

**MAYOR AND COUNCIL  
WORK SESSION/REGULAR MEETING  
BOROUGH HALL ANNEX  
February 22, 2012  
7:30pm**

1. **FLAG SALUTE**

2. **ROLL CALL** Mayor De Simone, Councilpersons, Knott, Choi, Hawkins, Pak, Salmon, Whitter, Brian Giblin, Borough Attorney, Jack Terhune, Borough Administrator, Fran Lehmann, Borough Clerk, Lynn Hemmer, Deputy Borough Clerk

3. **OPEN MEETING STATEMENT**

Conditions of the Open Meeting Act have been met by Notice placed on the Bulletin Board at Borough Hall and notice sent to the Official Newspaper

4. **COMMENTS FROM THE PUBLIC**

Limited to two (2) minutes per speaker (20-minute duration)

5. **PRESENTATION**

6. **APPOINTMENTS**

7. **APPROVAL OF MINUTES**

Council Meeting                      February 6, 2012

8. **RESOLUTIONS**

**12-100** Authorizing the Treasurer to Pay Claims against the 2011 Budget Reserves and the 2012 Temporary Municipal Budget

**12-101** Authorizing Alternative Calculation used in Calculating Reserve for Uncollected taxes CY 2012 Budget

**12-102** Authorizing the Redemption of Tax Sale Certificate #11-00003

**12-103** Authorizing Inter-Local Agreement with the Borough of Palisades Park

**12-104** Urging the County to Fulfill its Obligations Regarding Over Peck Park

**12-105** Appointing Ryan Maxwell to the IT Committee

**12-106** Authorizing a Chapter 159 to Include the "ANJEC Grant"

**12-107** Awarding the Bid for the ADA Improvements to the Borough Hall Annex

A motion was made by Councilperson \_\_\_\_\_ seconded by Councilperson \_\_\_\_\_ to approve Resolutions

ROLL CALL Councilperson, Knott, Choi, Hawkins, Pak, Salmon, Whitter

9. **REPORTS**

**Standing Committees**

Finance Administration & Personnel  
Laws & Ordinances  
Police  
Fire  
Ambulance  
Public Works  
Borough Administrator  
Mayor  
Special Bodies

10- **INTRODUCTION OF ORDINANCE**

Introduction of Ordinance 04-12- entitled:

**AN ORDINANCE AMENDING ORDINANCE NO. 02-12, SALARIES, WAGES AND/OR COMPENSATION AND TO ESTABLISH SALARY & WAGE RANGES OF CERTAIN OFFICERS, EMPLOYEES AND PUBLIC SERVANTS OF THE BOROUGH OF LEONIA, IN THE COUNTY OF BERGEN AND STATE OF NEW JERSEY FOR THE YEAR BEGINNING JANUARY 1, 2012**

A motion was made by Councilperson \_\_\_ Seconded by Councilperson \_\_\_\_\_ to approve on first reading Ordinance 04-12

ROLL CALL Councilperson, Knott, Choi, Hawkins, Pak, Salmon, Whitter

11 **ADOPTION OF ORDINANCE**

**Adoption of Ordinance 03-12 entitled:**

**AN ORDINANCE AMENDING CHAPTER 46 OF THE CODE OF THE BOROUGH F LEONIA TITLED "PERSONNEL POLICIES" BY AMENDING ORDINANCE 46-36D(2)(A).**

***Public Hearing***

A motion was made by Councilperson \_\_\_ Seconded by Councilperson \_\_\_\_\_ to approve on final reading Ordinance 03-12

ROLL CALL Councilperson, Knott, Choi, Hawkins, Pak, Salmon, Whitter

12. **UNFINISHED BUSINESS**

13 **NEW BUSINESS**

14. **COMMENTS FROM THE PUBLIC**

Limited to five (5) per speaker at the discretion of the Chair (duration 30 minutes)

15. **CLOSED SESSION (B)**

Litigation - *Leonia v. Fort Lee* (Borough Attorney)

16. **ADJOURNMENT** (10:00pm unless motion to extend)

***FORMAL ACTION ON ANY BOROUGH BUSINESS MAY BE TAKEN***

# BOROUGH OF LEONIA RESOLUTION

Council	Motion	Second	Yes	No	Abstain	Absent
Choi						
Hawkins						
Knott						
Pak						
Salmon						
Whitter						
De Simone						

#12 - 100
DATE 2/22/2012
Carried
Defeated
Tabled
Approved

**RESOLVED:** that the Mayor and Council hereby authorize the Treasurer to pay the following claims and charge the 2012 Temporary and/or Reserve Budget

Current Fund	1-01	153,744.56
Current Fund	2-01	3,926,784.76
Swim Pool Fund	1-05	2,225.00
Swim Pool Fund	2-05	10,124.16
Capital Fund	C-04	12,108.62
Grant Fund	G-01	11,206.58
Developers Escrow Trust	T-13	2,800.00
Unemployment Trust	T-16	40,666.60
Recreation Activities Trust	T-20	6,667.38
Recycling Trust	T-24	70.00
	<b>Total</b>	<b>\$ 4,166,397.66</b>

Claims Resolution 2/22/12

**THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_**

\_\_\_\_\_  
BOROUGH CLERK

# BOROUGH OF LEONIA RESOLUTION

Council	Motion	Second	Yes	No	Abstain	Absent
Choi						
Hawkins						
Knott						
Pak						
Salmon						
Whitter						
De Simone						

#12 -102
DATE 2/22/2012
Carried
Defeated
Tabled
Approved

**NOW, THEREFORE BE IT RESOLVED**, by the Mayor and Council of the Borough of Leonia that the Collector is hereby authorized to issue a check in the amount of \$38,315.93, payable to "U.S. Bank – Cust/Sass Muni VI dtc" for the Redemption of Tax Sale Certificate #11-00003, dated 12/08/2011 on property known as Block 1310, Lot 8, 125 Irving Street. This amount includes a Premium of \$14,500.00

**BE IT FURTHER RESOLVED**, that the taxpayer has paid to the Borough Tax Collector the full amount of said redemption, less the premium, to the Borough of Leonia

**BE IT FURTHER RESOLVED**, that the Lien Holder bid and paid \$14,500.00 as Premium to the Borough of Leonia on the day of the sale for Tax Sale Certificate \$11-00003

**BE IT FURTHER RESOLVED**, that this check is to reimburse the Buyer of the Lien

**THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_**

\_\_\_\_\_  
**BOROUGH CLERK**

2/17/2012

4

# BOROUGH OF LEONIA RESOLUTION

Council	Motion	Second	Yes	No	Abstain	Absent
Choi						
Hawkins						
Knott						
Pak						
Salmon						
Whitter						
De Simone						

#12 -103
DATE 2/22/2012
Carried
Defeated
Tabled
Approved

**WHEREAS**, N.J.A.C. 5:23-4.5(j) provides that “No person employed by an enforcing agency as construction or sub-code official or as an inspector shall carry out any inspection or enforcement procedure with respect to any property or business in which he or she, or any close relative or household member, or his or her superior within the enforcing agency or any close relative or household member of such superior, or any other public official or employee having any direct or indirect control over the funding or operations of the enforcing agency or any close relative or household member of any such public official or employee, has an economic interest.”

**WHEREAS**, the Department of Community Affairs has issue a ruling that construction or sub-code officials should not perform construction code enforcement, which includes permit and certificate issuance, construction plan review and inspections for property owned by member of the Governing Body and in other circumstances outlined in N.J.A.C. 5:23-4.5(j) when a potential conflict of interest exists; and

**WHEREAS**, pursuant to N.J.A.C. 5:23-4.5(j) where construction code enforcement procedure is necessary, said enforcement shall be carried out by another local enforcement agency of the Department of Community Affairs; and

**WHEREAS**, Leonia has certain locations whose construction code enforcement cannot be performed by the Leonia Building Department in light of the above regulation, and therefore requires an outside inspection agency to perform; and

**WHEREAS**, the Borough of Palisades Park has a construction code enforcing agency, which may lawfully conduct the required construction code enforcement; and

**WHEREAS**, the Borough of Leonia has requested that the Borough of Palisades Park municipal inspectors perform the necessary construction code enforcement procedures for the Borough of Leonia when there is a conflict of interest; and

**WHEREAS**, the Inter-Local Services Act, N.J.S.A.40:8A:1 et seq. permits Inter-Local Agreements between Municipalities;

**NOW, THEREFORE, BE IT RESOLVED**, by the Mayor and Council of the Borough of Leonia that the Borough of Palisades Park shall, on an as needed and available basis, make its Construction Official and sub-code officials available to the Borough of Leonia for the performance of any construction code enforcement required to be performed by the Borough of Leonia Building Department which cannot be performed by the Borough of Leonia Building Department in light of N.J.A.C. 5:23 -4.5(j); and

**BE IT FURTHER RESOLVED**, that this is subject to an Inter-Local Agreement to be approved by the Borough Attorney of Leonia and the Borough Attorney of Palisades Park; and

**BE IT FURTHER RESOLVED**, that the Municipal Clerk be and is hereby directed to forward a certified copy of this resolution to the Building Department, The Department of Community Affairs, the Borough Attorney and the Borough of Palisades Park.

**THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS  
ADOPTED BY THE MAYOR AND COUNCIL ON \_\_\_\_\_**

\_\_\_\_\_  
**BOROUGH CLERK**

2/17/2012

6

# BOROUGH OF LEONIA RESOLUTION

Council	Motion	Second	Yes	No	Abstain	Absent
Choi						
Hawkins						
Knott						
Pak						
Salmon						
Whitter						
De Simone						

#12 -104
DATE 2/22/2012
Carried
Defeated
Tabled
Approved

**WHEREAS**, the Borough of Leonia, by Resolution No. 03-58 dated February 18, 2003, requested that the County of Bergen implement the "County Plan" for the improvement of Overpeck County Park; and

**WHEREAS**, the County of Bergen, by Resolution 1377, dated October 1, 2003, stated the following:

"WHEREAS, the County's interest has always been to include the Leonia and Palisades Park undeveloped sections in its remediation and improvement plan;" and further

"WHEREAS, the Borough of Leonia has adopted Resolution No. 03-58, dated March 18, 2003 which expressly provides for an Environmental Center, paths, boardwalks and trail loops, canoe and kayak facilities, bird watching stations, fishing piers, a cross country track and protected nesting and eco-sensitive areas for precious wildlife inhabiting the Park; and also stated

"NOW, THEREFORE, be it ordained by the Board of Chosen Freeholders of the County of Bergen, New Jersey, as follows:

The Overpeck County Park Redevelopment Agreement be amended to include the Boroughs of Leonia and Palisades Park, provided that the County obtains the approval of same by the Department of Environmental Protection."

**WHEREAS**, the County of Bergen has not honored the language of its resolution 1377; and



**NOW THEREFORE BE IT RESOLVED**, that the Borough of Leonia reaffirms its commitment to the goals set forth in its Resolution No. 03-58 and requests that the County of Bergen fulfill its obligation and commitment expressed in Resolution 1377 within the next six months.

---

**THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_**

\_\_\_\_\_  
**FRAN LEHMANN, BOROUGH CLERK**

2/17/2012

8

# BOROUGH OF LEONIA RESOLUTION

Council	Motion	Second	Yes	No	Abstain	Absent
Choi						
Hawkins						
Knott						
Pak						
Salmon						
Whitter						
De Simone						

#12 -105
DATE 02/22/2012
Carried
Defeated
Tabled
Approved

**WHEREAS**, Mayor De Simone has the right to appoint an Advisory Committee;  
and

**WHEREAS**, Mayor De Simone appointed and “IT Committee” at the Meeting of February 6, 2012, per Resolution 12-94 and hereby amends said Resolution to include Ryan Maxwell

**NOW, THEREFORE, BE IT RESOLVED**, the Council hereby confirms the appointment of Ryan Maxwell to the “IT Committee”

**THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_**

\_\_\_\_\_  
**BOROUGH CLERK**

2/17/2012

9

# BOROUGH OF LEONIA RESOLUTION

Council	Motion	Second	Yes	No	Abstain	Absent
Choi						
Hawkins						
Knott						
Salmon						
Whitter						
Pak						
De Simone						

#12-106
DATE 2/22/2012
Carried
Defeated
Tabled
Approved

WHEREAS, N.J.S.A. 40A:87 provides that the Director of the Division of Local Government Services may approve the insertion of any special item of revenue in the budget of any county or municipality when such item shall have been made by law and the amount thereof was not determined at the time of the budget, and

WHEREAS, said Director may also approve the insertion of any item of appropriation for equal amount, and

NOW, THEREFORE, BE IT RESOLVED, that the Mayor and Council of the Borough of Leonia hereby requests the Director of the Division of Local Government Services to approve the insertion of an additional item of revenue in the budget of the year 2012 in the sum of \$2,500, which is now available as revenue from Association of New Jersey Environmental Commissions in the amount of \$2,500.00.

BE IT FURTHER RESOLVED, that a like sum of \$2,500.00 is hereby appropriated under the caption of:

### 2011 SMART GROWTH PLANNING GRANT

BE IT FURTHER RESOLVED, that the above is the result of funds from the Association of New Jersey Environmental Commissions in the amount of \$ 2,500.00.

I, \_\_\_\_\_, Municipal Clerk of the Borough of Leonia in the County of Bergen in the State of New Jersey, do hereby certify that the forgoing in a correct and true copy of a resolution adopted by the Mayor and Council of the Borough of Leonia in the Bounty of Bergen in the State of New Jersey.

**THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_**

\_\_\_\_\_  
**BOROUGH CLERK**

# BOROUGH OF LEONIA RESOLUTION

Council	Motion	Second	Yes	No	Abstain	Absent
Choi						
Hawkins						
Knott						
Pak						
Salmon						
Whitfer						
De Simone						

#12 -107
DATE 2/22/2012
Carried
Defeated
Tabled
Approved

WHEREAS, the Borough of Leonia has received a Community Development Block Grant to repair the ADA Ramp at the Borough Hall Annex, 305 Beechwood Place; and

WHEREAS, bids for the ramp were received and opened on Tuesday, February 14, 2012, nine (9) bids were received and the lowest responsible bidder is Adamo Brothers, 1033 Alexander Avenue, Ridgefield, NJ , for a total amount of \$80,000.00; and

WHEREAS, it is the recommendation of the Borough Engineer (per the attached letter) to award the bid to Adamo Brothers; and

WHEREAS, the CFO has certified that the funds for this project are available

NOW, THEREFORE, BE IT RESOLVED, by the Mayor and Council of the Borough of Leonia that the bid for the Community Development Block Grant for the ADA Improvements to the Borough Hall Annex is hereby awarded to Adamo Brothers; and

BE IT FURTHER RESOLVED, the Mayor is hereby authorized and the Clerk to Attest the Contract for above noted project.

**THIS IS TO CERTIFY THAT THE ABOVE RESOLUTION WAS ADOPTED  
BY THE MAYOR AND COUNCIL ON \_\_\_\_\_**

\_\_\_\_\_  
**BOROUGH CLERK**

2/17/2012

10

**BOROUGH OF LEONIA  
ORDINANCE 03-12**

**AN ORDINANCE AMENDING CHAPTER 46 OF THE CODE OF THE BOROUGH OF  
LEONIA TITLED "PERSONNEL POLICIES" BY AMENDING ORDINANCE 46-36D(2)(A).**

**BE IT ORDAINED** by the Mayor and Council of the Borough of Leonia as follows:

**Section 1.** Chapter 46 of the Code of the Borough of Leonia titled "Personnel Policies" is hereby amended as follows:

**Section 2.** Section 46-36D(2)(a) titled "Policy on determination and discipline" shall be amended to read as follows:

**§46-36D(2)(a) - Policy on termination and discipline.**

2a. Complaint. An employee charged with any of the violations set forth above shall be notified in writing of same by the governing body, administrator, or supervisor of the violation. Said charges shall be signed by the departmental

supervisor, administrator, or governing body referring the charge against an employee. An employee may be suspended until disposition of the charge at the discretion of the charging party.

**Section 3.** If any part of this Ordinance is for any reason held to be invalid, such decision shall not affect the validity of the remaining portions of the Ordinance.

**Section 4.** All ordinances or parts of ordinances inconsistent with this Ordinance are hereby repealed or amended to the extent of such inconsistency.

**Section 5.** This Ordinance shall take effect upon final passage and publication according to law.

Attest:

Approved:

\_\_\_\_\_  
Fran Lehmann,  
Borough Clerk

\_\_\_\_\_  
John DeSimone,  
Mayor

Introduced: \_\_\_\_\_, 2012

Adopted: \_\_\_\_\_, 2012

2/17/2012

ORDINANCE NO. 04-12

AN ORDINANCE AMENDING ORDINANCE NO. 02-12, SALARIES, WAGES AND/OR COMPENSATION AND TO ESTABLISH SALARY & WAGE RANGES OF CERTAIN OFFICERS, EMPLOYEES AND PUBLIC SERVANTS OF THE BOROUGH OF LEONIA, IN THE COUNTY OF BERGEN AND STATE OF NEW JERSEY FOR THE YEAR BEGINNING JANUARY 1, 2012

SECTION 1. BOROUGH HALL SALARY RANGE

A.	<u>Non-Union Personnel</u>	<u>Minimum</u>	<u>Maximum</u>
	Zoning Officer (pt)	\$5,000	\$14,370

**Explanatory Statement:**

The figures above for salaries and wages for non-union personnel represent ranges, but do not stipulate that employees are making these salaries.

Approved this \_\_\_\_ day of \_\_\_\_\_, 2012

BY: \_\_\_\_\_  
John DeSimone, Mayor

ATTEST:

\_\_\_\_\_  
Fran Lehmann, Borough Clerk

2/17/2012

12

**ORDINANCE NO. 02-12**

AN ORDINANCE AMENDING SALARIES, WAGES AND/OR  
COMPENSATION AND TO ESTABLISH SALARY & WAGE RANGES OF  
CERTAIN OFFICERS, EMPLOYEES AND PUBLIC SERVANTS OF THE  
BOROUGH OF LEONIA, IN THE COUNTY OF BERGEN AND STATE OF NEW  
JERSEY FOR THE YEAR BEGINNING JANUARY 1, 2012.

**SECTION 1. BOROUGH HALL**

**SALARY RANGE**

<b>A. <u>Non-Union Personnel</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Borough Administrator	\$75,348	\$130,000
Borough Clerk	\$42,000	\$ 72,000
Administrator Assistant	\$30,000	\$ 60,500
Assistant Administrator	\$ 1	\$ 2
Borough Attorney	\$50,000	\$ 95,500
Tax Collector	\$ 1	\$ 83,000
CFO/Treasurer	\$62,000	\$112,500
Supervisor of Accounts/Assistant Treasurer	\$35,000	\$ 80,000
Construction Code Official (p/t)	\$ 8,400	\$ 12,000
Building Sub-Code Official (p/t)	\$ 2,100	\$ 3,000
Building Inspector (p/t)	\$ 7,686	\$ 30,000
Plumbing Inspector/Sub-Code Official (p/t)	\$ 5,000	\$ 12,000
Fire Sub-Code Official (p/t)	\$ 7,448	\$ 12,000
Zoning Officer (p/t)	\$ 5,000	\$ 10,764
Electrical Sub-Code Official (p/t)	\$ 6,000	\$ 12,000
Property Maintenance Officer	\$ 8,000	\$ 50,000
Recycling Coordinator (p/t)	\$9.27/hr	\$ 25.00/hr

<b>A. <u>Non-Union Personnel (cont'd)</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Recording Secretary (Planning Board, Zoning Board of Adjustment, Health Secretary, Mayor and Council):	\$150/meeting	\$200/meeting
Temporary Clerical Services	\$8.28/hr	\$25.00/hr
Fire Marshal (p/t)	\$ 5,033	\$ 15,000
Fire Prevention Inspector (p/t)	\$ 2,636	\$ 12,000
Tax Assessor	\$ 9,900	\$ 30,000
Tax Assessor's Clerk (p/t)	\$ 10.07/hr	\$ 20.00/hr
Municipal Judge	\$13,844	\$ 35,000
Prosecutor	\$ 6,753	\$ 17,000
Court Administrator	\$32,000	\$ 60,000
Public Defender	\$ 4,000	\$ 12,000
Public Health Nurse (11 months per year)	\$29,553	\$ 75,000
Part-Time Permanent Clerical	\$ 9.00/hr	\$ 18.00/hr
Stand-by time: Fire Department	\$13.50/hr	\$30.00/hr
<b>B.</b>	This subsection is reserved for white collar unionized personnel within this category with whom there is a separate contract for the years 2007, 2008, 2009, 2010 and 2011, 2012.	
<b>C.</b>	The Municipal Judge and Prosecutor shall be paid the amounts of \$521.09 and \$271.82, respectively, for each session of DWI Court.	

**SECTION 2. STIPENDS**

**SALARY RANGE**

Borough Tax Search Officer	\$ 1	per annum
Municipal Lien Search Officer	\$ 1	per annum
OEM Coordinator	\$ 500	per annum
OEM Deputy Coordinators	\$ 500	per annum
C2 Waste Water Collection System Operator (p/t)	\$ 2,600	per annum



**SECTION 3. POLICE DEPARTMENT**

**SALARY RANGE**

<b>A. <u>Non-Union Personnel</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Police Chief	\$105,000	\$180,000
Police Captain	\$99,000	\$165,000
Park Ranger	\$ 10.00/hr	\$ 30.00 hr
Administrative Manager	\$35,000	\$ 65,000

B. This subsection reserved for PBA union personnel, with whom there is a separate contract for the years 2012, 2013, 2014 and 2015.

**SECTION 4. PUBLIC WORKS DEPARTMENT**

A. Management employees of the Public Works Department shall be compensated for their services which are reflected in the following salary ranges:

<b>POSITION</b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
DPW Superintendent	\$61,570	\$125,000
Assistant Superintendent	\$48,214	\$ 95,000
General Foreman	\$46,215	\$ 85,000
Chief Mechanic	\$46,758	\$ 80,000
Tree Foreman	\$45,714	\$ 85,000

B. This subsection reserved for union personnel, with whom there is a separate contract for the years 2008, 2009, 2010, 2011 and 2012.

C. Supervisors, with the exception of the Superintendent, shall receive the same compensation as DPW union employees for overtime.

## SECTION 5. RECREATION DEPARTMENT

## SALARY RANGE

	<u>Minimum</u>	<u>Maximum</u>
Recreation Superintendent/Pool Manager	\$59,202	\$105,000
Office Manager	\$30,000	\$ 60,500
Recording Secretary	\$100/per mtg.	\$200/per mtg.
Program Supervisor	\$30,000	\$ 55,500
Senior Coordinator	\$15,000	\$ 40,000

TEMPORARY PERSONNEL (SEASONAL)  
PARKS AND PLAYGROUNDS

	<u>Minimum</u>	<u>Maximum</u>
Summer Playground Supervision (various individuals as determined by Recreation Commission with seasonal salary ranges)	\$ 5.33/hr	\$30.00/hr
Assistant Director	\$10.00/hr	\$20.00/hr
Director	\$15.00/hr	\$25.00/hr

## MUNICIPAL POOL

Assistant Pool Manager	\$12.00/hr	\$30.00/hr
Concession Manager (seasonal stipend)	\$7,000	\$12,000
Life Guard	\$ 7.15/hr	\$18.00/hr
Supplemental Life Guards	\$ 7.15/hr	\$18.00/hr
Crossing Guards	\$ 7.15/hr	\$22.00/hr
Admissions Clerk	\$ 7.15/hr	\$18.00/hr
Concession Personnel	\$ 7.15/hr	\$20.00/hr
Site Manager	\$ 7.15/hr	\$20.00/hr
Art & crafts Personnel	\$10.00/hr	\$15.00/hr

## SECTION 6. PUBLIC LIBRARY

A. <u>Non-Union Employee</u>	<u>Minimum</u>	<u>Maximum</u>
Library Director	\$55,000	\$ 95,000
Assistant Director	\$40,000	\$ 83,000
Children's Librarian	\$36,106	\$ 56,200
Administrative Assistant	\$25,000	\$ 55,000
Library Clerk	\$ 9.47/hr	\$16.00/hr
Page	\$ 6.50/hr	\$15.00/hr
Substitute Professional Assistant	\$10.20/hr	\$32.00/hr
Substitute Custodian	\$10.00/hr	\$23.00/hr

**SUNDAY EMPLOYMENT**

Professional Librarian	\$27.24/hr	\$45.00/hr
Clerk	\$16.36/hr	\$25.00/hr
Page	\$ 7.91/hr	\$15.00/hr

**Explanatory Statement:**

This subsection is reserved for Library union personnel, with whom there is a separate contract, for 2008, 2009, 2010, and 2011

**SECTION 7. PART-TIME AND TEMPORARY EMPLOYEES**

- A. Part-time employees not otherwise covered by the provisions of this ordinance, hired, during normal working hours on an hourly basis shall be compensated at a rate not less than \$7.15 per hour nor more than \$30.00 per hour; actual rate to be determined by Borough Administrator. Part-time employees paid on an hourly basis shall be paid at an hourly rate equal to one and one-half (1 ½) times the regular hourly rate for work in excess of eight (8) hours in any twenty-four (24) hour period, and/or in excess of forty (40) hours in any work week, at the option of the department head. Part-time employees are not entitled to vacation, holiday pay, sick time or health care coverage.

**SECTION 8. LONGEVITY AND OTHER EMPLOYEE BENEFITS**

- A. All other employee benefits for non-union employees are specified in the Borough Personnel Policies. Union employees shall receive such benefits as specified by contract.
- B. Following one year of employment, any employee with the exception of employees covered under the PBA Union, DPW Union, Library Union and White Collar Union who requires less than ten days of sick leave during a calendar year, shall be paid by January 15 (or as soon thereafter as practical) of the following year for one-half of the difference between twelve days and the actual number of sick leave days taken at the regular daily rate. The unpaid portion of this difference shall accumulate to his or her credit from year to year and such employee shall be entitled to such accumulated sick leave if and when needed. In no event shall the total accumulated sick leave exceed one hundred eighty days. Union employees shall receive sick leave days pursuant to contract.

**SECTION 9. OTHER PROVISIONS**

- A. All salaries, wages and other compensation as provided by this ordinance shall be effective January 1, 2012 unless otherwise indicated and shall remain in effect until this ordinance is repealed, amended or supplemented.
- B. Notwithstanding the listing of maximums for various positions, no salary increase shall be given until after one full year of employment has been completed at which time increase will be made on the anniversary date of employment and annually at the beginning of the year thereafter.

**SECTION 10. INCONSISTENCIES AND CONFLICT**

All ordinances or parts of ordinances inconsistent with or in conflict with this ordinance are hereby repealed as to said inconsistencies and conflict.

**SECTION 11. UNCONSTITUTIONAL AND INVALID**

If any section, part of any section, or clause or phrase of this ordinance is for any reason held to be unconstitutional or invalid, such Governing Board of the Borough of Leonia declares that it would have passed the ordinance and each section and sub-section thereof, irrespective of the fact that any one or more of the sections, sub-sections, sentences, clauses or phrases may be declared unconstitutional or invalid.

**SECTION 12. EFFECTIVE DATE**

This ordinance shall take effect immediately upon passage and publication according to law.

**Explanatory Statement:**

The figures above for salaries and wages for non-union personnel represent ranges, but do not stipulate that employees are making these salaries.

*Approved this \_\_\_\_ day of \_\_\_\_\_, 2012*

**BY:** \_\_\_\_\_  
*John DeSimone, Mayor*

**ATTEST:**

\_\_\_\_\_  
**Fran Lehmann, Borough Clerk**