

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

O-13-34

AN ORDINANCE ESTABLISHING SALARIES AND FIXING THE COMPENSATION OF CERTAIN BOROUGH EMPLOYEES OF THE BOROUGH OF HIGHLANDS FOR 2013

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 REPEALED

All ordinances or parts of ordinances inconsistent with this ordinance are hereby superseded.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

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

Roll Call:

AYES: Ms. Ryan, Mr. Redmond, Mr. Francy, Ms. Kane, Mayor Nolan

NAYES: None

ABSENT: None

ABSTAIN: None

DATE: December 4, 2013

CAROLYN CUMMINS, BOROUGH CLERK

I hereby certify this to be a true copy of the Ordinance introduced by the Governing Body of the Borough of Highlands on November 6, 2013.

BOROUGH CLERK/DEPUTY CLERK

Introduction: November 6, 2013

Publication: November 15, 2013, Two River Times

P.H./Adoption: December 4, 2013

Publication: December 13, 2013, Two River Times

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 |
| Emergency Management Coordinator | | \$3,650 | \$3,650 |
| Alliance Coordinator | Part Time | \$20,000 | \$28,000 |

DEPARTMENT OF FINANCE

| | | | |
|-------------------------|-----------|----------|----------|
| Chief Financial Officer | Part Time | \$30,000 | \$69,000 |
| Tax Searcher | | \$3,000 | \$3,000 |
| Purchasing Agent | Part Time | \$7,000 | \$10,000 |
| Cashier, Typist | Hourly | \$10.00 | \$20.00 |

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 | | \$124,125 | |
| Juvenile Officer | | \$1,000 | \$1,000 |
| Special Officer - Hourly | | | |
| Class I | Hourly | 8.50 | 20.00 |
| Class II | Hourly | \$15.00 | \$25.00 |

BUILDING AND HOUSING

| | | | |
|-------------------------|------------------|--------------|----------|
| Fire Offical | Part Time | \$18,000 | \$25,000 |
| Fire Inspector | Hourly | \$10.00 | \$20.00 |
| Clerical Office Help | Hourly | Minimum Wage | \$17.00 |
| Code Enforement Officer | Part Time Hourly | \$15 | \$20 |

DEPARTMENT OF PUBLIC WORKS

| | | | |
|------------------------|--|---------|----------|
| Acting Supervisor | | \$2,500 | \$3,500 |
| Sewer Operator License | | \$3,500 | \$15,000 |

| | | | |
|---------------------------------|-----------|---------|---------|
| Recycling Coordinator | Part Time | \$2,000 | \$3,500 |
| | | Minimum | |
| Laborer | | Wage | \$20.00 |
| Snow Removal Driver | Hourly | \$15.00 | \$25.00 |
| DEPARTMENT OF RECREATION | | | |
| Recreation Assistant | | \$8.00 | \$15.00 |
| Recreation Aid | | \$7.50 | \$12.00 |
| Recreation Leader | | \$11.00 | \$15.00 |
| | | Minimum | |
| Clerical Office Help | Hourly | Wage | \$18.00 |
| 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: | | | |
| | | Minimum | |
| Food Preparation | | Wage | \$10.00 |
| Record Keeper | | \$9.00 | \$12.00 |
| Director | | \$15.00 | \$20.00 |
| Life Guards | | \$7.50 | \$17.00 |

DEPARTMENTS NOT ESTABLISHED

| | | | |
|----------------------|--------|---------|---------|
| | | Minimum | |
| Clerical Office Help | Hourly | Wage | \$18.00 |
| Laborer | Hourly | \$15.00 | \$20.00 |
| Building Inspector | Hourly | \$15.00 | \$20.00 |
| | | Minimum | |
| Seasonal Employees | Hourly | Wage | \$18.00 |

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 | | \$15,000 | \$45,000 |
| Code Enforcement Officer | Part Time Hourly | \$15 | \$20 |

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 |
| | | | Minimum | |
| Secretary,Licensing Clerk | Hourly | | Wage | \$18.00 |
| Fie Sub Code Official | Part Time | | \$8,000 | \$12,000 |
| Plumbing Sub Code Official | Part Time Hourly | | \$25 | \$40 |

DEPARTMENT OF FINANCE

| | | | | |
|---------------------|--------|--|----------|----------|
| Tax Clerk | | | \$20,000 | \$33,000 |
| | | | Minimum | |
| Tax Clerk | Hourly | | 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 | Hourly | \$8.00 | \$16.00 |
| Recreation Aid | Part Time | Hourly | \$7.50 | \$14.00 |
| Recreation Leader | Part Time | | \$11.00 | \$15.00 |

POLICE DEPARTMENT

| | | | | |
|-------------------------|--------|--|----------|----------|
| Communications Operator | Hourly | | \$9.50 | \$21.00 |
| Crossing Guards | | | \$9.50 | \$17.00 |
| Records Clerk | | | \$25,000 | \$45,000 |