

ORDINANCE NO. 3, 2019

AN ORDINANCE PROVIDING FOR AND ESTABLISHING SALARIES, COMPENSATION AND SALARY RANGES OF OFFICERS AND EMPLOYEES OF THE CITY OF LINWOOD, AND REPEALING ALL ORDINANCES HERETOFORE ADOPTED, THE PROVISIONS OF WHICH ARE INCONSISTENT HERewith.

BE IT ORDAINED, by the Common Council of the City of Linwood, County of Atlantic and State of New Jersey as follows:

SECTION 1: That the following salaries, wages and compensations shall be paid to the following officials, officers and employees of the City of Linwood, retroactive to January 1, 2019, subject, however, to the provisions of certain Employment Contracts between the City of Linwood and the Mainland Police Benevolent Association, the bargaining agent for the members of the Linwood Police Department and Linwood Superior Officers; the Teamsters Local 331 inclusive of the Police Secretary, Linwood Uniformed Firefighters Association Local Union #4370, and also except as otherwise stated herein.

| <u>PART TIME HOURLY</u>                  | <u>RANGE</u>       |
|--|--------------------|
| Administrative Assistant                 | \$ 8.85 to \$35.00 |
| Clerk Typist                             | \$ 8.85 to \$35.00 |
| Code Enforcement Officer                 | \$ 8.85 to \$35.00 |
| Deputy Court Administrator               | \$ 8.85 to \$35.00 |
| Dispatcher                               | \$ 8.85 to \$35.00 |
| Fire Relief                              | \$ 8.85 to \$35.00 |
| Groundskeeper                            | \$ 8.85 to \$35.00 |
| Matron                                   | \$ 8.85 to \$35.00 |
| Recreation Aide                          | \$ 8.85 to \$35.00 |
| Special Law Enforcement Officer Class II | \$ 8.85 to \$35.00 |
| Summer Intern                            | \$ 8.85 to \$35.00 |

| <u>PART TIME PER DIEM</u>                       | <u>RANGE</u>         |
|---|----------------------|
| Planning Board Recording Secretary              | \$ 50.00 to \$300.00 |
| Planning Board Tape Recorder Operator/Secretary | \$ 50.00 to \$300.00 |
| School Crossing Guard Captain                   | \$ 30.00 to \$ 60.00 |
| School Crossing Guard                           | \$ 25.00 to \$ 50.00 |

PART TIME PER ANNUMRANGE

|  |                             |
|--|-----------------------------|
| Clean Communities Coordinator                      | \$ 50.00 to \$ 5,000.00     |
| Code Enforcement Officer                           | \$ 1,000.00 to \$ 5,000.00  |
| Computer Maintenance Coordinator                   | \$ 500.00 to \$ 2,000.00    |
| Communications Coordinator                         | \$ 1,000.00 to \$ 4,000.00  |
| Construction Official                              | \$ 5,000.00 to \$50,000.00  |
| Council Member                                     | \$ 5,000.00 to \$15,000.00  |
| Council President                                  | \$ 5,000.00 to \$20,000.00  |
| Deputy Emergency Management Director               | \$ 500.00 to \$ 2,000.00    |
| Drug Alliance Coordinator                          | \$ 1,000.00 to \$ 5,000.00  |
| Emergency Management Director                      | \$ 1,000.00 to \$ 4,000.00  |
| Journeyman Electrician                             | \$ 3,100.00 to \$ 5,000.00  |
| Floodplain Manager                                 | \$ 1,000.00 to \$ 3,000.00  |
| Mayor  | \$ 5,000.00 to \$25,000.00  |
| Memorial Park Director                             | \$ 4,000.00 to \$15,000.00  |
| Assistant Memorial Park Director                   | \$ 1,000.00 to \$ 5,000.00  |
| Municipal Magistrate                               | \$10,000.00 to \$30,000.00  |
| Planning Board Secretary                           | \$ 5,000.00 to \$20,000.00  |
| Police Chief                                       | \$30,000.00 to \$150,000.00 |
| Recycling Coordinator                              | \$ 1,000.00 to \$ 5,000.00  |
| Utilities Collector                                | \$ 2,000.00 to \$ 7,000.00  |
| Sub-Code Off/Building Inspector                    | \$ 5,000.00 to \$25,000.00  |
| Sub-Code Off/Electrical Inspector                  | \$ 5,000.00 to \$25,000.00  |
| Sub-Code Off/Fire Protection                       | \$ 5,000.00 to \$25,000.00  |
| Sub-Code Off/Plumbing Inspector                    | \$ 5,000.00 to \$25,000.00  |
| Tax Assessor                                       | \$25,000.00 to \$50,000.00  |
| Uniform Fire Official/Fire Marshall                | \$ 5,000.00 to \$15,000.00  |
| Uniform Fire Safety Inspector                      | \$ 1,000.00 to \$ 5,000.00  |
| Zoning Board of Adjustment Secretary/Tape Recorder | \$5,000.00 to \$15,000.00   |
| Zoning Officer                                     | \$ 5,000.00 to \$15,000.00  |

FULL TIME PER ANNUMRANGE

|  |                            |
|--|----------------------------|
| Account Clerk                              | \$25,000.00 to \$50,000.00 |
| Accountant                                 | \$25,000.00 to \$50,000.00 |
| Accounting Assistant                       | \$25,000.00 to \$50,000.00 |
| Administrative Assistant                   | \$25,000.00 to \$50,000.00 |
| Administrator                              | \$50,000.00 to \$95,000.00 |
| Bookkeeper                                 | \$25,000.00 to \$35,000.00 |
| Chief Financial Officer                    | \$50,000.00 to \$95,000.00 |
| Code Enforcement Officer/Housing Inspector | \$25,000.00 to \$50,000.00 |
| Deputy Court Administrator                 | \$25,000.00 to \$50,000.00 |
| Deputy Municipal Clerk                     | \$25,000.00 to \$50,000.00 |
| Deputy Tax Collector                       | \$25,000.00 to \$60,000.00 |
| Dispatcher / Supervisor                    | \$42,000.00 to \$60,000.00 |
| Dispatcher                                 | \$25,000.00 to \$60,000.00 |
| Equipment Operator                         | \$25,000.00 to \$70,000.00 |
| Fire Captain                               | \$56,000.00 to \$90,000.00 |
| F/F during 1 <sup>st</sup> year of service | \$23,000.00 to \$45,000.00 |
| F/F after 1 year of service                | \$23,000.00 to \$50,000.00 |
| F/F after 2 years of service               | \$23,000.00 to \$55,000.00 |
| F/F after 3 years of service               | \$23,000.00 to \$60,000.00 |
| F/F after 4 years of service               | \$23,000.00 to \$65,000.00 |
| F/F after 5 years of service               | \$23,000.00 to \$70,000.00 |

FULL TIME PER ANNUM (continued)RANGE

|  |                             |
|--|-----------------------------|
| F/F after 6 years of service           | \$23,000.00 to \$75,000.00  |
| F/F after 7 years of service           | \$23,000.00 to \$80,000.00  |
| F/F after 8 years of service           | \$23,000.00 to \$85,000.00  |
| F/F after 9 years of service           | \$23,000.00 to \$85,000.00  |
| F/F after 10 years of service          | \$23,000.00 to \$85,000.00  |
| F/F after 11 years of service          | \$23,000.00 to \$85,000.00  |
| F/F after 12 years of service          | \$23,000.00 to \$85,000.00  |
| F/F after 13 years of service          | \$23,000.00 to \$85,000.00  |
| F/F after 14 years of service          | \$23,000.00 to \$85,000.00  |
| General Supervisor                     | \$40,000.00 to \$90,000.00  |
| Groundskeeper                          | \$25,000.00 to \$50,000.00  |
| Municipal Clerk                        | \$30,000.00 to \$95,000.00  |
| Municipal Court Administrator          | \$30,000.00 to \$65,000.00  |
| Patrolman - During Probation           | \$25,000.00 to \$50,000.00  |
| Patrolman - Step 1                     | \$25,000.00 to \$55,000.00  |
| Patrolman - Step 2                     | \$25,000.00 to \$60,000.00  |
| Patrolman - Step 3                     | \$25,000.00 to \$65,000.00  |
| Patrolman - Step 4                     | \$25,000.00 to \$70,000.00  |
| Patrolman - Step 5                     | \$25,000.00 to \$75,000.00  |
| Patrolman - Step 6                     | \$25,000.00 to \$90,000.00  |
| Patrolman - Step 7                     | \$25,000.00 to \$95,000.00  |
| Patrolman - Step 8                     | \$25,000.00 to \$95,000.00  |
| Patrolman - Step 9                     | \$25,000.00 to \$95,000.00  |
| Patrolman - Step 10                    | \$25,000.00 to \$95,000.00  |
| Patrolman - Step 11                    | \$25,000.00 to \$95,000.00  |
| Patrolman - Step 12                    | \$25,000.00 to \$99,000.00  |
| Police Captain                         | \$50,000.00 to \$130,000.00 |
| Police Chief                           | \$75,000.00 to \$150,000.00 |
| Police Department Secretary            | \$20,000.00 to \$70,000.00  |
| Police Lieutenant                      | \$50,000.00 to \$125,000.00 |
| Police Sergeant                        | \$40,000.00 to \$105,000.00 |
| Public Works Foreman                   | \$25,000.00 to \$80,000.00  |
| Public Works Laborer                   | \$25,000.00 to \$60,000.00  |
| Public Works Superintendent            | \$50,000.00 to \$95,000.00  |
| Secretary                              | \$20,000.00 to \$60,000.00  |
| Tax Collector                          | \$40,000.00 to \$85,000.00  |
| Tech. Assistant to Construction Office | \$30,000.00 to \$60,000.00  |

SECTION 2A: A current full time employee, employed as of January 1, 2012, shall be paid together with his or her annual salary as fixed and determined by this ordinance, additional compensation based upon length of his or her full time service, effective and limited to January 1, 2012, an amount to be added to base salary and paid bi-weekly or monthly in accordance with the following schedule:

YEARS OF SERVICE

COMPENSATION PER ANNUM  
IN ADDITION TO FIXED SALARY

|                               |   |
|-------------------------------|---|
| 3                             | \$350.00  |
| Each year after 3 to 30 years | \$350.00 plus \$150.00 for<br>each additional year up to<br>a maximum of \$4,000.00 |

However, all longevity pay for current employees shall be frozen at the level of service achieved effective January 1, 2012 and no new employee or current employee who has not reached a level of service whereby he or she is entitled to longevity pay as of that date, shall be paid longevity, nor shall said employees be entitled to longevity pay at any time in the future.

SECTION 2B: The aforesaid additional compensation and all overtime paid for any union employee shall be payable in accordance with the terms of the union employee contracts.

SECTION 2C: The period of eligibility for length of service for longevity pay shall be determined as of the anniversary date of the full time employment of each employee. Those employees hired from January 1 to June 30 will be considered to have completed a full year December 31 of that year. Those employees hired after June 30 will be considered to have completed a full year December 31 of the following year. For all years thereafter, all anniversary dates will be on January 1. However, all current employees shall be frozen at the level of employment achieved as of January 1, 2012 for purposes of longevity and no new employees shall be entitled to longevity.

SECTION 2D: All full time employees holding a Bachelor's Degree in a subject related to that employee's position within the City of Linwood shall receive additional compensation in the amount of \$1,250.00 per year. All full time employees holding a Master's Degree related to that employee's position within the City of Linwood shall receive additional compensation in

the amount of \$1,400.00 per year. Such additional compensation shall be added to base salary and paid bi-weekly or monthly.

SECTION 3: All said salaries, wages and compensation shall be paid to the Municipal Magistrate, Tax Assessor, Emergency Management Director, Fire Inspector and the Uniform Fire Official in equal monthly installments; to the Mayor, Councilpersons, and Drug Alliance Coordinator in equal quarterly installments; and all of the other abovementioned salaries, wages and compensation shall be paid biweekly, in equal installments, every other Friday.

SECTION 4: All ordinances or parts of ordinances inconsistent herewith are hereby repealed to the extent of such inconsistencies.

SECTION 5: Should any section, clause, sentence, phrase or provision of this ordinance be declared unconstitutional or invalid by a Court of competent jurisdiction, such decision shall not affect the remaining portions of this ordinance.

SECTION 6: This ordinance shall take effect retroactively to January 1, 2019 upon its final passage, publication and adoption in the manner prescribed by law.

|                       |                          |
|-----------------------|--------------------------|
| <i>FIRST READING:</i> | <i>January 23, 2019</i>  |
| <i>PUBLICATION:</i>   | <i>January 28, 2019</i>  |
| <i>PASSAGE:</i>       | <i>February 13, 2019</i> |

The within Ordinance was introduced at a meeting of the Common Council of the City of Linwood, County of Atlantic and State of New Jersey held on, January 23, 2019 and will be further considered for final passage after a public hearing thereon at a meeting of said Common Council on February 13, 2019.

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LEIGH ANN NAPOLI, RMC, MUNICIPAL CLERK

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RICHARD L. DEPAMPHILIS, III, MAYOR