

**BOROUGH OF NEW PROVIDENCE
ORDINANCE 2008-20**

**AN ORDINANCE FIXING THE MINIMUM AND MAXIMUM RATES OF
COMPENSATION FOR CERTAIN OFFICES AND POSITIONS OF
EMPLOYMENT ESTABLISHED AND MAINTAINED IN AND FOR THE
BOROUGH OF NEW PROVIDENCE**

BE IT ORDAINED by the Mayor and Council of the Borough of New Providence, in the County of Union and State of New Jersey, as follows:

Section 1. The purpose of this Ordinance shall be to establish maximum salaries, wages and other compensation for the respective offices and employees of the Borough of New Providence.

Section 2. The annual compensation to be paid to the persons employed in the following classified positions in the Borough of New Providence shall be fixed from time-to-time by resolution of the Borough Council and, except as provided herein, shall not be more than the maximum amounts hereinafter set forth for each position.

Section 3. The annual compensation to be paid to the persons employed in the following classified positions shall be effective January 1, 2009 unless otherwise specifically noted herein.

<u>POSITION CLASSIFICATION RANGE</u>	<u>SALARY</u>	
	<u>MINIMUM</u>	<u>MAXIMUM</u>
<u>GENERAL GOVERNMENT</u>		
Mayor		6,000.
Councilperson		4,500.
Level 1		45,000.
Level 2		60,000.
Level 3		75,000.
Level 4		100,000.
Level 5		120,000.
Part-time - Temporary/Seasonal Personnel	7.25/hr	50.00/hr
Part-time – Permanent	7.25/hr	50.00/hr

MINIMUM MAXIMUM

PUBLIC SAFETY

Chief of Police		145,000.
Deputy Chief		135,000.
Probationary Patrol Officer		45,000.
Special Police Officer		25.00/hr
Police Matron		25.00/hr
School Crossing Guard (Effective 9/1/09)	15.00	17.00/hr
Substitute School Crossing Guard		16.50/hr
Fire Official		10,000.
Fire Inspector		10,000.

SOCIAL SERVICES

Housing Officer		10,000.
Senior Citizen Coordinator		28,000

MUNICIPAL COURT

Municipal Judge		25,000.
Municipal Prosecutor		20,000.
Public Defender		2,500.

PART-TIME PROFESSIONAL

Borough Counsel		45,000
Comptroller		50.00/hr
Senior Accountant		30.00/hr
Public Information Officer		35.00/hr
Marketing Manager		35.00/hr

Borough Physician	10,000.
Board of Adjustment Attorney	10,000.
Planning Board Attorney	10,000.
Planning Officer	3,000.
Fire Sub-code Official	40.00/hr
Plumbing Sub-code Official	40.00/hr
Electrical Sub-code Official	40.00/hr
Building Sub-code Official	40.00/hr
Environmental Counsel	3,000 .

Section 4. In addition to the salaries set forth in Section 3 of this Ordinance, each regular full-time employee of the Borough of New Providence, employed prior to January 1, 1996, may receive longevity compensation in accordance with the following schedule, effective the first of the month following the anniversary date of employment:

Upon completion of 4 years of service - 2% of base salary

Upon completion of 8 years of service - 4% of base salary

Upon completion of 12 years of service - 6% of base salary

Upon completion of 16 years of service - 8% of base salary

Upon completion of 20 years of service - 10% of base salary

Maximum longevity paid to any individual shall not exceed \$2,400. For the purpose of determining longevity compensation hereunder, full-time employment shall be deemed to mean regular employment by the Borough of New Providence in a position requiring 35 hours or more per week in the performance of duties of said position. Part-time employees shall not be eligible for longevity compensation hereunder.

Section 5. Compensation for overtime work for Administrative and Clerical employees will be paid in addition to the foregoing salaries in accordance with Personnel Policy of the Borough of New Providence. Employees who are members of a bargaining unit shall be paid in accordance with the contractual agreement in effect between the Borough and the bargaining unit.

Section 6. Compensation for holiday pay due to civilian dispatchers of the Police Department shall be payable at the individual straight-time hourly rate.

Section 7. Compensation for employees required to use their personal vehicle for borough official business will be at the prevailing IRS rate upon submission and approval of Borough Administrator.

Section 8. In addition to the hourly rate as established by the Salary Resolution, School Crossing Guards who shall work all assigned school post hours within the specified pay period, shall receive an additional \$ 2.00 per hour for all school post hours worked within a one-week period. Further, they shall be permitted up to three days of unpaid leave without impacting their ability to receive this additional compensation.

Section 9. The Borough Administrator is hereby appointed as Borough Personnel officer with responsibility for and the authority to administer the provisions of this Ordinance and the Personnel Policy, subject to the approval of the Mayor and Chair of the Personnel Committee.

Section 10. All ordinances inconsistent herewith are hereby repealed; and this Ordinance shall take effect 20 days after final passage and publication in the manner provided by law.

Introduced: December 1, 2008
Public Hearing: December 15, 2008
Adopted: December 15, 2008

BOROUGH OF NEW PROVIDENCE
COUNTY OF UNION
STATE OF NEW JERSEY

John A. Thoms, Mayor

Attest:

Wendi B. Barry, Borough Clerk