

**BOROUGH OF FRANKLIN LAKES  
2014 SALARY ORDINANCE  
ORDINANCE NO. 1587**

**AN ORDINANCE RELATING TO SALARIES AND OTHER COMPENSATION  
OF OFFICERS, MANAGERIAL STAFF, CONFIDENTIAL EMPLOYEES,  
AND EMPLOYEES OF THE BOROUGH OF FRANKLIN LAKES,  
COUNTY OF BERGEN, STATE OF NEW JERSEY FOR THE YEAR 2014**

BE IT ORDAINED by the Mayor and Council of the Borough of Franklin Lakes, County of Bergen, and State of New Jersey, as follows:

Section 1. Managerial and Confidential Employees. The rate of compensation for each employee of the Borough of Franklin Lakes whose compensation shall be on an annual basis and who shall be paid every other Thursday is:

Borough Council	\$6,000
Borough Administrator	\$165,694
Borough Clerk	\$76,682*
Borough Clerk - Extra or Special Sessions	\$150 per session
Deputy Borough Clerk	\$43,115
Administrative Assistant to Mayor and Administrator	\$44,163
Police Chief	\$156,060
Police Lieutenant	\$147,377
Construction Official	\$80,227
Tax Assessor	\$35,653
Chief Financial Officer	\$114,272
Tax Collector	\$12,240
Superintendent DPW	\$114,475
Municipal Court Administrator	\$66,145
Recreation Director	\$66,300
Police Chief Secretary	\$41,955
Municipal Court Judge	\$17,000.00 plus \$475 per court session**
Municipal Prosecutor	\$14,000.00 plus \$375 per court session***
Alternate Prosecutor	\$375 per court session
Municipal Public Defender	\$4,500
Zoning Officer	\$15,281
Board of Adjustment Clerk/Secretary	\$2,400
Planning Board Recording Secretary	\$175 per meeting
Substitute Clerks for the Mayor and Council, Planning Board and Board of Adjustment	\$150 per meeting

Shade Tree Director	\$35,653
Fire Department and Ambulance Corps stipend – per member	\$1,500 maximum
Additional Court Clerks	\$90 per session
Insurance Commissioner	\$300

\* salary includes \$3,000 for responsibilities of Deputy Registrar

\*\* salary includes three court sessions per month plus \$475 per court session for each additional session

\*\*\* salary includes three court sessions per month plus \$375 per court session for each additional session

Section 2. Hourly Employees. The rate of compensation for each employee of the Borough of Franklin Lakes who is employed on an hourly basis and who shall be paid bi-weekly upon approval of the appropriate vouchers listing hours worked.

	<u>Minimum</u>	<u>Maximum</u>
Assistant Fire Prevention Inspectors.....	\$ 8.25	\$21.57
School Crossing Guard .....	8.25	14.35
Recreation & Exercise Center Attendant.....	8.25	12.85
Black Seal .....	8.25	13.49
Special Police – Marshalls.....	8.25	11.87
Seasonal/Temporary Help.....	8.25	17.82
Substitute Construction Code Official .....	25.00	31.21
Part-Time Dispatcher .....		14.56
Snowplowers (using Borough vehicles) .....	\$15.30 when Borough employees are being paid at normal hourly rate and \$22.95 when Borough employees are being paid at overtime rate	

Section 3. AFSCME Employees. The maximum rate of compensation for each employee of the Borough of Franklin Lakes who is a member of AFSCME Local 2274B (AFSCME) shall be on an annual basis and shall be paid every other Thursday:

Deputy Tax Collector	46,787*
Planning and Zoning Board Secretary	45,043
Police Dispatcher - Starting	28,559
Police Dispatcher - Grade 2	31,415
Police Dispatcher - Grade 3	33,611
Police Dispatcher - Grade 4	36,304
Police Dispatcher - Grade 5	38,843
Police Dispatcher - Grade 6	41,175
Police Dispatcher - Grade 7	43,644
Police Dispatcher - Grade 8	46,263
Police Dispatcher - Grade 9	52,795
DPW Mechanic	66,483
DPW Maintenance Person - Starting	32,834

DPW Maintenance Person - Grade 2	36,242
DPW Maintenance Person - Grade 3	39,078
DPW Maintenance Person - Grade 4	42,439
DPW Maintenance Person - Grade 5	45,800
DPW Maintenance Person - Grade 6	48,919
DPW Maintenance Person - Grade 7	52,007
DPW Maintenance Person - Grade 8	55,334
DPW Maintenance Person - Grade 9	65,510
Technical Assistant to Construction Official	46,390
Fire Subcode Official	32,925
Deputy Court Administrator	47,274
Assistant Recreation Director	41,364
Assistant Superintendent of Public Works	82,403
Fire Prevention Bureau Chief	23,112
Plumbing Subcode Official	22,950
Board of Health Secretary/Registrar	49,126
Assistant to Borough Administrator/Tax Assessor Secretary	38,801

\* salary includes \$1,000 for responsibilities of Alternate Registrar

Hourly Employees (AFSCME). The rate of compensation for each employee of the Borough of Franklin Lakes who is a member of AFSCME Local 2274B (AFSCME) employed on an hourly basis and who shall be paid bi-weekly upon approval of the appropriate vouchers listing hours worked.

Accounts Payable Clerk	\$19.29
Secretary to Fire Prevention/DPW	\$20.34
Recreation Assistant	\$16.73
Electrical Subcode Official	\$43.73
DPW Maintenance - Part-time	\$17.69

Section 4. PBA Employees. The rate of compensation for each employee of the Borough of Franklin Lakes who is a member of the New Jersey State PBA Local #150 (PBA) shall be on an annual basis:

**Employees hired prior to January 1, 1999**

**Sergeant:**

18+ years	\$132,808
15-17 years	\$130,393
12-14 years	\$127,979
9-11 years	\$126,771
6-8 years	\$125,565
4-5 years	\$124,357

**Patrolman:**

Year 18+	\$126,136
Years 15-17	\$123,842
Years 12-14	\$121,548
Years 9-11	\$120,401
Year 8	\$119,254

**Employees hired between January 1, 1999 and March 27, 2012****Sergeant:**

Years 25+	\$132,808
Years 20-24	\$130,393
Year 19	\$129,185
Years 16-18	\$127,979
Year 15	\$126,771
Years 12-14	\$125,565
Year 11	\$124,357
Years 7-10	\$123,150
Year 6	\$121,943
Years 1 –5	\$120,735

**Patrolman 1:**

Years 25+	\$126,136
Years 20-24	\$123,842
Year 19	\$122,695
Years 16-18	\$121,548
Year 15	\$120,401
Years 12-14	\$119,254
Year 11	\$117,797
Years 8-10	\$116,962
Year 7	\$95,412
Year 6	\$80,825
Year 5	\$74,028
Year 4	\$68,027
Year 3	\$62,631
Year 2	\$57,227
Year 1	\$51,804
Police Academy Basic Training	\$41,752

**Employees hired on or after March 28, 2012****Sergeant:**

Years 25+	\$132,808
Years 20-24	\$130,393
Year 19	\$129,185
Years 16-18	\$127,979

Year 15	\$126,771
Years 12-14	\$125,565
Years 7-10	\$123,150
Year 6	\$121,943
Years 1 –5	\$120,735
<b><u>Patrolman:</u></b>	
Years 28+	\$126,136
Years 23-27	\$123,842
Year 22	\$122,695
Years 19-21	\$121,548
Year 18	\$120,401
Years 15-17	\$119,254
Year 14	\$117,797
Years 11-13	\$116,962
Year 10	\$107,351
Year 9	\$101,179
Year 8	\$95,007
Year 7	\$88,835
Year 6	\$82,663
Year 5	\$76,491
Year 4	\$70,319
Year 3	\$64,148
Year 2	\$57,976
Year 1	\$51,804
Police Academy Basic Training	\$41,752

Section 5. The rate of compensation for each officer and employee of the Borough of Franklin Lakes whose compensation shall be on an annual basis and shall be payable quarterly is:

Chief Engineer to Fire Department.....	\$865.00
Assistant to Engineers.....	589.00

Section 6. The following shall be compensated per session and shall be paid bi-weekly.

Basketball:

Professional Referee .....	Up to \$70.00 per game
Non-Professional Referee – Grades 3-8 (based on doubleheaders).....	Up to \$20.00 per game
Grades 3-8 - single game .....	\$20.00 per game

Baseball

	<u>Plate</u>	<u>Field</u>
Umpires - Pony League & Sr. Girls Soft Ball .....	Up to \$35.00	\$25.00
Umpires - Ramapo & Intermediate Girls Soft Ball .....	Up to 30.00	20.00
Umpires - Tiny Tim .....	Up to 30.00	20.00
Umpires - Baseball/Softball – Professional .....	Up to 70.00	70.00

K-Clinic Instructor ..... Up to 20.00 per session  
 K-Clinic Administrator ..... Up to 25.00 per session  
 Sports Officials Assignors ..... Up to 1,500 per season

Football

Professional Referees ..... Up to \$70.00 per man per game  
 Cheerleading Coaches ..... Up to 10.00 per hour

Soccer

Referee – Div. 2 ..... Up to \$65.00 per game  
                   Div. 3 ..... Up to \$50.00 per game  
                   Div. 4 and 5 ..... Up to 45.00 per game  
                   Div. 6 ..... Up to 25.00 per game

Lacrosse

Boys – Professional Referee ..... Up to \$70.00 per game  
                   1 ½ rate is ..... Up to 105.00 per game  
 Girls - Professional Referee ..... Up to \$60.00 per game  
                   High School Referee ..... Up to 25.00 per game

Field Lining

Initial Football, Lacrosse & Soccer ..... Up to \$110.00 per field  
 Regular Lining  
     Football ..... Up to \$60.00 per field  
     Lacrosse ..... Up to 60.00 per field  
     Soccer ..... Up to 60.00 per field  
     Baseball ..... Up to 10.00 per field  
     Recreation/Senior Citizen Classes ..... Up to 75.00 per session

Section 7. Length of service. In addition to the rates of compensation for full time employees as set forth in Section 1, additional salary for length of service to the Borough of Franklin Lakes shall be paid to all full time employees hired prior to January 1, 2000, except as may be provided in collective bargaining agreements, at the following rates:

<u>YEARS OF SERVICE</u>	<u>PERCENTAGE OF BASE SALARY</u>
Start of fourth year through fifth year .....	3%
Start of sixth year through eighth year .....	4%
Start of ninth year through eleventh year .....	5%
Start of twelfth year through fourteenth year .....	6%
Start of fifteenth year through seventeenth year .....	8%
Start of eighteenth year and thereafter .....	10%

Length of service will accrue on the basis of an employee’s original anniversary date.

Section 8. This ordinance shall take effect upon publication as required by law.

APPROVED: \_\_\_\_\_  
 Frank Bivona

ATTEST: Mayor  
\_\_\_\_\_  
Sally T. Bleeker  
Borough Clerk

Introduced: 03-18-14  
Adopted: 04-17-14