

**BOROUGH OF WEST PATERSON
ORDINANCE NO. 08-04**

AN ORDINANCE WHICH SUPERSEDES ORDINANCE NO. 08-01, IN ITS ENTIRETY,
FIXING THE ANNUAL SALARIES OF CERTAIN OFFICIALS AND EMPLOYEES FOR
THE BOROUGH OF WEST PATERSON, PASSAIC COUNTY, NEW JERSEY FOR THE
YEAR 2008

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 2008 shall be as follows (difference between this Ordinance and Ordinance No. 08-01 takes effect on March 15, 2008:

Mayor	\$ 9,531.
Councilmembers – Six (6) @ \$6,267	37,602.
Administrator/Municipal Clerk	118,635.
Deputy Municipal Clerk	26,237.
Administrative Clerk (Municipal Clerk’s Office)	24,552.
Secretary to Mayor	2,605.
Administrative Clerk (Mayor’s Office)	26,237.
Web Master	3,991.
Audio/ Visual Broadcasting of Meetings	52./mtg.
Municipal Attorney	4,658.
Treasurer	51,715.
Tax Collector/Collector of Water Consumer Accounts	48,349.
Chief Finance Officer	1.
Administrative Clerk (Water)	42,767.
Administrative Clerk (Finance)	26,237.
Tax Assessor	20,066.
Assistant Tax Assessor	16,273.
Construction Code Official	82,565.
Construction Code Inspector	16.-22./hr.
Technical Assistant to Construction Official	35,952.
UCC Plan Review Stipend (outside WP)	25./hr.
Building Subcode Official	20,734.
Plumbing Subcode Official P.T.	10,636.
Electrical Subcode Official	9,429.
Fire Official	30,156.
Fire Protection Subcode Official	4,935.
Bureau of Fire Prevention: Fire Prevention Specialist	16.-22./hr.
Administrative Clerk (D.P.W.)	32,607.
Records Clerk (Police)	25,289.
Water Distribution System	5,605.
Municipal Magistrate	23,138.
Municipal Court Administrator	43,261.
Assistant Municipal Court Administrator	28,747.
Administrative Clerk (Court)	23,624.
Prosecutor	14,824.
Public Defender	10,107.
Office of Emergency Management Coordinator	1,071.
Recycling Coordinator	1,733.
Public Works Foreperson	118,139.
Assistant Public Works Foreperson	72,942.
Mechanic Supervisor	1,732.
Auto Mechanic	54,636.
Senior Police Radio Dispatcher	36,553.
Police Radio Dispatcher 1	30,597.
Police Radio Dispatcher 2	29,406.
Police Radio Dispatcher 3	28,549.

Police Radio Dispatcher (per diem as needed)	12.-17./hr.
Fire Signal System Superintendent	2,569.
Clerk Typist Planning Board	3,195.
Attorney Planning Board	4,486.
Planning Board/ Board of Adjustment Secretary Special Meetings funded through escrow	26./hr.
Clerk/Typist Board of Adjustment	3,195.
Attorney Board of Adjustment	4,486.
School Traffic Guards	15.11/hr.
Special Police/Police Matron/Constables	14.40/hr.
Laborers Grade B	12.00/hr.
Laborers Grade A	13.90/hr.
Emergency Truck Driver	13.90/hr.
Secretarial/Clerical/Administrative Help	9.00-13.43/hr.
Filing Help	7.30/hr.

BOARD OF HEALTH

Secretary / Registrar	7,041.
Deputy Registrar	6,652.
Public Health Nurse	13,341.
Sanitary Inspector	10,174.

RECREATION

Recreation Coordinator	4,347.
Special Needs Recreation Coordinator	10.35/hr.
Recreation Clerk – Part Time	12.00/hr.
Motor Vehicle Operator Elderly & Handicapped Persons	15.83/hr.

CUSTODIAL SERVICES

Supervisor Custodial Services (Schools – Weekends)	60.-83./weekend
Custodial Services (Schools- Weekends)	21.-26./hr.
Custodial Services (Municipal Building & B & G Club)	11.-14./hr

POLICE DEPARTMENT

Police Chief	125,170.
--------------	----------

EFFECTIVE FOR EMPLOYEES HIRED BEFORE 1/01/02

Patrolman, First Year of Service	34,681.
Patrolman, Second Year of Service	41,617.
Patrolman, Third Year of Service	52,023.
Patrolman, Fourth Year of Service	58,958.
Patrolman, Fifth Year of Service	65,895.
Patrolman, Sixth Year of Service	87,466.
Sergeant, First Year of Service	96,316.
Sergeant, Second Year of Service	97,846.
Lieutenant, First Year of Service	104,282.
Lieutenant, Second Year of Service	105,816.
Captain, First Year of Service	107,094.
Captain, Second Year of Service	108,374.

EFFECTIVE FOR EMPLOYEES HIRED ON OR AFTER 1/01/02

Patrolman, First Year of Service	34,681.
Patrolman, Second Year of Service	41,617.
Patrolman, Third Year of Service	52,023.
Patrolman, Fourth Year of Service	58,958.

Patrolman, Fifth Year of Service	65,895.
Patrolman, Sixth Year of Service	76,680.
Patrolman, Seventh Year of Service	87,466.
Sergeant, First Year of Service	96,316.
Sergeant, Second Year of Service	97,846.
Lieutenant, First Year of Service	104,282.
Lieutenant, Second Year of Service	105,816.
Captain, First Year of Service	107,094.
Captain, Second Year of Service	108,374.

LABORERS – ROAD, SEWER, & WATER DEPARTMENT

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. Said salaries shall be retroactive to January 1, 2008 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.
3. 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:
 - a. All full time permanent employees not covered by labor agreements and hired prior to January 1, 1996.
 - b. All full time permanent employees covered by labor agreements as follows:

I.B.E.W. and DEPARTMENT OF PUBLIC WORKS

Full time permanent employees hired prior to August 15, 1998 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%

I.B.E.W. and DEPARTMENT OF PUBLIC WORKS

Full time permanent employees hired on or after August 15, 1998 in accordance with the following guide:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE OF BASE SALARY</u>
After Completion of fifteen (15)	6%
After Completion of twenty (20)	8%

After Completion of twenty four (24) 12%

PBA LOCAL 173

Full time permanent employees hired prior to August 1, 1998 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%

PBA LOCAL 173

Full time permanent employees hired on or after August 1, 1998 in accordance with the following guide:

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

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.

4. 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.
5. 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.
 - c. 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.
6. 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.

7. 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: March 19, 2008

Adopted: April 2, 2008