

# BOROUGH OF LEONIA SALARY ORDINANCE 2023-11

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, 2023.

**SECTION 1:  
Borough Administration Offices:**

<u>POSITION</u>	<u>SALARY RANGE</u>	
A. <u>Non-Union Personnel</u>	<u>Minimum</u>	<u>Maximum</u>
Borough Administrator	\$110,000	\$170,000
Borough Clerk FT	\$ 75,000	\$110,000
Borough Clerk PT	\$ 12,000	\$ 40,000
Deputy Borough Clerk	\$ 45,000	\$ 75,000
Administrative Assistant(s)	\$ 30,000	\$ 75,000
Tax Assessor	\$ 12,000	\$ 30,000
Tax Collector	\$ 12,000	\$ 30,000
Tax Clerk	\$ 35,000	\$ 65,000
Certified Municipal Finance Officer PT	\$ 40,000	\$ 80,000
Qualified Purchasing Agent PT	\$ 10,000	\$ 30,000
Accounts Payable Clerk/Payroll Coord.	\$ 35,000	\$ 79,000
Construction Code Official/ Building Sub-Code Official/ Building Inspector PT @ 20 hrs/week	\$ 36,000	\$ 60,000

Plumbing Inspector/Sub-Code Official PT @ 5 hours/week	\$ 11,000	\$ 20,000
Fire Sub-Code Official PT @ 5 hours/week	\$ 11,000	\$ 20,000
Electrical Inspector/Sub-Code Official PT @ 5 hours/week	\$ 11,000	\$ 20,000
Building Dept. Technical Assistant to the Construction Official (TACO)	\$ 40,000	\$ 67,000
Fire Marshal PT @ 12 hours/week	\$ 14,000	\$ 28,000
Deputy Fire Marshal PT @ 12 hours/week	\$ 12,000	\$ 24,000
Fire Prevention Inspector PT @ 12 hours/week	\$ 11,000	\$ 20,000
Municipal Judge	\$ 28,000	\$ 35,000
Prosecutor	\$ 10,000	\$ 20,000
Court Administrator	\$ 35,000	\$ 78,000
Deputy Court Administrator	\$ 30,000	\$ 55,000
Public Defender	\$ 10,000	\$ 20,000
Fire Department Stand-by time:	\$25.00/ hr.	\$25.00/hr.

**Employees managed by the Board of Health**

Registrar PT	\$ 20,000	\$ 40,000
Health Educator PT	\$ 20,000	\$ 40,000

**SECTION 2: STIPENDS****SALARY RANGE**

	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
OEM Coordinator	\$2,500 per annum	\$7,500 per annum
OEM Deputy Coordinators	\$1 per annum	\$2,500 per annum
C2 Waste Water Collection System Operator	\$2,000 per annum	\$3,000 per annum
Planning Board Secretary	\$5,000 per annum	\$7,000 per annum
Sewer Billing Clerk	\$2,000 per annum	\$5,000 per annum
Treasurer	\$0 per annum	\$20,000 per annum

**SECTION 3: POLICE DEPARTMENT**

<b><u>POSITION</u></b>	<b><u>SALARY RANGE</u></b>	
<b>A. <u>Non-Union Personnel</u></b>	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Police Chief	\$120,000	\$215,000
Police Captain	\$ 99,000	\$197,000
Administrative Assistant to Police Chief	\$ 30,000	\$ 75,000
Park Ranger (Seasonal)	\$11.90/hr	\$30.00/hr
Special Officer II	\$ 45,000	\$ 90,000
Traffic Officer	\$ 30,000	\$ 60,000
Property Maintenance Officer	\$12,000	\$ 35,000

**SECTION 4: PUBLIC WORKS DEPARTMENT**

**Non-Union Personnel**

<b><u>POSITION</u></b>	<b><u>SALARY RANGE</u></b>	
	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
DPW Superintendent/Recycling Coord.	\$ 90,000	\$125,000
Assistant DPW Superintendent	\$ 80,000	\$115,000
General Foreman	\$ 75,000	\$110,000
Tree Foreman	\$ 70,000	\$105,000
DPW Office Manager/Project Asst.	\$ 35,000	\$ 52,000

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

**SECTION 5: RECREATION DEPARTMENT**

**Employees Managed by the Recreation Commission**

<b><u>POSITION</u></b>	<b><u>SALARY RANGE</u></b>	
	<b><u>Minimum</u></b>	<b><u>Maximum</u></b>
Recreation Superintendent	\$ 60,000	\$106,000
Recreation Administrative Assistant	\$ 35,000	\$ 60,000
Program Director	\$ 45,000	\$ 70,000
Senior Coordinator PT	\$ 18,000	\$ 40,000
Sr. Bus Driver FT	\$ 35,000	\$ 52,000

**TEMPORARY PERSONNEL (SEASONAL)**

**PARKS AND PLAYGROUNDS**

	<u>Minimum</u>	<u>Maximum</u>
Director	\$16.00/hr	\$35.00/hr
Assistant Director	\$16.00/hr	\$30.00/hr
Summer Camp Counselor	\$12.93/hr	\$20.00/hr

(Various individuals as determined by the Recreation Commission with seasonal salary ranges)

**Section 6: MUNICIPAL POOL**

Pool Manager	\$ 12,500	\$ 20,000
Assistant Pool Manager	\$15.00/hr	\$25.00/hr
Head Life Guard	\$14.00/hr	\$20.00/hr
Life Guard	\$12.93/hr	\$20.00/hr
Front Desk/Admissions Clerk	\$12.93/hr	\$17.00/hr
Art & Crafts Personnel	\$12.93/hr	\$20.00/hr
Swim Instructor	\$40.00 / lesson	

**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 \$14.13 per hour effective January 1, 2023; for seasonal employees, the minimum wage is \$12.93 effective January 1, 2023 (no more than \$45.00 per hour; actual rate to be determined by Resolution approved by the Governing Body. 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.

## **SECTION 9: OTHER PROVISIONS**

- A.** All salaries, wages and other compensation as provided by this ordinance shall be effective January 1, 2023 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 may be made on the anniversary date of employment or annually at the beginning of the calendar year thereafter. Any salary increase must be approved by the Governing Body.

## **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.

RECORD OF VOTE

Council	First Reading						Second Reading					
	July 10, 2023						July 24, 2023					
	M	S	Y	N	A	AB	M	S	Y	N	A	AB
Grandelis	✓		✓				✓		✓			
Davis		✓	✓									✓
Fusco			✓						✓			
Hesterbrink			✓									✓
Terrell			✓					✓	✓			
Ziegler			✓						✓			
Mayor Zeigler												

M - Motion    S - Seconded    Y - Yes    N - No    A - Abstain    AB - Absent

  
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 Judah Zeigler, Mayor

ATTEST:

  
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 Trina Lindsey, Borough Clerk