

BOROUGH OF WEST PATERSON
ORDINANCE NO.07-02

AN ORDINANCE FIXING THE ANNUAL SALARIES OF CERTAIN
OFFICIALS AND EMPLOYEES FOR THE BOROUGH OF WEST PATERSON,
PASSAIC COUNTY, NEW JERSEY FOR THE YEAR 2007

BE IT ORDAINED, by the Municipal Council of the Borough
of West Paterson as follows:

1. That the annual salaries of certain officials and
employees of the Borough of West Paterson for the year 2007
shall be as follows:

Mayor.....	\$ 9,209.
Councilmembers.....(6)\$6,055.....	36,330.
Administrator/Acting Municipal Clerk.....	107,122.
Asst. Municipal Clerk.....	41,321.
Administrative Clerk(Mun.Clerk's Off.).....	23,722.
Secretary to Mayor.....	2,517.
Web Master.....	3,856.
Audio/Visual Broadcasting of Meetings.....	50./mtg.
Municipal Attorney.....	4,500.
Tax Collector/Treasurer Chief Financial Officer and Collector of Water Consumer Acct.....	74,477.
Asst. Tax Collector.....	37,052.
File Clerk(Water).....	23,031.
Administrative Clerk(Finance Off.).....	25,350.
Tax Assessor.....	19,387.
Assistant Tax Assessor.....	15,723.
Construction Code Official.....	79,773.
Construction Code Inspector.....	16.-21./hr
Technical Asst. to Construction Official.....	34,736.
UCC Plan Review Stipend(outside WP)	25./hr.
Building Subcode Official.....	20,033.
Plumbing Subcode Official P.T.....	10,276.
Electrical Subcode Official P.T.....	9,110.
Fire Official.....	29,136.
Fire Protection Subcode Official.....	4,768.
Bureau of Fire Prevention:	
Fire Prev. Specialist.....	16.-21./hr
Administrative Clerk (D.P.W.).....	31,504.
Records Clerk (Police)	24,434.
Water Distribution System.....	5,415.
Municipal Magistrate.....	22,356.
Municipal Court Admin.....	41,798.
Asst. Municipal Court Admin.....	27,775.
Account Clerk(Court).....	13.45/hr
Prosecutor.....	14,323.
Public Defender.....	9,765.
Office of Emergency Management Coordinator.....	1,035.
Recycling Coordinator.....	1,674.
Public Works Foreperson.....	114,144.
Assistant Public Works Foreperson.....	72,942.
Mechanic Supervisor.....	1,674.
Auto Mechanic.....	54,636.
Sr. Police Radio Dispatcher.....	35,317.
Police Radio Dispatcher 1.....	29,562.
Police Radio Dispatcher 2.....	28,412.
Police Radio Dispatcher 3.....	27,584.
Police Radio Dispatcher (per diem as needed).....	12.-16./hr.
Fire Signal System Superintendent.....	2,482.
Clerk/Typist Planning Board.....	3,087.
Attorney Planning Board.....	4,334.
Planning Bd./Bd. of Adjustment Secretary (Spec. Mtgs.escrow funded).....	25./hr.
Clerk/Typist Board of Adjustment.....	3,087.

Attorney Board of Adjustment..... 4,334.

Board of Health:

Secretary /Registrar..... 6,803.
 Deputy Registrar..... 6,427.
 Public Health Nurse..... 12,890.
 Sanitary Inspector..... 9,830.

Recreation Co-ordinator..... 10./hr.
 Special Needs Recreation Co-ordinator..... 10./hr.
 Municipal Alliance Director..... 10./hr.
 Supervisor Custodial Services(School-Weekends).. 60.-75./weekend
 Custodial Services (School-weekends)..... 21.-25./hr.
 Motor Vehicle Operator Elderly and Handicapped
 Persons..... 15.29/hr

POLICE DEPARTMENT

Police Chief..... 119,210.

EFFECTIVE FOR EMPLOYEES HIRED BEFORE 1/1/02

Patrolman, First Year of Service.....\$ 33,030.
 Patrolman, Second Year of Service.....\$ 39,635.
 Patrolman, Third Year of Service.....\$ 49,546.
 Patrolman, Fourth Year of Service.....\$ 56,151.
 Patrolman, Fifth Year of Service.....\$ 62,757.
 Patrolman, Sixth Year of Service.....\$ 83,301.

Sergeant, First Year of Service.....\$ 91,730.
 Sergeant, Second Year of Service.....\$ 93,186.

Lieutenant, First Year of Service.....\$ 99,316.
 Lieutenant, Second Year of Service.....\$100,777.

Captain, First Year of Service.....\$101,994.
 Captain, Second Year of Service.....\$103,212.

EFFECTIVE FOR EMPLOYEES HIRED ON OR AFTER 1/1/02

Patrolman, First Year of Service.....\$ 33,030.
 Patrolman, Second Year of Service.....\$ 39,635.
 Patrolman, Third Year of Service.....\$ 49,546.
 Patrolman, Fourth Year of Service.....\$ 56,151.
 Patrolman, Fifth Year of Service.....\$ 62,757.
 Patrolman, Sixth Year of Service.....\$ 73,028.
 Patrolman, Seventh Year of Service.....\$ 83,301.

Sergeant, First Year of Service.....\$ 91,730.
 Sergeant, Second Year of Service.....\$ 93,186.

Lieutenant, First Year of Service.....\$ 99,316.
 Lieutenant, Second Year of Service.....\$100,777.

Captain, First Year of Service.....\$101,994.
 Captain, Second Year of Service.....\$103,212.

Laborers - Road, Sewer & Water Dept.

Mechanic : Mechanic – Effective January 1, 2004, the person holding the position shall receive a 3% raise. Effective January 1, 2005, the person holding the position shall be placed on the laborer salary guidelines on the 2nd year of service step. Future

salary increases shall be in accordance with the laborer salary guidelines.

Regular Personnel:

First Year of Service	43,404.
Second Year of Service	47,231.
Third Year of Service	51,060.
Fourth Year of Service	54,636.
Fifth Year of Service	61,518.
Sixth Year of Service	65,088.

2. The hourly rate for the following shall be: School Traffic Guards \$15.11; Special Police/Police Matron/Constables \$13.90, Laborers Grade B \$11.59, Laborers Grade A \$13.43, Emergency Truck Driver, \$13.43, and Secretarial/Clerical/Administrative Help \$9.00-\$12.98, Filing Help \$7.03, Custodians \$10.00-\$12.00
3. Said salaries shall be retroactive to January 1, 2006 unless otherwise specified above and shall be paid in equal monthly installments with the exception of all full time employees whose salaries shall be paid in equal semi-monthly installments and those positions designated as Retainers shall be paid on an hourly basis with the exception of Library personnel.
4. In addition to the salaries hereinabove set forth the following employees shall be entitled to longevity pay based upon years of consecutive and cumulative service to the municipality:
 1. All full time permanent employees not covered by labor agreements and hired prior to January 1, 1996.
 2. All full time permanent employees covered by labor agreements hired prior to August 1, 1998 and in accordance with the following guide:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE OF BASE SALARY</u>
After Completion of five (5)	2%
After Completion of ten (10)	4%
After Completion of fifteen (15)	6%
After Completion of twenty (20)	8%
After Completion of twenty four (24)	12%

3. Members of P.B.A. Local 173 hired after August 1, 1998 shall be entitled to contract longevity benefits specified above commencing at the completion of 15 years and thereafter.

All periods of service shall be computed from January 1st of the year of full time permanent appointment unless the date of said appointment took place on or after July 1st, in which case said period of service shall be computed from January 1st of the year following said appointment. If an employee leaves the employment of the Borough of West Paterson in the year the longevity is due, he is entitled to longevity pro-rated on the basis of 1/12 for each month of service completed. Leaves of absence, unless caused by illness or service connected disability, will disqualify an employee from receiving any longevity as he shall not have had consecutive and cumulative service.

5. Overtime pay will be paid to such full time officers and employees as authorized by the Mayor, or Administrator at the respective officer or employee's straight time rate of pay per hour, unless otherwise provided by law with the exception of Police, Road and Sewer personnel covered by a duly authorized labor

contract, who shall be paid 150% of the hourly rate per hour in excess of the work day or week.

6. All present employees who have completed a minimum of ten (10) years of continued service, covered by labor agreements and present permanent full time employees, upon retirement, as defined pursuant to the respective Retirement System, shall be compensated for all unused and accumulated sick leave as follows:

(a) The employee shall receive a lump sum cash payment of his then current rate of pay on a one-for-two basis until a maximum amount of Ten Thousand (\$10,000) is due and owing said employee for unused and accumulated sick leave.

(b) The employee shall receive terminal leave for the balance thereafter of his sick leave, if any, on the basis of one for every two days of sick time.

An employee must advise the employer of his retirement prior to April 1 of the year in which he will retire. Payment will then be provided upon his retirement date or in April, whichever is later. In the event notice is rendered after April 1, the employee shall be compensated in the first pay period following January. An employee may elect to receive his payment in the following calendar year even if notice of retirement is rendered to the Employer prior to April 1, of the year in which the employee retires, provided that such option is exercised in writing at the same time the employee provided his notice.

7. All present employees covered by labor agreements hired prior to January 1, 1995 and present permanent full time employees not covered by labor agreements hired prior to January 1, 1995 who have completed a minimum of twenty five (25) years of continued service or have worked for the municipality fifteen (15) years and have reached the age of 62, shall be entitled to health insurance benefits upon retirement in accordance with N.J.S. 40A:10-23.

8. This ordinance shall take effect after final passage and publication as required by law and all ordinances and resolutions inconsistent with the provisions of this ordinance are hereby repealed.

Introduced: February 7, 2007

Adopted: February 21, 2007