

**VILLAGE OF RIDGEWOOD
ORDINANCE NO. 3977**

**An Ordinance to fix salaries, wages and other compensation of and for Firefighters
and Fire Superior Officers of the Village of Ridgewood,
County of Bergen, and State of New Jersey**

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

Section 1. Salaries, wages, and other compensation and benefits provided for by this ordinance are hereby fixed for the Firefighters and Fire Superior Officers of the Village of Ridgewood at the respective rates and sums provided herein effective January 1, for each of the years 2023 through 2026.

Section 2. All salaries, wages, longevity payments and other compensation shall be paid in bi-weekly installments within the minimum and maximum amounts of the ranges determined herein and according to the conditions hereinafter set forth. Wages shall be increased as follows on an across the board basis to each rank, step and position covered by the two (2) bargaining units:

Effective January 1, 2023	3.00%
Effective January 1, 2024	2.75%
Effective January 1, 2025	2.75%
Effective January 1, 2026	2.50%

Section 3. Longevity payments shall be made to all full time firefighters in addition to the salaries which are provided and determined in Schedule "A" of this ordinance. Longevity payments shall be a percentage of base salary as hereinafter provided. For the purposes of this provision, base salary shall mean the highest salary to which an employee is or may be entitled to, excluding, however, any previous longevity increment.

Longevity increments shall be determined as follows for those firefighters hired prior to July 1, 1987:

Years of Service	Entitlement
4	2%
8	4%
12	7%
16	9%
20	11%
24 through termination	13%

Firefighters who have been hired after July 1, 1987 shall receive longevity according to the following schedule;

Years of Service	Entitlement
4	2%
8	4%
12	6%
16	8%
20 through termination	10%

Longevity increments shall be discontinued for those firefighters hired after January 1, 2015.

Longevity payments shall be earned and payable as of the anniversary date of hire on a bi-weekly basis.

Section 4. Holiday Pay: Firefighters covered by this ordinance shall receive payment of fourteen (14) eight (8) hour days pay based upon annual salary, including longevity divided by 2,044 in lieu of fourteen (14) paid holidays per year. Said holiday pay shall be paid on a bi-weekly basis as part of their annual salary. During the initial year of employment only, new employees shall receive ten (10) annual paid holidays. Said holiday limitations for new hires shall apply to newly hired firefighters in the first year of employment only. Following completion of the first year, the new firefighter shall receive the full holiday benefit.

Holiday pay shall continue to be rolled into the employee's base pay. However, in the event all other uniformed services shall agree and provided it is permitted by the Division of Pension of the State of New Jersey, holiday pay shall not be rolled into base pay for pension purposes until the 20th year of the Firefighter's employment with the Village.

Section 5. Hourly Rate: Base hourly rate for overtime or other purposes shall be calculated by dividing the employee's base salary plus longevity by 2080.

Section 6. Pension Fund Contributions: Pension fund contributions shall be made by the Village of Ridgewood on behalf of any employee who may be eligible for enrollment in the system. Such contributions shall be determined for each employee using the method prescribed by law.

Section 7. EMT Stipend/Fire Inspection Stipend: There will be a minimum of eighteen (18) Emergency Medical Technician (EMTs) or Paramedic positions in the Fire Department. All Firefighters hired after January 1, 2000 will be required to obtain and maintain Emergency Medical Technician (EMT) or Paramedic certification as a condition of continued employment. No Fire Officers with the rank of Lieutenant or above shall be accepted into the program.

Firefighter/EMTs or Paramedics may request to be removed from the EMT Program. The following guidelines will apply:

1. Firefighter/EMTs or Paramedics requesting to be removed from the EMT/Paramedic program must have served as an EMT or Paramedic for a minimum of ten years.
2. Firefighter/EMTs or Paramedics will submit their request in writing to the Director/Chief.
3. Firefighter/EMTs or Paramedics with the most seniority will be given first right to drop out of the program.

Members of the Fire Department, who complete and maintain certifications as an Emergency Medical Technician or Paramedic, if accepted in the Village program, shall receive an annual stipend. Said stipend shall be payable in the following amounts:

	<u>2023-2026</u>
1 st Year	\$2,500
2 nd Year	\$2,750
3 rd Year and Thereafter	\$3,000

Beginning in 2019 members of the Fire Department who attend school and obtain a fire inspector license shall be paid a one-time \$2,400.00 stipend for the first year of completion. Once a license has been obtained and remains valid, members shall receive an annual stipend of \$1,400.00 per year.

All of the above courses must be given by a recognized Fire Academy. All requests for appointment to Senior Firefighter/Engineer must be made to the Administration on an interoffice memo. Applicant must attach copies of their course completion certificates for all of the above courses.

Section 8. Confirmation: The positions and employment set forth in this ordinance are hereby created and confirmed by this ordinance and the employment is hereby ratified and confirmed.

Section 9. Repealer: All ordinance or parts of ordinances inconsistent herewith are hereby repealed, as they pertain to Firefighters.

Section 10. Effective Date: This ordinance shall take effect immediately upon adoption and publication as required by law.

APPENDIX A

FF hired after 1/1/11 but before 12/31/14

Firefighter				
	2023	2024	2025	2026
Step #	3.00%	2.75%	2.75%	2.50%
1	\$ 40,304.71	\$41,413.09	\$42,551.95	\$43,615.75
2	41,513.85	42,655.48	43,828.51	44,924.22
3	51,619.05	53,038.58	54,497.14	55,859.56
4	61,724.25	63,421.67	65,165.76	66,794.91
5	71,829.45	73,804.76	75,834.39	77,730.25
6	81,934.64	84,187.85	86,503.01	88,665.59
7	92,039.84	94,570.94	97,171.64	99,600.93
8	102,145.04	104,954.03	107,840.26	110,536.27
9	112,250.24	115,337.12	118,508.89	121,471.61
10	122,355.43	125,720.21	129,177.51	132,406.95
 Firefighter/w FF3 certification				
	2023	2024	2025	2026
Step #	3.00%	2.75%	2.75%	2.50%
1	\$ 41,054.71	\$42,163.09	\$43,301.95	\$44,365.75
2	42,263.85	43,405.48	44,578.51	45,674.22
3	52,369.05	53,788.58	55,247.14	56,609.56
4	62,474.25	64,171.67	65,915.76	67,544.91
5	72,579.45	74,554.76	76,584.39	78,480.25
6	82,684.64	84,937.85	87,253.01	89,415.59
7	92,789.84	95,320.94	97,921.64	100,350.93
8	102,895.04	105,704.03	108,590.26	111,286.27
9	113,000.24	116,087.12	119,258.89	122,221.61
10	129,450.65	132,815.21	136,272.51	139,501.95

APPENDIX A

Firefighters hired after 1/1/2015

Firefighter				
Step #	2023 3.00%	2024 2.75%	2025 2.75%	2026 2.50%
1	\$ 40,304.71	\$ 41,413.09	\$42,551.95	\$43,615.75
2	47,142.27	48,438.68	49,770.75	51,015.02
3	53,979.83	55,464.28	56,989.54	58,414.28
4	60,817.39	62,489.87	64,208.34	65,813.55
5	67,654.95	69,515.46	71,427.14	73,212.82
6	74,492.51	76,541.05	78,645.93	80,612.08
7	81,330.07	83,566.65	85,864.73	88,011.35
8	88,167.63	90,592.24	93,083.53	95,410.61
9	95,005.19	97,617.83	100,302.32	102,809.88
10	101,842.75	104,643.42	107,521.12	110,209.15
11	108,680.31	111,669.02	114,739.92	117,608.41
12	115,517.87	118,694.61	121,958.71	125,007.68
13	122,355.43	125,720.20	129,177.51	132,406.95
Firefighter/w FF3 certification				
Step #	2023 3.00%	2024 2.75%	2025 2.75%	2026 2.50%
1	\$ 41,054.71	\$ 42,163.09	\$43,301.95	\$44,365.75
2	47,892.27	49,188.68	50,520.75	51,765.02
3	54,729.83	56,214.28	57,739.54	59,164.28
4	61,567.39	63,239.87	64,958.34	66,563.55
5	68,404.95	70,265.46	72,177.14	73,962.82
6	75,242.51	77,291.05	79,395.93	81,362.08
7	82,080.07	84,316.65	86,614.73	88,761.35
8	88,917.63	91,342.24	93,833.53	96,160.61
9	95,755.19	98,367.83	101,052.32	103,559.88
10	102,592.75	105,393.42	108,271.12	110,959.15
11	109,430.31	112,419.02	115,489.92	118,358.41
12	116,267.87	119,444.61	122,708.71	125,757.68
13	129,450.65	132,815.21	136,272.51	139,501.95

APPENDIX A

Captain, Lieutenant, Fire Inspector, SFF Engineer

Fire Captain appointed after January 1, 2000

	2023	2024	2025	2026
Step #	3.00%	2.75%	2.75%	2.50%
1	\$ 149,612.76	\$ 153,727.12	\$157,954.61	\$161,903.48
2	153,563.36	157,786.35	162,125.47	166,178.61
3	157,508.54	161,840.02	166,290.63	170,447.89

Fire Captain appointed prior to January 1, 2000

1	\$ 149,612.76	\$ 153,727.12	\$157,954.61	\$161,903.48
2	157,508.54	161,840.02	166,290.63	170,447.89

Lieutenant appointed prior to January 1, 2000

1	\$ 135,843.05	\$ 139,578.74	\$143,417.15	\$147,002.58
2	\$ 143,302.64	147,243.46	147,243.46	150,924.55

Lieutenant appointed after January 1, 2000

1	\$ 135,813.74	\$ 139,548.62	\$143,386.20	\$146,970.86
2	143,301.84	147,242.64	151,291.81	155,074.11

Firefighter/Inspector in Fire prevention Bureau

	2023	2024	2025	2026
Step #	3.00%	2.75%	2.75%	2.50%
1	\$ 135,762.24	\$ 139,495.70	\$143,331.83	\$146,915.13

Senior Fire Prevention Officer

1	\$ 149,612.65	\$ 153,727.00	\$157,954.49	\$161,903.35
2	\$ 157,507.60	161,839.06	166,289.63	170,446.87

Senior FF Engineer

1	\$ 133,034.34	\$ 136,692.79	\$140,451.84	\$143,963.13
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VILLAGE OF RIDGEWOOD
ORDINANCE NO. 3977

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

NAYS: NONE

ABSENT: NONE

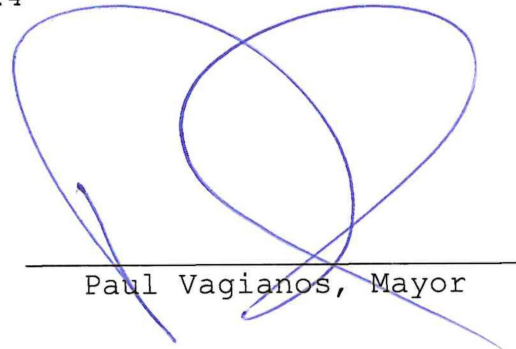
ABSTAIN: NONE

RECUSE: NONE

Introduction Date: November 8, 2023

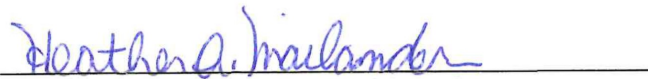
Adoption Date: December 13, 2023

Effective Date: January 2, 2024



Paul Vagianos, Mayor

ATTEST:



Heather A. Mailander
Village Clerk