

Mayor Nolan offered the following Ordinance pass third, final reading and adoption and moved on its adoption and authorized its publication according to law:

O-12-23

AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE COMPENSATION OF CERTAIN BOROUGH EMPLOYEES OF THE BOROUGH OF HIGHLANDS FOR 2012

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 2012 and beyond unless amended , 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 January 1, 2012 unless otherwise set forth by contract or agreement..

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 REPEALED

All ordinances or parts of ordinances inconsistent with this ordinance are hereby superseded.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

1. POSITIONS OUTSIDE COLLECTIVE BARGAINING UNITS

DEPARTMENT OF ADMINISTRATION

| | | Minimum | Maximum |
|------------------------------------|-----------|----------|----------|
| Mayor | | \$3,000 | \$3,000 |
| Council Members | | \$2,500 | \$2,500 |
| Municipal Administrator | | \$75,000 | \$90,000 |
| Municipal Clerk | | \$40,000 | \$55,000 |
| Assessment Searcher | | \$3,000 | \$3,000 |
| Registrar of Vital Statistics | | \$500 | \$500 |
| Deputy Municipal Clerk | Part Time | \$4,000 | \$4,000 |
| Secretary, Planning Board | | \$5,500 | \$5,500 |
| Secretary, Zoning Board | | \$5,500 | \$5,500 |
| Secretary to Borough Administrator | | \$1,000 | \$1,000 |
| Emergency Management Coordinator | | \$3,650 | \$3,650 |

DEPARTMENT OF FINANCE

| | | | |
|-------------------------|-----------|----------|----------|
| Chief Financial Officer | Part Time | \$30,000 | \$67,000 |
| Tax Searcher | | \$3,000 | \$3,000 |
| Purchasing Agent | Part Time | \$7,000 | \$10,000 |
| Cashier, Typist | Hourly | \$10.00 | \$17.00 |

MUNICIPAL COURT

| | | | |
|-------------------------------|--|----------|----------|
| Judge of Municipal Court | | \$15,000 | \$18,000 |
| Municipal Prosecutor | | \$14,000 | \$17,000 |
| Public Defender | | \$3,500 | \$5,000 |
| Special Sessios (Per Session) | | | |
| Judge of Municipal Court | | \$500 | \$500 |
| Municipal Prosecutor | | \$350 | \$350 |
| Public Defender | | \$350 | \$350 |
| Court Administrator | | \$250 | \$350 |
| Deputy Court Administrator | | \$150 | \$300 |

POLICE

| | | | |
|--------------------------|--------|-----------|---------|
| Chief of Police | | \$114,151 | |
| Juvenile Officer | | \$1,000 | \$1,000 |
| Special Officer - Hourly | | | |
| Class I | Hourly | 8.50 | 15.00 |
| Class II | Hourly | \$15.00 | \$25.00 |

BUILDING AND HOUSING

| | | | |
|----------------------|-----------|--------------|----------|
| Fire Offical | Part Time | \$18,000 | \$25,000 |
| Fire Inspector | Hourly | \$10.00 | \$18.00 |
| Clerical Office Help | Hourly | Minimum Wage | \$17.00 |

DEPARTMENT OF PUBLIC WORKS

| | | | |
|------------------------|-----------|--------------|---------|
| Acting Supervisor | | \$2,500 | \$3,500 |
| Sewer Operator License | | \$3,500 | \$5,000 |
| Recycling Coordinator | Part Time | \$2,000 | \$3,500 |
| Laborer | | Minimum Wage | \$15.00 |
| Snow Removal Driver | Hourly | \$15.00 | \$25.00 |

DEPARTMENT OF RECREATION

| | | | |
|----------------------|--------|--------------|---------|
| Recreation Assistant | | \$8.00 | \$13.00 |
| Recreation Aid | | \$7.50 | \$11.00 |
| Recreation Leader | | \$11.00 | \$15.00 |
| Clerical Office Help | Hourly | Minimum Wage | \$17.00 |
| Summer Seasonal: | | | |
| Supervisor | | \$16.50 | \$19.00 |
| Programmer | | \$12.50 | \$16.00 |
| Recreation Aid | | \$7.50 | \$12.00 |
| Laborer | | \$10.00 | \$13.00 |
| Summer Food: | | | |
| Food Preparation | | Minimum Wage | \$10.00 |
| Record Keeper | | \$9.00 | \$12.00 |
| Director | | \$15.00 | \$20.00 |
| Life Guards | | \$7.50 | \$17.00 |

DEPARTMENTS NOT ESTABLISHED

| | | | |
|----------------------|--------|--------------|---------|
| Clerical Office Help | Hourly | Minimum Wage | \$15.00 |
| Seasonal Employees | Hourly | Minimum Wage | \$15.00 |

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

| | | | |
|---------------|-----------|----------|----------|
| Tax Assessor | Part Time | \$20,000 | \$25,000 |
| Tax Collector | Part Time | \$20,000 | \$29,000 |

BUILDING AND HOUSING

| | | | |
|------------------------------|-----------|----------|----------|
| Construction Code Official | Part Time | \$18,000 | \$29,000 |
| Including: | | | |
| Electrical Sub Code Official | | | |
| Flood Plain Review Officer | | | |
| Property Maintenance Officer | Part Time | \$15,000 | \$23,000 |
| Zoning Officer | Part Time | \$8,000 | \$12,000 |
| Code Enforcement Officer | | \$20,000 | \$45,000 |

PUBLIC WORKS

| | | | |
|----------------------------|--|----------|----------|
| Supervisor of Public Works | | \$35,000 | \$80,000 |
|----------------------------|--|----------|----------|

RECREATION

| | | | |
|---------------------|--|----------|----------|
| Recreation Director | | \$35,000 | \$80,000 |
|---------------------|--|----------|----------|

3. COMMUNICATIONS WORKERS OF AMERICA (CWA) LOCAL 1032**BUILDING AND HOUSING**

| | | | |
|----------------------------|-----------|--------------|----------|
| Secretary, Licensing Clerk | | \$20,000 | \$31,000 |
| Secretary, Licensing Clerk | Hourly | Minimum Wage | \$18.00 |
| Fire Sub Code Official | Part Time | \$8,000 | \$12,000 |
| Plumbing Sub Code Official | Part Time | \$7,000 | \$9,000 |

DEPARTMENT OF FINANCE

| | | | |
|---------------------|--------|--------------|----------|
| Tax Clerk | | \$20,000 | \$33,000 |
| Tax Clerk | Hourly | Minimum Wage | \$17.00 |
| Cashier/Sewer Clerk | | \$20,000 | \$33,000 |

| | | | | |
|-----------------------------------|-----------|--------|----------|----------|
| Payroll Clerk | | | \$25,000 | \$40,000 |
| MUNICIPAL COURT | | | | |
| Court Administrator | | | \$40,000 | \$55,000 |
| Deputy Court Administrator | Hourly | | \$15.00 | \$22.00 |
| DEPARTMENT OF PUBLIC WORKS | | | | |
| Senior Road Repairer | | | \$45,000 | \$67,000 |
| Equipment Operator | | | \$45,000 | \$63,000 |
| Road Repairer | | | \$30,000 | \$44,000 |
| Water-Sewer Repairer | | | \$30,000 | \$44,000 |
| Truck Driver | | | \$30,000 | \$62,000 |
| Recycling Yard Attendant | Hourly | | \$10.00 | \$15.00 |
| RECREATION | | | | |
| Recreation Assistant | Full Time | Hourly | \$15.00 | \$20.00 |
| Recreation Assistant | Part Time | | \$8.00 | \$13.00 |
| Recreation Aid | Part Time | | \$7.50 | \$12.00 |
| Recreation Leader | Part Time | | \$11.00 | \$15.00 |
| POLICE DEPARTMENT | | | | |
| Communications Operator | Hourly | | \$9.50 | \$21.00 |
| Crossing Guards | | | \$9.50 | \$16.00 |
| Records Clerk | | | \$25,000 | \$45,000 |

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

Roll Call:

AYES: Mr. Redmond, Mr. O'Neil, Mr. Francy, Ms. Kane, Mayor Nolan
 NAYES: None
 ABSENT: None
 ABSTAIN: None

DATE: December 19, 2012

 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 December 19, 2012.

 BOROUGH CLERK/DEPUTY CLERK

Introduction: November 21, 20012
 Publication: November 30, 2012, Two River Times
 P.H. December 19, 2012
 Adoption: December 19, 2012
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