

BOROUGH OF OAKLAND
ORDINANCE NO. 18-CODE-766

AN ORDINANCE REVISING, AMENDING AND REENACTING PARAGRAPHS 1 THROUGH 16 OF ORDINANCE NO-17-CODE-763 TITLED "THE CODE OF THE BOROUGH OF OAKLAND, COUNTY OF BERGEN, STATE OF NEW JERSEY, ENTITLED "SALARIES OF MUNICIPAL EMPLOYEES"

WHEREAS, the Mayor and Council are desirous of repealing and reenacting paragraphs 1-16 of its Ordinance dealing with compensation paid its employees and including the contractual negotiations with various bargaining groups with respect to said compensation in the form of Salaries and Benefits.

NOW, THEREFORE, BE IT ORDAINED by the Mayor and Council of the Borough of Oakland that there is hereby established compensation for the classification of certain officers, officials and employees of the Borough of Oakland as required by N.J. Statute 40A.9-165 as hereinafter set forth:

ANNUAL SALARY
Paragraph 1: Administrative and Executive

	Minimum	Maximum
Mayor	\$ 5,000	\$15,000
Council Member	4,000	10,000
Borough Administrator	100,000	175,000
Borough Clerk	60,000	90,000
Chief Financial Officer	60,000	135,000
Tax/Utility Collector	60,000	90,000
Confidential Asst. to the Administrator	40,000	65,000
Administrative Secretary	40,000	65,000
Purchasing Assistant	25,000	45,000
Senior Purchasing Assistant	30,000	55,000
Deputy Borough Clerk	5,000	30,000
Deputy Tax Collector	5,000	30,000
Treasurer	10,000	35,000
Clerk 1	25,000	55,000
Clerk 2	30,000	55,000
Clerk 3	35,000	55,000
Accounting Assistant	35,000	60,000
Accounts Clerk	25,000	55,000
Senior Account Clerk	30,000	55,000
Principal Accounts Clerk	35,000	55,000

Payroll Clerk	25,000	55,000
Payroll Supervisor	35,000	65,000
Commissioner of Registration	450	2,000
Deputy Commissioner of Registration	450	2,000
Tax Search Officer	100	2,000
Assessment Search Officer	100	2,000
Recreation Aide	25,000	55,000

*Prorated for a part time employee based on numbers of hours

The Borough Clerk, the Borough Administrator, appointed officials, the Chief of Police, the Superintendent of Public Works, or the Assistant Superintendent of Public Works, who attend meetings of the Mayor and Council shall not be entitled to overtime pay or compensatory time off for such attendance and shall receive no compensatory payments of any kind for attendance at such meetings.

Commencing January 1st of each year, the salary of the Mayor shall be increased annually by the percentage increase in the Consumer Price Index for the New York Metropolitan Area for the preceeding twelve months.

Commencing January 1st of each year, the salary of a member of the Council shall be increased annually by the percentage increase in the Consumer Price Index for the New York Metropolitan Area for the preceeding twelve months.

Paragraph 2: Assessor

Tax Assessor	\$12,000	\$ 55,000
Principal Assessing Clerk	35,000	55,000
Assessing Clerk	25,000	55,000
Account Clerk	25,000	55,000

*Prorated for a part time employee based on numbers of hours

Paragraph 3: Municipal Boards and Commissions

Secretary/Member Shade Tree Commission	500	2,000
Secretary to the Environmental Commission	500	2,000
Clerk to the Economic Development Council	500	2,000
Clerk to the Flood Control Committee	600	2,000
Secretary to the Recreation Commission	600	2,000
Secretary-Juvenile Conference Committee	600	2,000

**Paragraph 4: Departments of Public Works and Maintenance of
Buildings and Grounds**

Superintendent of Public Works	85,000	125,000
Assistant Superintendent of Public Works	70,000	105,000
Laborer	34,103	44,820
Custodian	34,103	44,820
Building Maintenance Repairer	41,821	52,890
Equipment Operator	41,821	52,980
Mechanic	41,821	52,980
Public Works Repairer	41,821	52,980
Water Meter Reader	41,821	52,980
Senior Building Maintenance Repairer	49,981	62,038
Senior Mechanic	49,981	62,038
Senior Public Works Repairer	49,981	62,038
Senior Water Meter Reader	49,981	62,038
Assistant Supervising Maintenance Repairer	59,026	73,612
Assistant Supervising Mechanic	59,026	73,612
Assistant Supervisor – Meter Reading	59,026	73,612
Assistant Supervisor – Public Works	59,026	73,612
Supervising Maintenance Repairer	70,066	90,098
Supervising Mechanic	70,066	90,098
Supervising Public Works Repairer	70,066	90,098
Supervisor Public Works	70,066	90,098
Recycling Coordinator	2,000	20,000
Administrative Secretary	40,000	65,000
Clerk 1	25,000	55,000
Clerk 2	30,000	55,000

Paragraph 5: Municipal Court

Municipal Judge	\$8,000	\$36,000
Municipal Court Administrator	50,000	80,000
Deputy Court Administrator	40,000	70,000
Violations Clerk	35,000	60,000
Deputy Court Clerk (Part Time)	1,000	7,500
Clerk 1	25,000	55,000
Clerk 2	30,000	55,000

*To be prorated for employees employed less than 35 hour work week

Paragraph 6: Library

A. SALARIED EMPLOYEES

Library Director	\$50,000	90,000
Librarian 1	35,000	72,000
Library Associate	30,000	55,000
Library Assistant	25,000	50,000

*To be prorated for part time employees employed less than standard 35 hour work week.

B. HOURLY RATE EMPLOYEES

Library Assistant	\$12.00	\$22.00
Library Page	statutory min. wage	\$15.00
Librarian 1	20.00	\$38.00
Library Associate	16.00	\$35.00
Clerk 1	15.00	\$25.00

Paragraph 7: Recreation Commission

The salary, wage or compensation of the following employees, appointed by the Board of Recreation Commissions in the Borough of Oakland is hereby fixed for the period set forth for each of such positions:

Recreation Attendant (part time-8 months)	500	6,000
Superintendent of Recreation (Temp. 7 weeks)	2,000	13,000
Playground Director (Temporary - 9 weeks)	1,000	10,000
Recreation Leader, Arts & Crafts (Temp. 7 Weeks)	500	6,000
Counselor (Temporary - 7 weeks)	500	6,000
Laborer	10.00/hr.	20.00/hr.
Bus Driver (part time)	10.00/hr.	20.00/hr.

Paragraph 8: Police Department

Police Chief	\$140,000	165,000
Police Captain	142,977	150,215
Police Lieutenant	134,939	141,770
Police Sergeant	123,805	134,294
Patrolman:	38,736	125,850
Public Safety TeleCommunicator	42,840	59,267
Confidential Secretary	40,000	65,000
Clerk 1	25,000	55,000
Records Support Tech	30,000	55,000

*To be prorated for part time employees less than standard 35 hour work week.

In addition to the police ranges herein established those officers assigned as detectives shall receive additional compensation pursuant to the terms of the PBA contract while so assigned. This is to be considered additional base pay for pension, longevity and overtime purposes.

Police officers shall also receive compensation for court time and college credits as prescribed in the contract between the Borough and their bargaining group.

Paragraph 9: Fire Department

Members of the Oakland Fire Department who are appointed to Administrative and other duties listed below shall receive stipends as follows for their one year term of office. All members shall receive the annual clothing allowance amount shown below.

Chief (Administrative Duties)	\$1,000	\$7,500
Deputy Chief (Administrative Duties)	400	3,500
Captain (Administrative Duties)	300	2,500
Secretary to Fire Department	500	2,000
Lieutenant (Administrative Duties)	200	1,750
Fire Mechanic	350	1,250
Clothing Allowance		1,150

Paragraph 10: Emergency Management

The salary, wage or compensation of the Director of Emergency Management, appointed by the Mayor and Council for a term of three year, by New Jersey Statues is hereby fixed for that period of time, per annum.

Director of Emergency Management	\$1,000	10,000
Flood Control Commissioner	1,000	4,000

Paragraph 11: Code Enforcement

Construction Official	\$20,000	55,000
Building Subcode Official	2,000	10,000
Electrical Subcode Official	4,000	26,500
Fire Subcode Official	4,000	26,500
Plumbing Subcode Official	4,000	26,500
Building Inspector	4,000	25,500
Electrical Inspector	4,000	25,500
Plumbing Inspector	4,000	25,500
Fire Official	4,000	13,000
Zoning and Property Maintenance Offical	6,000	38,000
Technical Assistant to Construction Office	35,000	60,000
Fire Prevention Inspector	4,000	25,000

*Part Time Employees to be prorated.

Paragraph 12: Senior Citizens Center

Senior Citizens Director	50,000	70,000
Clerk 1	25,000	55,000

* Salaries pro-rated for part-time employees based on the number of hours worked.

Paragraph 13: Planning Department

Secretary, Planning Board	\$2,500	\$5,000
Secretary, Board of Adjustment	\$2,500	\$5,000
Clerk 1	25,000	55,000
Planning Board and BOA Secretary	30,000	55,000
Land Use Administrator	35,000	60,000
Municipal Housing Liaison	1,000	5,000

Paragraph 14: Health Department

Secretary-Board of Health / Registrar	\$20,000	\$65,000
Deputy Registrar of Vital Statistics	1,000	3,000

Paragraph 15: Hourly Rate Employees

The rate of compensation of each employees of the Borough of Oakland, hired on an hourly basis in the various departments and job title listed below as from time to time approved by the Mayor and Council by resolution is hereby established as follows:

A. Administrative and Executive		
Part Time Office Worker	\$10.00	\$30.00
B. D.P.W		
Laborer, General	\$10.00	\$20.00
Laborer, Specialized	\$10.00	\$20.00
Water Meter Reader	\$10.00	\$20.00
Seasonal Snow Plow Workers	Minimum rate as specified in Blue Collar Labor Agreement	
C. Police Department		
Special Patrolmen	\$10.00	\$20.00
School Traffic Guard	\$10.00	\$20.00
Per-Diem Dispatchers	\$ 20.00	\$25.00
D. Summer/Seasonal	\$10.00	\$20.00
E. Senior Center		
Bus Driver	\$10.00	\$30.00
Program Aide	\$10.00	30.00

In addition, each school crossing guard and other similar Permanent Part Time Employees who shall be employed on a steady basis shall be entitled to vacation and sick leave

pay prorated in accordance with the New Jersey Department of Civil Service regulations as from time to time promulgated.

Permanently appointed school traffic guards shall be guaranteed a minimum number of days of employment within one calendar year. The minimum number of days of employment shall be equal to the total number of school days as shall be set forth in the school calendars of the respective schools as delineated and decided by the Borough of Oakland Board of Education. The minimum number of days of employment for permanently appointed school traffic guards shall correspond to the individual traffic guard's employment during that particular school calendar year.

Paragraph 16: Benefits

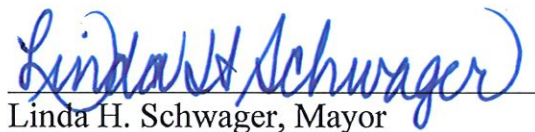
- A. Members of the White Collar Union and non-union employees not specified elsewhere in this document who meet the definition of "full time employee" as defined herein shall receive the benefits which are hereby established and are other than direct salary benefits, as specified in the White Collar Contractual Agreement or in the contractual agreement or their successors or assigns as from time to time adopted by resolution of the governing body and such other benefits as specified by resolution of the governing body. The members of the Mayor and Council are not to be considered full time officials entitled to the benefits hereinafter set forth.
- B. Full Time employees that are members of the 'Blue Collar' Union shall receive the benefits which are hereby established and are other than direct salary benefits as specified in the Blue Collar Contractual Agreement or in the contractual agreement of their successors or assigns as from time to time adopted by resolution of the governing body and such other benefits as specified by resolution of the governing body.
- C. The Chief of Police and full-time officers of the Police Department shall receive the benefits which are hereby established and are other than direct salary benefits as specified in the Policemen's Benevolent Association, Local No. 64, Contractual Agreement, or in the contractual agreement of their successors or assigns from time to time adopted by resolution of the governing body and such other benefits as specified by resolution of the governing body.
- D. "Full time" is defined as working a regularly scheduled work week consisting of a minimum of 30 hours.
- E. Officials, officers and employees not within definition "D" shall also receive benefits listed in the White Collar 1 Contractual Agreement, as follows:
 - a. The Tax Assessor, and Construction Official shall receive longevity pursuant to the white collar union contract.

- b. The individual members of the Mayor and Council shall not be entitled benefits such as health, optical, dental, prescription or life insurance coverage.

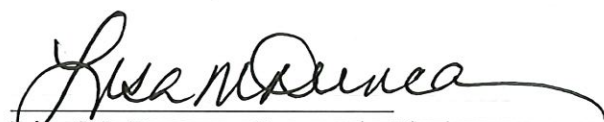
All officials, officers and employees as listed within this subsection are entitled to receive all benefits designated for the respective individual provided that the individual does not receive the same or similar benefits or coverage from other employers.

- F. All non-union employees appointed after January 1, 1985 shall be entitled to compensatory time for each hour of service in excess of their regularly scheduled work week. All compensatory time shall be utilized in the year in which it is incurred and shall not be carried over to subsequent years.
- G. Non-union employees hired after January 1, 2017 shall not be eligible for any payout of accrued sick time upon separation of service from the Borough.

This ordinance shall take effect immediately upon final passage and publication in accordance with the law.


Linda H. Schwager, Mayor

ATTEST:


Lisa M. Duncan, Borough Clerk

This is to certify that this is a true copy
as adopted by the Mayor and Council
of the Borough of Oakland at a meeting
held on March 14, 2018

Borough Clerk 