

BOROUGH OF OAKLAND
ORDINANCE NO. 20-CODE-813

AN ORDINANCE REVISING, AMENDING AND REENACTING PARAGRAPHS 1 THROUGH 16 OF ORDINANCE NO-19-CODE-780 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	120,000	195,000
Borough Clerk	65,000	95,000
Chief Financial Officer	80,000	140,000
Tax/Utility Collector	60,000	90,000
Confidential Asst. to the Administrator	45,000	70,000
Administrative Secretary	45,000	70,000
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	30,000	65,000
Clerk 2	35,000	65,000
Clerk 3	40,000	65,000
Accounting Assistant	35,000	60,000
Accounts Clerk	30,000	65,000
Senior Account Clerk	35,000	65,000
Principal Accounts Clerk	40,000	65,000

Payroll Clerk	30,000	65,000
Payroll Supervisor	35,000	65,000
Tax Search Officer	100	2,000
Assessment Search Officer	100	2,000
Recreation Aide	30,000	65,000
Right to Know Coordinator	3,000	5,000
Safety Coordinator	2,000	4,000

*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	\$20,000	\$ 65,000
Principal Assessing Clerk	40,000	65,000
Assessing Clerk	30,000	65,000
Account Clerk	30,000	65,000
Clerk 1	30,000	65,000
Clerk 2	35,000	65,000

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

Paragraph 3: Municipal Boards and Commissions

Secretary to the Shade Tree Commission	500	2,000
Secretary to the Environmental Commission	500	2,000
Secretary to the Flood Control Committee	500	2,000
Secretary to the Recreation Commission	500	2,000

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

Superintendent of Public Works	110,000	140,000
Assistant Superintendent of Public Works	100,000	120,000
Laborer	38,853	53,970
Custodian	38,853	-53,970
Building Maintenance Repairer	46,571	62,130
Equipment Operator	46,571	62,130
Mechanic	46,571	62,130
Public Works Repairer	46,571	62,130
Water Meter Reader	46,571	62,130
Senior Building Maintenance Repairer	54,731	71,188
Senior Mechanic	54,731	71,188
Senior Public Works Repairer	54,731	71,188
Senior Water Meter Reader	54,731	71,188
Assistant Supervising Maintenance Repairer	63,789	82,959
Assistant Supervising Mechanic	63,789	82,959
Assistant Supervisor – Meter Reading	63,789	82,959
Assistant Supervisor – Public Works	63,789	82,959
Supervising Maintenance Repairer	75,363	100,699
Supervising Mechanic	75,363	100,699
Supervising Public Works Repairer	75,363	100,699
Supervisor Public Works	75,363	100,699
Recycling Coordinator	2,000	20,000
Administrative Secretary	45,000	70,000
Clerk 1	30,000	65,000
Clerk 2	35,000	65,000

Paragraph 5: Municipal Court

Municipal Judge	\$ 8,000	\$ 36,000
Municipal Court Administrator	55,000	85,000
Deputy Court Administrator	45,000	70,000
Violations Clerk	35,000	65,000
Deputy Court Clerk (Part Time)	1,000	7,500
Clerk 1	30,000	65,000
Clerk 2	35,000	65,000

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

Paragraph 6: Library

A. SALARIED EMPLOYEES

Library Director	\$65,000	118,000
Librarian 1	45,000	85,000
Library Associate	30,000	55,000
Library Assistant	30,000	55,000

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

B. HOURLY RATE EMPLOYEES

Library Assistant	\$15.00	\$28.00
Library Page	statutory min. wage	\$15.00
Librarian 1	20.00	\$40.00
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:

Junior Counselor	Statutory Minimum	\$15
Counselor	Statutory Minimum +.25 / hr.	\$16
Senior Counselor	Statutory Minimum + .50 / hr.	\$17
Camp Director	\$10,000	\$ 15,000
Nurse	2,500	5,500
Open Camp Coordinator	2,500	5,500
Day Camp Coordinator	2,500	5,500
Assistant Open Camp Coordinator	2,000	4,500
Assistant Day Camp Coordinator	2,000	4,500
Lunch Coordinator	1,500	3,500
Kindergarten Coordinator	1,500	3,500
Arts and Crafts Coordinator	1,500	3,500

Paragraph 8: Police Department

Police Chief	\$165,000	\$195,000
Police Captain	153,219	165,849
Police Lieutenant	144,605	156,525

Police Sergeant	132,674	148,271
Patrolman:	41,296	138,949
Information Technology Technician	50,000	90,000
Public Safety TeleCommunicator	48,090	68,417
Confidential Secretary	45,000	70,000
Clerk 1	30,000	65,000
Records Support Tech	30,000	65,000

*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	4,000
Captain (Administrative Duties)	300	3,000
Secretary to Fire Department	500	2,000
Lieutenant (Administrative Duties)	200	2,000
Fire Mechanic	350	1,500
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 Statutes is hereby fixed for that period of time, per annum.

Director of Emergency Management	\$ 1,000	11,000
Flood Control Commissioner	1,000	4,500

Paragraph 11: Code Enforcement

Construction Official	\$20,000	\$55,000
Building Subcode Official	2,000	30,000
Electrical Subcode Official	4,000	30,000
Fire Subcode Official	4,000	30,000
Plumbing Subcode Official	4,000	30,000
Building Inspector	4,000	28,000
Electrical Inspector	4,000	28,000
Plumbing Inspector	4,000	28,000
Fire Official	4,000	13,000
Zoning and Property Maintenance Offical	6,000	35,000
Technical Assistant to Construction Office	40,000	70,000
Fire Prevention Inspector	20.00 per	30.00 per hr.
Code Enforcement Officer-Trainee	20.00 per hr.	25.00 per hr.
Code Enforcement Officer	20.00 per hr.	30.00 per hr
Clerk 1	30,000	65,000
Clerk 2	35,000	65,000

*Part Time Employees to be prorated.

Paragraph 12: Senior Citizens Center

Senior Citizens Director	50,000	75,000
Clerk 1	30,000	65,000

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

Paragraph 13: Planning Department

Secretary, Planning Board	\$250. Per mtg.	\$375. Per mtg.
Secretary, Board of Adjustment	250. Per mtg.	375. Per mtg.
Clerk 1	30,000	65,000
Planning Board and BOA Secretary	35,000	65,000
Land Use Administrator	40,000	65,000
Municipal Housing Liaison	1,000	5,000

Paragraph 14: Health Department

Secretary-Board of Health / Registrar	\$35,000	\$65,000
Registrar of Vital Statistics	5,000	10,000
Deputy Registrar of Vital Statistics	1,000	3,000
Clerk1	30,000	65,000
Clerk 2	35,000	65,000
Clerk 3	40,000	65,000

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	Statutory Minimum	30.00
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B. D.P.W

Laborer, General	Statutory Minimum	20.00
Laborer, Specialized	Statutory Minimum	20.00
Water Meter Reader	Statutory Minimum	20.00
Seasonal Snow Plow Workers	Minimum rate as specified in Blue Collar Labor Agreement	

C. Police Department

Special Patrolmen	Statutory Minimum	20.00
School Traffic Guard	Statutory Minimum	25.00
Per-Diem Dispatchers	20.00	30.00
Police Matron	20.00	30.00

D. Summer/Seasonal	Statutory Minimum	20.00
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E. Senior Center

Bus Driver	Statutory Minimum	30.00
Program Aide	Statutory Minimum	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