

Mayor Nolan offered the following Ordinance and moved on its adoption and authorized its publication according to law:

**O-11-4**  
**AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE COMPENSATION OF CERTAIN BOROUGH EMPLOYEES OF THE BOROUGH OF HIGHLANDS FOR SFY 2011**

BE IT ORDAINED by the Mayor and Council of the Borough of Highlands, a municipal Corporation of the State of New Jersey;

Section 1. The annual salaries and compensation exclusive of longevity benefits of the officers and employees holding the offices or positions hereinafter described shall be shown on Schedule A, annexed hereto, for Fiscal Year 2011 (July 1, 2010 – June 30, 2011), payable semi-monthly unless herein described.

Except as provided by labor contract, all salary ranges shall constitute minimum and maximum to be determined by subsequent Resolution of the Mayor and Council within those limits.

Section 2. OTHER POSITIONS AND DUTIES

A. All other persons employed by the Borough not otherwise mentioned herein shall be paid at a rate to be fixed by a Resolution of the Mayor and Council.

B. Additional duties associated with the administration of grants awarded to the Borough may be compensated out of the proceeds of said grants at a rate to be fixed and determined by Resolution of the Mayor and Council.

Section 3. LONGEVITY BENEFITS.

There shall be no longevity benefit other than where the benefit is specifically mandated by agreement or contract.

Section 4. EFFECTIVE DATE:

The salaries and compensation set forth herein shall be effective and payable as of and after July 1, 2010 through June 30, 2011.

Section 5. REPEALED

All ordinances or parts of ordinances inconsistent with this ordinance are hereby superseded.

Section 6. IMPLEMENTATION

This ordinance shall take effect immediately upon its passage and publication in accordance with law.

Seconded by Mr. Connelly and adopted on the following roll call vote:

Roll Call:

AYES: Mr. Connelly, Mr. O'Neil, Mr. Francy, Mayor Nolan  
NAYES: None  
ABSENT: Mr. O'Neil  
ABSTAIN: None

DATE: March 16, 2011

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CAROLYN CUMMINS, BOROUGH CLERK

I hereby certify this to be a true copy of the Ordinance adopted by the Governing Body of the Borough of Highlands on March 16, 2011.

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BOROUGH CLERK/DEPUTY CLERK

Introduction: February 16, 2011  
Publication: February 25, 2011  
2<sup>nd</sup> Reading: March 16, 2011  
Adoption: March 16, 2011  
Publication: March 25, 2011, Two River Times

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All salaries listed below are rounded to within \$1.00 of actual amount.

**1. POSITIONS OUTSIDE COLLECTIVE BARGAINING UNITS**

<b>DEPARTMENT OF ADMINISTRATION</b>		Minimum	Maximum
Mayor		\$3,000	
Council Members		\$2,500	
Municipal Administrator		\$83,600	
Municipal Clerk		\$51,957	
Assessment Searcher		\$3,000	
Registrar of Vital Statistics		\$500	
Deputy Municipal Clerk	Part Time	\$4,000	
Secretary, Planning Board		\$5,500	
Secretary, Zoning Board		\$5,500	
Secretary to Borough Administrator		\$1,000	
Emergency Management Coordinator		\$3,650	
<b>DEPARTMENT OF FINANCE</b>			
Chief Financial Officer	Part Time	\$64,581	
Tax Searcher		\$3,000	
Purchasing Agent	Part Time	\$7,000	
Cashier, Typist	Hourly	\$12.00	\$12.00
<b>MUNICIPAL COURT</b>			
Judge of Municipal Court		\$16,302	
Municipal Prosecutor		\$15,246	
Public Defender		\$3,500	
Special Sessios (Per Session)			
Judge of Municipal Court		\$500	
Municipal Prosecutor		\$350	
Public Defender		\$350	
Court Administrator		\$300	
Deputy Court Administrator		\$200	
<b>POLICE</b>			
Chief of Police		\$114,151	
Juvenile Officer		\$1,000	
Special Officer - Hourly			
Class I	Hourly	8.50	15.00
Class II	Hourly	\$15.00	\$22.50
<b>BUILDING AND HOUSING</b>			
Fire Official	Part Time	\$23,400	
Fire Inspector	Hourly	\$10.00	\$15.00
Clerical Office Help	Hourly	Minimum Wage	\$12.00
<b>DEPARTMENT OF PUBLIC WORKS</b>			
Acting Supervisor		\$2,500	
Sewer Operator License		\$3,500	
Recycling Coordinator	Part Time	\$2,000	
Laborer		\$10.00	\$12.00
Snow Removal Driver	Hourly	\$20.00	
<b>DEPARTMENT OF RECREATION</b>			
Recreation Assistant		\$8.00	\$8.00
Recreation Aid		\$7.50	\$11.00
Recreation Leader		\$14.00	\$14.00
Summer Seasonal:			
Supervisor		\$16.50	\$18.00
Programmer		\$12.50	\$15.00
Recreation Aid		\$7.50	\$10.00
Summer Food:			

Food Preparation		\$7.25	\$8.00
Record Keeper		\$10.50	\$10.50
Director		\$15.25	\$15.25
Life Guards		\$7.50	\$17.00

**DEPARTMENTS NOT ESTABLISHED**

Clerical Office Help	Hourly	Minimum Wage	\$12.00
Seasonal Employees	Hourly	Minimum Wage	\$12.00

**2. UNITED FOOD AND COMMERCIAL WORKERS UNION, LOCAL 56**

**DEPARTMENT OF FINANCE**

Tax Assessor	Part Time	\$22,640	
Tax Collector	Part Time	\$27,067	

**BUILDING AND HOUSING**

Construction Code Official	Part Time	\$26,000	
Including:			
Electrical Sub Code Official			
Flood Plain Review Officer			
Property Maintenance Officer	Part Time	\$15.00	\$20.00
Zoning Officer	Part Time	\$10,400	
Code Enforcement Officer	Part Time	\$34,760	
Including			
Landlord Reistration Official			
Building Housing Inspector			
Fire Inspector			

**RECREATION**

Recreation Director		\$70,579	
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**3. COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 1032**

**BUILDING AND HOUSING**

Secretary,Licensing Clerk		\$31,039	
Secretary,Licensing Clerk	Hourly	Minimum Wage	\$12.00
Fie Sub Code Official	Part Time	\$10,314	
Plumbing Sub Code Official	Part Time	\$7,477	

**DEPARTMENT OF FINANCE**

Tax Clerk		\$28,069	
Tax Clerk	Hourly	Minimum Wage	\$12.00
Cashier/Sewer Clerk		\$28,350	
Payroll Clerk		\$37,702	

**MUNICIPAL COURT**

Court Administrator		\$51,732	
Deputy Court Administrator	Hourly	\$20.00	

**DEPARTMENT OF PUBLIC WORKS**

Senior Road Repairer		\$60,494	
Road Repairer		\$55,853	
Sanitation Driver		\$55,858	
Sanitation Worker		\$43,911	
Mechanic		\$68,609	
Water Treatment Plant Operator		\$60,494	
Recycling Yard Attendant	Part Time	\$16,900	
Recycling Yard Attendant	Hourly	\$12.00	\$13.00

**RECREATION**

Recreation Aide	Full Time	Hourly	\$16.26
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**POLICE DEPARTMENT**

Communications Operator	Hourly	\$10.46	\$18.64
Crossing Guards		\$9.62	\$14.97
Records Clerk		\$41,718	

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