

**BOROUGH OF FRANKLIN LAKES  
2020 SALARY ORDINANCE  
ORDINANCE NO. 1816**

**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 2020**

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	190,284
Borough Clerk	82,950*
Borough Clerk - Extra or Special Sessions	\$150 per session
Assistant to Borough Clerk	42,025
Executive Assistant to Mayor and Administrator	59,409+
Police Chief	184,500
Police Captain	174,650
Police Lieutenant	163,200
Construction Official/Building & Fire Subcode Official	103,117
Tax Assessor	27,460
Chief Financial Officer	131,731+
Tax Collector/Payroll Administrator	75,083**+
Superintendent DPW	114,840#
Municipal Court Administrator	56,375
Community Director	80,290
Police Chief Secretary	51,056
Municipal Court Judge	\$20,700 plus \$475 per court session***
Alternate Prosecutor	\$375 per court session
Zoning Officer	17,549
Board of Adjustment Clerk/Secretary - stipend	2,400
Planning Board Recording Secretary	\$275 per meeting
Mayor and Council Recording Secretary	\$200 per meeting
Substitute Clerks for the Mayor and Council, Planning Board and Board of Adjustment	\$150 per meeting
Tree Specialist	41,035

Fire Department and Ambulance Corps stipend – per member	\$1,705 maximum
Fire Department and Ambulance Corps daytime response stipend	\$1,705 maximum
Fire Department shift stipend	\$6,000 maximum
Insurance Commissioner - stipend	300
Recycling Coordinator – stipend	3,000
Emergency Management Coordinator – stipend	3,000
Deputy Emergency Management Coordinator – stipend	1,000
Community Liaison to the Municipal Alliance – stipend	5,000
Municipal Alliance Coordinator – Stipend	1,553

- \* 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
- + salary includes professional development payment
- # employee currently in this position, in addition to base salary, receives longevity (see Section 7 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.....	\$ 8.60	\$24.75
School Crossing Guard.....	8.60	17.74
Black Seal.....	8.60	14.44
Special Police – Marshalls.....	8.60	13.28
Seasonal/Temporary Help .....	8.60	20.44
Substitute Construction Code Official .....	25.00	34.27
Part-Time Dispatcher .....		16.72
Snowplowers (using Borough vehicles).....		27.33
Additional Court Clerks .....		18.45

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	48,371
Planning and Zoning Board Secretary	51,981
Police Dispatcher - Starting	32,800
Police Dispatcher - Grade 2	36,388
Police Dispatcher - Grade 3	39,975
Police Dispatcher - Grade 4	43,563

Police Dispatcher - Grade 5	47,150
Police Dispatcher - Grade 6	50,738
Police Dispatcher - Grade 7	54,325
Police Dispatcher - Grade 8	57,913
Police Dispatcher - Grade 9	61,500
DPW Foreman	\$5,000 more than DPW Maintenance Person with same number of years' experience
DPW Mechanic	76,724
DPW Maintenance Person - Starting	37,925
DPW Maintenance Person - Grade 2	42,635
DPW Maintenance Person - Grade 3	47,345
DPW Maintenance Person - Grade 4	52,055
DPW Maintenance Person - Grade 5	56,765
DPW Maintenance Person - Grade 6	61,474
DPW Maintenance Person - Grade 7	66,184
DPW Maintenance Person - Grade 8	70,894
DPW Maintenance Person - Grade 9	75,604
Technical Assist to Const Official/Fire Prev Secretary	53,777
Administrative Assistant in Construction Office	49,014+
Deputy Court Administrator	44,075
Sports Coodinator	54,045
Fire Prevention Bureau Chief	26,672
Plumbing Subcode Official	26,486
Board of Health Secretary/Registrar	54,428
Secretary to DPW	46,839
Pesticide License – Stipend (one person)	1,000
+ salary includes professional development payment	

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	22.27
Administrative Assistant to Recreation & Parks Dept	21.85
Assistant to Borough Administrator	21.19
Electrical Subcode Official	41.82
DPW Maintenance - Part-time	20.41
Electrical Inspector	35.88
Construction Assistant	17.15
Finance Assistant	17.15
DPW Assistant	20.35

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	\$146,122
15-17 Steps	\$143,610

**Patrolman:**

Step 18+	\$139,181
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**Employees hired between January 1, 1999 and March 27, 2012**

**Sergeant:**

Steps 25+	\$146,122
Steps 20-24	\$143,610
Step 19	\$142,353
Steps 16-18	\$141,098
Step 15	\$139,841
Steps 12-14	\$138,586
Step 11	\$137,330
Steps 7-10	\$136,074
Step 6	\$134,818
Steps 1 –5	\$133,561

**Patrolman 1:**

Steps 25+	\$139,181
Steps 20-24	\$136,794
Step 19	\$135,601
Steps 16-18	\$134,407
Step 15	\$133,214
Steps 12-14	\$132,021
Step 11	\$130,505
Steps 8-10	\$129,636
Step 7	\$110,337

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

**Sergeant:**

Same as Sergeant hired between January 1, 1999 and March 27, 2012

**Patrolman:**

Steps 28+	\$139,181
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Steps 23-27	\$136,794
Step 22	\$135,601
Steps 19-21	\$134,407
Step 18	\$133,214
Steps 15-17	\$132,021
Step 14	\$130,505
Steps 11-13	\$129,636
Step 10	\$119,637
Step 9	\$113,215
Step 8	\$106,794
Step 7	\$100,373
Step 6	\$93,951
Step 5	\$87,530
Step 4	\$81,109
Step 3	\$76,841
Step 2	\$74,598
Step 1	\$68,176
Police Academy Basic Training	\$57,718

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
Super Ref.....	Up to \$80.00 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 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: \_\_\_\_\_  
Gail M. Rulli, Borough Clerk

Introduced: 03-17-2020  
Adopted: 04-21-2020