



**ORDINANCE 1783**

**AN ORDINANCE ESTABLISHING TITLES FOR EMPLOYEES OF THE BOROUGH OF GLEN RIDGE REPRESENTED BY CWA 1040 AND FIXING THE 2023-2025 MAXIMUM SALARIES AND OTHER COMPENSATIONS FOR THOSE TITLES**

**BE IT ENACTED AND ORDAINED**, by the Mayor and Council of the Borough of Glen Ridge, in the County of Essex and the State of New Jersey, as follows:

**SECTION 1.** That the maximum salaries for the positions and titles listed below are hereby fixed and determined to be:

| <b>Department Title</b>                        | <b>2023</b> | <b>2024</b> | <b>2025</b> |
|--|-------------|-------------|-------------|
| 1. Tax Clerk/Cashier & Water Clerk/Cashier     |             |             |             |
| Tax Clerk/Cashier & Water Clerk/Cashier        | \$51,021.57 | \$52,552.22 | \$54,128.78 |
| Senior Tax Clerk/Cashier & Water Clerk/Cashier | \$55,021.57 | \$56,672.22 | \$58,372.38 |
| 1a. Construction Code Official                 | \$17,773.60 | \$18,306.81 | \$18,856.01 |
| 1b. Building Subcode Official                  | \$9,867.67  | \$10,163.70 | \$10,468.61 |
| 1c. Building Inspector                         | \$17,773.60 | \$18,306.81 | \$18,856.01 |
| 1e. Zoning Officer                             | \$4,156.21  | \$4,280.90  | \$4,409.33  |
| 1f. Code Enforcement                           | \$4,156.21  | \$4,280.90  | \$4,409.33  |
| 1b. Building Subcode Official                  | \$9,867.67  | \$10,163.70 | \$10,468.61 |
| 2a. Plumbing Subcode                           | \$9,867.67  | \$10,163.70 | \$10,468.61 |
| 2b. Plumbing Inspector                         | \$17,773.60 | \$18,306.81 | \$18,856.01 |
| 2a. Electrical Subcode                         | \$9,867.67  | \$10,163.70 | \$10,468.61 |
| 2b. Electrical Inspector                       | \$17,773.60 | \$18,306.81 | \$18,856.01 |
| 3a. Fire Sub-Code Official                     | \$2,662.51  | \$2,742.39  | \$2,824.66  |
| 3c. Fire Inspector                             | \$5,215.31  | \$5,371.77  | \$5,532.92  |
| 1. Field Supervisor/Foreman                    | \$83,072.93 | \$85,565.12 | \$88,132.07 |
| 2. Building Maintenance Worker Full Time       | \$72,136.82 | \$74,300.93 | \$76,529.96 |
| 3. Maintenance Man/Water Maintenance Man:      |             |             |             |
| 1st Grade                                      | \$75,860.19 | \$78,136.00 | \$80,480.08 |
| 2nd Grade                                      | \$74,179.92 | \$76,405.32 | \$78,697.48 |
| 3rd Grade                                      | \$64,251.77 | \$66,179.33 | \$68,164.70 |
| 4th Grade                                      | \$62,396.45 | \$64,268.35 | \$66,196.40 |
| 5th Grade                                      | \$60,529.27 | \$62,345.15 | \$64,215.50 |
| 6th Grade                                      | \$58,673.09 | \$60,433.28 | \$62,246.28 |
| Probational                                    | \$56,815.65 | \$58,520.12 | \$60,275.72 |
| 4. Public Works Laborer:                       |             |             |             |
| 1st Grade                                      | \$57,171.67 | \$58,886.82 | \$60,653.43 |
| 2nd Grade                                      | \$53,647.05 | \$55,256.46 | \$56,914.15 |
| 3rd Grade                                      | \$50,172.68 | \$51,677.86 | \$53,228.19 |
| 4th Grade                                      | \$46,598.95 | \$47,996.92 | \$49,436.82 |
| 5 <sup>th</sup> Grade                          | \$43,497.20 | \$44,802.12 | \$46,146.18 |
| 6th Grade                                      | \$39,811.71 | \$41,006.06 | \$42,236.24 |
| Probational                                    | \$36,787.02 | \$37,890.63 | \$39,027.34 |
| 5. Borough Auto Mechanic                       |             |             |             |
| 1st Grade                                      | \$82,593.45 | \$85,071.25 | \$87,623.39 |
| 2nd Grade                                      | \$80,736.40 | \$83,158.49 | \$85,653.24 |

|  |             |             |             |
|--|-------------|-------------|-------------|
| 3rd Grade  | \$78,870.66 | \$81,236.78 | \$83,673.88 |
| 4th Grade  | \$77,021.06 | \$79,331.69 | \$81,711.64 |
| 5th Grade  | \$75,164.00 | \$77,418.92 | \$79,741.49 |
| 6th Grade  | \$73,306.95 | \$75,506.16 | \$77,771.34 |
| Probational  | \$71,437.49 | \$73,580.61 | \$75,788.03 |
| 6. Black Seal/Boiler Operator License Stipend (2)      | \$1,000.00  | \$1,000.00  | \$1,000.00  |
| 7a. Motor Equipment Operator Stipend (CDL)             | \$1,000.00  | \$1,000.00  | \$1,000.00  |
| 7b. CDL with Bus Endorsement                           | \$1,400.00  | \$1,400.00  | \$1,400.00  |
| 7b. CDL with Air Brake Endorsement                     | \$1,275.00  | \$1,275.00  | \$1,275.00  |
| 7d. CDL with Bus & Air Brake Endorsement               | \$2,075.00  | \$2,075.00  | \$2,075.00  |
| 8. Pesticide Applicator Certificate Holder Stipend (4) | \$300.00    | \$300.00    | \$300.00    |
| 9. Department of Public Works Crew Leader:             |             |             |             |
| 1st Grade  | \$4,000.00  | \$4,000.00  | \$4,000.00  |
| 2nd Grade  | \$2,750.00  | \$2,750.00  | \$2,750.00  |
| 3rd Grade  | \$1,500.00  | \$1,500.00  | \$1,500.00  |
| Merit Step   | \$500.00    | \$500.00    | \$500.00    |
| 10. Jitney Driver per hour                             | \$23.29     | \$23.98     | \$24.70     |
| 11. Clerk/Typist (Department of Public Works)          | \$46,432.51 | \$47,825.48 | \$49,260.25 |
| 12. Clerical P/T per hour                              | \$13.45     | \$13.85     | \$14.27     |
| 13. Borough Mechanic P/T per hour                      | \$46.02     | \$47.40     | \$48.82     |
| 14. Seasonal Help P/T per hour                         | \$18.58     | \$19.14     | \$19.72     |
| 15. Assistant Auto Mechanic Stipend                    | \$1,500.00  | \$1,500.00  | \$1,500.00  |
| Assistant Auto Mechanic Merit Step                     | \$500.00    | \$500.00    | \$500.00    |
| Assistant Auto Mechanic ASE Certification Stipend      | \$500.00    | \$500.00    | \$500.00    |
| 1. Violations Clerk & Deputy Court Administrator       | \$54,402.30 | \$56,034.36 | \$57,715.40 |
| 2. Part Time Assistant (per hour) Plus \$1 per hour    | \$23.73     | \$24.45     | \$25.18     |
| 1. Records Clerk                                       |             |             |             |
| Records Clerk I  | \$51,022.34 | \$52,553.01 | \$54,129.60 |
| Records Clerk II                                       | \$54,059.94 | \$55,681.74 | \$57,352.19 |
| Records Clerk III                                      | \$59,059.94 | \$60,831.74 | \$62,656.69 |
| Senior Records Clerk                                   | \$69,059.94 | \$71,131.74 | \$73,265.69 |
| 2. Community Service Officer/Dispatcher:               |             |             |             |
| Senior Community Service Officer                       | \$64,880.21 | \$66,826.62 | \$68,831.42 |
| 1st Grade  | \$62,299.30 | \$64,168.28 | \$66,093.32 |
| 2nd Grade  | \$59,528.47 | \$61,314.32 | \$63,153.75 |
| 3rd Grade  | \$57,579.78 | \$59,307.17 | \$61,086.39 |
| 4th Grade  | \$53,849.55 | \$55,465.03 | \$57,128.98 |
| 5th Grade  | \$49,441.04 | \$50,924.27 | \$52,452.00 |
| 1. Registrar of Vital Statistics                       |             |             |             |
| Registrar of Vital Statistics                          | \$57,634.43 | \$59,363.46 | \$61,144.37 |
| Senior Registrar of Vital Statistics                   | \$63,634.43 | \$65,543.46 | \$67,509.77 |
| 2. Deputy Registrar of Vital Statistics                | \$2,314.17  | \$2,383.59  | \$2,455.10  |

**SECTION 2.** Longevity increments shall be paid to employees based upon the following schedule and shall be made a part of the gross annual salaries or wages of full-time employees only and shall be calculated as of January 1st of the current year if the employee's anniversary date of employment is prior to July 1st of the current year. When the employee's anniversary date of employment is after July 1st, payment will begin as of January 1st of the following year:

- a. Two (2) percent after five (5) full years of service
- b. Four (4) percent after ten (10) full years of service
- c. Six (6) percent after fifteen (15) full years of service
- d. Eight (8) percent after twenty (20) full years of service
- e. Ten (10) percent after twenty-five (25) full years of service
- f. Effective January 1, 1998 any officers or employees hired will no longer be eligible for longevity as per this section.

**SECTION 3.** There shall be an annual clothing maintenance allowance for all full time Department of Public Works Employees in the sum of \$300.00 over the life of the current CWA Agreement.

**SECTION 4.** The rates of compensation or salaries herein above fixed for the various titles named shall be considered to be the maximum rate in effect for the years beginning January 1st, as indicated above, and shall remain in effect until amended or supplemented by ordinance. The exact rate for each position shall be established for each year by a Resolution of the Governing Body. Said compensation or salaries shall be paid in semi-monthly installments.

**SECTION 5.** Officers and employees of the Borough of Glen Ridge may also be eligible for one-time payments for past service or performance. The officer or employee, the job title, and the one time payment amount will appear on an authorizing resolution, which must be adopted by a majority vote of the Borough Council. Said payment is to be made in a lump sum and does not become part of the employee's Annual Base Salary.

**SECTION 6.** All ordinances or parts of ordinances not consistent with the provisions of this ordinance be and the same are hereby repealed.

**BE IT FURTHER ENACTED AND ORDAINED**, that this Ordinance shall take effect immediately upon final passage and publication in accordance with the law.

Introduced: Monday, April 24, 2023

Adopted:

ATTEST:

\_\_\_\_\_  
Stuart K. Patrick  
Mayor

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Tara Ventola  
Borough Clerk