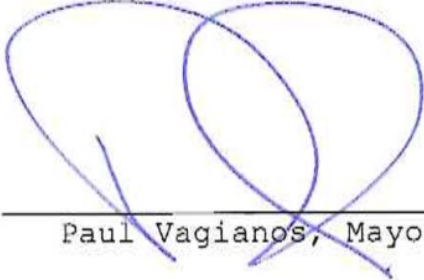
**Non-Union Officer and Employees
Schedule "A" Salary Ranges
January 1, 2024**

F.	Police Chief	\$183,630.60	\$248,840.00
	Police Captain	176,347.80	241,266.00
	Fire Chief	166,464.00	243,431.00
G.	Part Time		
	Director of Emergency Management	12,692.88	22,360.00
	Deputy Director of Emergency Management	2,601.00	3,787.00
	Director of Emergency Services	20,808.00	40,247.00
H.	Principal Engineer	86,700.00	146,345.00

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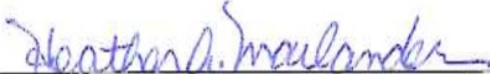
FOR AFFIRMANCE: Councilmembers: Reynolds, Weitz, Winograd
and Mayor Vagianos

NAYS: NONE
ABSENT: Councilmember Perron
ABSTAIN: NONE
RECUSE: NONE
Introduction Date: October 11, 2023
Adoption Date: November 8, 2023
Effective Date: November 28, 2023



Paul Vagianos, Mayor

ATTEST:



Heather A. Mailander
Village Clerk