

**BOROUGH OF FRANKLIN LAKES  
2016 SALARY ORDINANCE  
ORDINANCE NO. 1674**

**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 2016**

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 - stipend	\$6,000
Borough Administrator	\$173,233
Borough Clerk	\$82,300*#
Borough Clerk - Extra or Special Sessions	\$150 per session
Deputy Borough Clerk	\$46,401
Administrative Assistant to Mayor and Administrator	\$49,550
Police Chief	\$163,160
Construction Official	\$83,877
Tax Assessor	\$37,275
Chief Financial Officer	\$119,471
Tax Collector/Payroll Administrator	\$64,168**
Superintendent DPW	\$104,550#
Municipal Court Administrator	\$60,000
Recreation Director	\$73,095
Police Chief Secretary	\$45,153
Municipal Court Judge	\$18,000.00 plus \$475 per court session***
Municipal Prosecutor	\$14,500.00 plus \$375 per court session****
Alternate Prosecutor	\$375 per court session
Municipal Public Defender	\$5,000
Zoning Officer	\$15,976
Board of Adjustment Clerk/Secretary - stipend	\$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	\$37,275

Fire Department and Ambulance Corps stipend – per member	\$1,614 maximum
Additional Court Clerks	\$90 per session
Insurance Commissioner - stipend	\$300
Recycling Coordinator – stipend	\$10,250
Mayors Wellness Coordinator – stipend	\$3,000

- \* salary includes \$3,000 for responsibilities of Deputy Registrar
- \*\* salary includes \$1,000 for responsibilities of Alternate 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
- # employee currently in this position, in addition to base salary, receives longevity (see Section 6 below)

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	\$22.55
School Crossing Guard .....	8.25	16.17
Black Seal .....	8.25	13.49
Special Police – Marshalls .....	8.25	12.10
Seasonal/Temporary Help.....	8.25	18.62
Substitute Construction Code Official .....	25.00	31.99
Part-Time Dispatcher .....		15.22
Snowplowers (using Borough vehicles) .....	25.50	

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:

Municipal Finance Associate	40,765
Planning and Zoning Board Secretary	47,324
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	55,468
DPW Foreman	\$5,000 more than DPW Maintenance Worker with same number of years' experience

DPW Mechanic	69,849
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	68,826
Technical Assist to Const Official/Fire Prev Secretary	48,739
Fire Subcode Official	34,592
Deputy Court Administrator	49,667
Assistant Recreation Director	44,518
Assistant Superintendent of Public Works	86,575
Fire Prevention Bureau Chief	24,282
Plumbing Subcode Official	24,112
Board of Health Secretary/Registrar	51,613

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.

Assistant to Tax Assessor	20.27
Secretary to DPW	21.89
Recreation Assistant/Construction Assistant	18.00
Electrical Subcode Official	45.95
DPW Maintenance - Part-time	18.58
Electrical Inspector	32.15

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+ Steps	\$136,351
15-17 Steps	\$133,936
12-14 Steps	\$131,522
9-11 Steps	\$130,314
6-8 Steps	\$129,108
4-5 Steps	\$127,900

**Patrolman:**

Step 18+	\$129,679
Steps 15-17	\$127,385
Steps 12-14	\$125,091
Steps 9-11	\$123,944
Step 8	\$122,797

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

**Sergeant:**

Steps 25+	\$136,351
Steps 20-24	\$133,936
Step 19	\$132,728
Steps 16-18	\$131,522
Step 15	\$130,314
Steps 12-14	\$129,108
Step 11	\$127,900
Steps 7-10	\$126,693
Step 6	\$125,486
Steps 1 –5	\$124,278

**Patrolman 1:**

Steps 25+	\$129,679
Steps 20-24	\$127,385
Step 19	\$126,238
Steps 16-18	\$125,091
Step 15	\$123,944
Steps 12-14	\$122,797
Step 11	\$121,340
Steps 8-10	\$120,505
Step 7	\$99,955
Step 6	\$85,368
Step 5	\$78,571
Step 4	\$72,570
Step 3	\$68,162

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

**Sergeant:**

Steps 25+	\$136,351
Steps 20-24	\$133,936
Step 19	\$132,728
Steps 16-18	\$131,522
Step 15	\$130,314
Steps 12-14	\$129,108
Steps 7-10	\$126,693

Step 6	\$125,486
Steps 1 –5	\$124,278

**Patrolman:**

Steps 28+	\$129,679
Steps 23-27	\$127,385
Step 22	\$126,238
Steps 19-21	\$125,091
Step 18	\$123,944
Steps 15-17	\$122,797
Step 14	\$121,340
Steps 11-13	\$120,505
Step 10	\$110,894
Step 9	\$104,722
Step 8	\$98,550
Step 7	\$92,378
Step 6	\$86,206
Step 5	\$80,034
Step 4	\$73,862
Step 3	\$67,691
Step 2	\$63,507
Step 1	\$57,335
Police Academy Basic Training	\$47,283

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

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 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, Mayor

ATTEST: \_\_\_\_\_  
Sally T. Blecker, Borough Clerk

Introduced: 03-15-16

Adopted: 04-19-16