

**BOROUGH OF FRANKLIN LAKES
2018 SALARY ORDINANCE
ORDINANCE NO. 1736**

**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 2018**

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	\$182,002
Borough Clerk	\$86,314*#
Borough Clerk - Extra or Special Sessions	\$150 per session
Deputy Borough Clerk	\$45,000
Executive Assistant to Mayor and Administrator	\$55,867
Police Chief	\$171,420
Police Captain	\$167,049
Police Lieutenant	\$151,898
Construction Official/Building Subcode Official/Fire Subcode Official	\$98,629
Tax Assessor	\$26,265
Chief Financial Officer	\$125,520
Tax Collector/Payroll Administrator	\$66,262**
Superintendent DPW	\$109,842#
Municipal Court Administrator	\$67,650
Recreation Director	\$76,796
Police Chief Secretary	\$47,439
Municipal Court Judge	\$19,800.00 plus \$475 per court session***
Municipal Prosecutor	\$15,233.00 plus \$375 per court session****
Alternate Prosecutor	\$375 per court session
Municipal Public Defender	\$7,687
Zoning Officer	\$16,785
Board of Adjustment Clerk/Secretary - stipend	\$2,400
Planning Board Recording Secretary	\$275 per meeting

Substitute Clerks for the Mayor and Council, Planning Board and Board of Adjustment	\$150 per meeting
Tree Specialist	\$39,250
Fire Department and Ambulance Corps stipend – per member	\$1,648 maximum
Fire Department and Ambulance Corps daytime response stipend	\$1,648 maximum
Fire Department shift stipend	\$6,000 maximum
Additional Court Clerks	\$90 per session
Insurance Commissioner - stipend	\$300
Recycling Coordinator – stipend	\$10,768
Mayors Wellness Coordinator – stipend	\$3,151

- * 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 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.....	\$ 8.25	\$23.68
School Crossing Guard.....	8.25	16.98
Black Seal.....	8.25	13.82
Special Police – Marshalls.....	8.25	12.71
Seasonal/Temporary Help	8.25	19.55
Substitute Construction Code Official	25.00	32.78
Part-Time Dispatcher		15.99
Snowplowers (using Borough vehicles).....	26.13	

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	43,874
Planning and Zoning Board Secretary	49,719
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	73,385
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	72,311
Technical Assist to Const Official/Fire Prev Secretary	48,777
Administrative Assistant in Construction Office	43,777
Deputy Court Administrator	52,182
Assistant Recreation Director	46,772
Fire Prevention Bureau Chief	25,511
Plumbing Subcode Official	25,333
Board of Health Secretary/Registrar	52,059

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	21.30
Secretary to DPW	23.00
Recreation Assistant	18.91
Assistant to Borough Administrator	19.69
Electrical Subcode Official	41.00
DPW Maintenance - Part-time	19.52
Electrical Inspector	30.75
Construction Assistant	16.40

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	\$140,448
15-17 Steps	\$138,033

Patrolman:

Step 18+	\$133,776
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Employees hired between January 1, 1999 and March 27, 2012

Sergeant:

Steps 25+	\$140,448
Steps 20-24	\$138,033
Step 19	\$136,825
Steps 16-18	\$135,619
Step 15	\$134,411
Steps 12-14	\$133,205
Step 11	\$131,997
Steps 7-10	\$130,790
Step 6	\$129,583
Steps 1 –5	\$128,375

Patrolman 1:

Steps 25+	\$133,776
Steps 20-24	\$131,482
Step 19	\$130,335
Steps 16-18	\$129,188
Step 15	\$128,041
Steps 12-14	\$126,894
Step 11	\$125,437
Steps 8-10	\$124,602
Step 7	\$106,052
Step 6	\$91,465
Step 5	\$84,668
Step 4	\$78,667
Step 3	\$76,356

Employees hired on or after March 28, 2012

Sergeant:

Steps 25+	\$140,448
Steps 20-24	\$138,033
Step 19	\$136,825
Steps 16-18	\$135,619
Step 15	\$134,411

Steps 12-14	\$133,205
Step 11	\$131,997
Steps 7-10	\$130,790
Step 6	\$129,583
Steps 1 –5	\$128,375

Patrolman:

Steps 28+	\$133,776
Steps 23-27	\$131,482
Step 22	\$130,335
Steps 19-21	\$129,188
Step 18	\$128,041
Steps 15-17	\$126,894
Step 14	\$125,437
Steps 11-13	\$124,602
Step 10	\$114,991
Step 9	\$108,819
Step 8	\$102,647
Step 7	\$96,475
Step 6	\$90,303
Step 5	\$84,131
Step 4	\$77,959
Step 3	\$71,788
Step 2	\$71,701
Step 1	\$65,529
Police Academy Basic Training	\$55,477

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.