

**ORDINANCE NO. 1098-21**

**AN ORDINANCE TO FIX THE SALARIES, WAGES AND COMPENSATION OF CERTAIN PUBLIC OFFICIALS, OFFICERS AND EMPLOYEES OF THE BOROUGH OF DEMAREST, COUNTY OF BERGEN AND STATE OF NEW JERSEY.**

**BE IT ORDAINED** by the Mayor and Council of the Borough of Demarest as follows:

**SECTION 1. Executive, Administrative and DPW Employees.** The annual salaries and fringe benefits of the following Executive, Administrative and Public Works officers and employees of the Borough of Demarest shall be as set forth in subsections A and B below.

A. The following salaries shall be paid in bi-weekly installments and fixed in the amounts set opposite their respective titles:

<b>Position</b>	<b>Low</b>	<b>High</b>
Borough Clerk	\$ 45,000.00	\$ 96,500.00
CFO/Treasurer	\$ 20,000.00	\$ 60,000.00
Tax Collector	\$ 20,000.00	\$ 50,000.00
Assistant Tax Collector	\$ 15,000.00	\$ 35,000.00
Finance/Tax Clerk	\$ 15,000.00	\$ 55,000.00
Technical Assistant	\$ 30,000.00	\$ 60,000.00
Administrative Assistant	\$ 30,000.00	\$ 55,000.00
Admin/Maintenance	\$ 20,000.00	\$ 40,000.00
Public Works Manager	\$ 75,000.00	\$ 115,000.00
Administrator	\$ 55,000.00	\$ 115,000.00

B. The following fringe benefits shall be granted to such employees:

1. Hospitalization for full family coverage as required.
2. All full time employees shall be entitled to receive vacation time and legal holidays as set forth in "Employee Policies."
3. All full time employees hired after January 1, 1971 and before January 1, 1995 will be paid longevity at the rate of one (1%) percent for every three (3) years of service after the later of January 1, 1971 or the date of employment.
4. All full time employees hired after December 31, 1994 shall not be eligible to receive longevity pay.
5. All full time employees shall be entitled to participate in the Delta Dental Plan Fund for dental coverage on an employee-only basis.

**SECTION 2. Mayor.** The Mayor shall receive an annual stipend of \$1,000.00, payable quarterly.

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**SECTION 3. Part-Time Salaried Employees.** The annual salaries of the following officers and employees of the Borough of Demarest shall be paid in bi-weekly installments and fixed in the amounts set opposite their respective titles:

Position	Low	High
Administrator	\$ 35,000.00	\$ 55,000.00
Tax Assessor	\$ 15,000.00	\$ 27,500.00
Construction Official	\$ 3,000.00	\$ 8,500.00
Building Sub Code Official	\$ 10,000.00	\$ 25,000.00
Zoning Officer	\$ 3,000.00	\$ 8,500.00
Plumbing Sub Code Official	\$ 12,000.00	\$ 20,000.00
Electrical Sub Code Official	\$ 12,000.00	\$ 20,000.00
Fire Marshall	\$ 7,500.00	\$ 10,000.00
Fire Protection Sub Code Official	\$ 7,500.00	\$ 10,000.00
Superintendent of Sewers	\$ 1,000.00	\$ 2,500.00
Judge of the Municipal Court	\$ 7,000.00	\$ 15,000.00
Municipal Recycling Coordinator	\$ 1,000.00	\$ 3,000.00
Assessment Search Officer	\$ 200.00	\$ 400.00
Tax Search Officer	\$ 200.00	\$ 400.00

**SECTION 4. Part-Time Hourly Employees.** The hourly rate of pay shall be as follows for the following positions:

Position	Low	High
Administrative Assistant	\$ 15.00	\$ 25.00
Court Administrator	\$ 20.00	\$ 35.00
Court Clerk	\$ 17.50	\$ 30.00
Deputy Court Clerk	\$ 17.50	\$ 30.00
Court Sound Recorder	\$ 10.00	\$ 20.00
Violations Clerk	\$ 15.00	\$ 25.00
Public Health Nurse	\$ 25.00	\$ 35.00
Road Dept. Extra Help	\$ 15.00	\$ 25.00
Code Enforcement Officer	\$ 17.00	\$ 25.00
Public Defender	\$ 70.00	\$ 100.00
Zoning Board Secretary	\$ 18.00	\$ 30.00
Zoning Board Secretary (per meeting)	\$ 80.00	\$ 100.00
Planning Board Secretary	\$ 18.00	\$ 30.00
Planning Board Secretary (per meeting)	\$ 80.00	\$ 100.00

**SECTION 5. Summer Program.** The hourly rate of pay shall be as follows for the following Summer Program positions:

Position	Low	High
Director	\$ 39.00	\$ 45.00
Arts & Crafts Supervisor	\$ 23.00	\$ 30.00
Sports Supervisor	\$ 22.00	\$ 30.00
Director Special Events/Enrichment	\$ 19.00	\$ 25.00
Counselor	\$ 8.25	\$ 12.00
Lunch/Field Trip Supervisor	\$ 20.00	\$ 35.00
Enrichment Stipend (annual)	\$ 1,200.00	\$ 1,500.00

**SECTION 6. Construction Official for Resale CO's.** The compensation of the Construction Official for each resale certificate of occupancy inspection shall be \$35 and will be paid monthly upon presentation of a duly executed voucher.

**SECTION 7. Annual Retainers.** The following annual contractual/retainer fees shall be paid as indicated:

A. Annually or in quarterly installments, for attendance at regular and executive meetings of the respective Borough boards or municipal court sessions:

Position	Low	High
Borough Prosecutor	\$ 5,000.00	\$ 10,000.00
Planning Board Attorney (per meeting)	\$ 250.00	\$ 350.00
Bd. of Adjustment Attorney (per meeting)	\$ 250.00	\$ 350.00
Planning Bd. Engineer (per meeting)	\$ 150.00	\$ 250.00

In addition thereto, the foregoing shall receive such other compensation as they may legally be entitled to receive for services rendered to the Borough upon presentation of bills properly sworn to as required by law.

B. In monthly or quarterly installments, for attendance at regular and executive meetings of the Mayor and Council:

Position	Low	High
Borough Attorney	\$ 7,000.00	\$ 15,000.00
Borough Engineer	\$ 5,000.00	\$ 12,000.00

In addition thereto, the foregoing shall receive such other compensation as they may legally be entitled to receive for services rendered to the Borough upon presentation of bills properly sworn to as required by law.

**SECTION 8. Borough Auditor.** The following annual fee shall be paid for regular auditing services rendered for the Borough, including but not limited to preparation of the Annual Debt Statement and preparation of the Annual Financial Statement, Annual Budget and Annual Statutory Audit:

Position	Low	High
Borough Auditor	\$ 30,000.00	\$ 50,000.00

In addition thereto, the Borough Auditor shall receive such other compensation as he may be legally entitled to receive for auditing services above and beyond such regular work upon presentation of bills properly sworn to as required by law.

In addition, the fringe benefits granted to such officers shall be those set forth in Section 1B of this Ordinance.

**SECTION 9. Special Police.** The hourly rate of pay shall be as follows for the following positions:

Position	Low	High
Special Police (Class 1)	\$ 17.50	\$ 27.50
Special Police (Class 2)	\$ 20.00	\$ 32.50

**SECTION 11. Crossing Guards.** The hourly rate of pay shall be as follows for the following position:

Position	Low	High
Crossing Guard	\$ 17.50	\$ 27.50

In addition, all Crossing Guards, with the exception of those on a substitute basis, shall be paid for three (3) legal holidays: Good Friday, Thanksgiving and Christmas, plus one (1) snow day for each storm up to a maximum of four (4) snow days, and vacation time as set forth in "Employee Policies".

**SECTION 12.** The aforementioned officers, appointments, positions, employment and policies are hereby created, confirmed and ratified. All other employees not specifically mentioned herein shall receive such hourly-yearly wages as the Mayor and Council deem fair and reasonable for services rendered.

**SECTION 13.** This ordinance shall repeal all ordinances or parts thereof, inconsistent herewith, shall take effect after public hearing and passage as required by law and shall be retroactive to January 1, 2021.

BOROUGH OF DEMAREST

  
Melinda J. Iannuzzi, Mayor

ATTEST:

  
Susan Crosman, Borough Clerk

Introduced:

Adopted:

# 2021 Salary Resolution

<b>Position</b>	<b>2021</b>
Borough Clerk	\$84,533.21
CFO/Treasurer	\$60,000.00
Tax Collector	\$24,000.00
Finance Clerk II	\$54,000.00
Tax Clerk	\$27,500.00
Finance Clerk	\$27,499.00
Technical Assistant	\$53,559.00
Administrative Assistant	\$51,625.00
Administrative Assistant - Health	\$42,848.75
Administrative/Maintenance	\$29,976.71
Public Works Manager	\$112,000.00
Tax Assessor	\$23,038.46
Construction Official	\$6,439.00
Building Sub Code Official	\$18,501.62
Zoning Officer	\$6,256.96
Plumbing Sub Code Official	\$16,350.93
Electrical Sub Code Official	\$17,698.25
Fire Marshall	\$7,646.79
Fire Protection Sub Code Official	\$7,906.21
Superintendent of Sewers	\$1,500.00
Judge of the Municipal Court	\$10,011.55
Municipal Recycling Coordinator	\$2,500.00
Assessment Search Officer	\$300.00
Tax Search Officer	\$300.00
Mayor	\$1,000.00

<b>Position Hourly</b>	<b>2021</b>
Administrative Assistant	\$24.39
Code Enforcement	\$24.39
Court Administrator	\$31.75
Court Clerk	\$22.23
Deputy Court Clerk	\$19.05
Violations Clerk	\$18.52
Court Sound Recorder	\$16.93
Public Defender	\$79.16
DPW Extra Help	\$19.43
Zoning Board Secretary (per meeting)	\$92.93
Zoning Board Secretary (Hourly)	\$26.95
Planning Board Secretary (per meeting)	\$92.93
Planning Board Secretary (Hourly)	\$26.95

<b>Position</b>	<b>2021</b>
Borough Prosecutor	\$7,324.15
Planning Board Attorney (per meeting)	\$250.00
Bd. of Adjustment Attorney (per meeting)	\$250.00
Planning Bd. Engineer (per meeting)	\$175.00
Borough Attorney	\$ 1,000 monthly, \$150 hour
Borough Engineer	\$166.00

<b>Position</b>	<b>2021</b>
Special Police (Class 1)	\$24.39
Special Police (Class 2)	\$27.05
Crossing Guard	\$24.39