

**BOROUGH OF FRANKLIN LAKES
2017 SALARY ORDINANCE
ORDINANCE NO. 1705**

**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	\$177,563
Borough Clerk	\$84,282*#
Borough Clerk - Extra or Special Sessions	\$150 per session
Deputy Borough Clerk	\$47,561
Administrative Assistant to Mayor and Administrator	\$50,788
Police Chief	\$167,239
Police Captain	\$162,975
Police Lieutenant	\$148,920
Construction Official	\$96,223
Tax Assessor	\$25,625
Chief Financial Officer	\$122,458
Tax Collector/Payroll Administrator	\$64,670**
Superintendent DPW	\$107,163#
Municipal Court Administrator	\$61,500
Recreation Director	\$74,923
Police Chief Secretary	\$46,282
Municipal Court Judge	\$18,450.00 plus \$475 per court session***
Municipal Prosecutor	\$14,862.00 plus \$375 per court session****
Alternate Prosecutor	\$375 per court session
Municipal Public Defender	\$7,500
Zoning Officer	\$16,376
Board of Adjustment Clerk/Secretary - stipend	\$2,400
Planning Board Recording Secretary	<u>\$275 per meeting</u>

Substitute Clerks for the Mayor and Council, Planning Board and Board of Adjustment	\$150 per meeting
Shade Tree Director	\$38,207
Fire Department and Ambulance Corps stipend – per member	\$1,674 maximum
Additional Court Clerks	\$90 per session
Insurance Commissioner - stipend	\$300
Recycling Coordinator – stipend	\$10,506
Mayors Wellness Coordinator – stipend	\$3,075

- * 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	\$23.11
School Crossing Guard	8.25	16.57
Black Seal	8.25	13.49
Special Police – Marshalls	8.25	12.40
Seasonal/Temporary Help.....	8.25	19.08
Substitute Construction Code Official	25.00	31.99
Part-Time Dispatcher		15.60
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	42,803
Planning and Zoning Board Secretary	48,506
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	56,854
DPW Foreman	\$5,000 more than DPW Maintenance Worker with same number of years' experience
DPW Mechanic	71,595
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	70,547
Technical Assist to Const Official/Fire Prev Secretary	47,586
Construction Assistant	37,310
Deputy Court Administrator	50,909
Assistant Recreation Director	45,631
Fire Prevention Bureau Chief	24,889
Plumbing Subcode Official	24,715
Board of Health Secretary/Registrar	50,788

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	20.78
Secretary to DPW	22.44
Recreation Assistant	18.45
Assistant to Borough Administrator	19.21
Electrical Subcode Official	47.09
DPW Maintenance - Part-time	19.05
Electrical Inspector	32.95

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	\$138,379
15-17 Steps	\$135,964

Patrolman:

Step 18+ \$131,707

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

Sergeant:

Steps 25+ \$138,379
Steps 20-24 \$135,964
Step 19 \$134,756
Steps 16-18 \$133,550
Step 15 \$132,342
Steps 12-14 \$131,136
Step 11 \$129,928
Steps 7-10 \$128,721
Step 6 \$127,514
Steps 1 –5 \$126,306

Patrolman 1:

Steps 25+ \$131,707
Steps 20-24 \$129,413
Step 19 \$128,266
Steps 16-18 \$127,119
Step 15 \$125,972
Steps 12-14 \$124,825
Step 11 \$123,368
Steps 8-10 \$122,533
Step 7 \$102,983
Step 6 \$88,396
Step 5 \$81,599
Step 4 \$75,598
Step 3 \$72,218

Employees hired on or after March 28, 2012

Sergeant:

Steps 25+ \$138,379
Steps 20-24 \$135,964
Step 19 \$134,756
Steps 16-18 \$133,550
Step 15 \$132,342
Steps 12-14 \$131,136
Step 11 \$129,928
Steps 7-10 \$128,721
Step 6 \$127,514
Steps 1 –5 \$126,306

Patrolman:

Steps 28+	\$131,707
Steps 23-27	\$129,413
Step 22	\$128,266
Steps 19-21	\$127,119
Step 18	\$125,972
Steps 15-17	\$124,825
Step 14	\$123,368
Steps 11-13	\$122,533
Step 10	\$112,922
Step 9	\$106,750
Step 8	\$100,578
Step 7	\$94,406
Step 6	\$88,234
Step 5	\$82,062
Step 4	\$75,890
Step 3	\$69,719
Step 2	\$67,563
Step 1	\$61,391
Police Academy Basic Training	\$51,339

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. Bleeker, Borough Clerk

Introduced: 03-21-2017
Adopted: 04-18-2017