

**CITY OF VENTNOR CITY
ORDINANCE 2023-017**

AN ORDINANCE OF THE CITY OF VENTNOR, COUNTY OF ATLANTIC, STATE OF NEW JERSEY ESTABLISHING 2023 SALARIES COMPENSATION AND SALARY RANGES OF OFFICERS AND EMPLOYEES OF THE CITY OF VENTNOR CITY AND REPEALING ALL ORDINANCES OR PARTS OF ORDINANCE HERETOFORE ADOPTED, THE PROVISIONS OF WHICH ARE INCONSISTANT HEREWITH.

BE IT ORDAINED BY THE BOARD OF COMMISSIONERS OF THE CITY OF VENTNOR CITY, COUNTY OF ATLANTIC, STATE OF NEW JERSEY THAT:

SECTION I. The following Schedule of Compensation shall be in effect in the City of Ventnor City, and all officers and employees shall be paid in accordance with the schedule set forth in Section III hereof. All annual salaries shall be approved by resolution of the Board of Commissioners and shall be within the established ranges. At the time of their appointment, new employees shall be placed within the range specified for their position and in accordance with their experience and qualifications.

SECTION II. If Civil Service laws or regulations conflict with this ordinance, said Civil Service laws and regulations shall govern,

SECTION III. The following shall constitute the schedule of salary ranges and compensation for the officers and employees of the City of Ventnor and shall remain in effect until amended:

<u>ADMINISTRATION/CLERICAL/REVENUE & FINANCE</u>	<u>SALARY RANGE</u>	
Account Clerk	\$29,400	\$78,800
Assistant Municipal Tax Collector	\$29,400	\$78,800
City Clerk	\$29,400	\$115,000
Chief Financial Officer	\$29,400	\$133,000
Confidential Assistant	\$10,000	\$25,000
Deputy City Clerk	\$10,000	\$65,000
Deputy Municipal Administrator	\$10,000	\$50,000
Keyboarding Clerk 1	\$29,400	\$85,000
Keyboarding Clerk 2	\$29,400	\$72,000
Keyboarding Clerk 3	\$29,400	\$75,000
Municipal Administrator	\$5,000	\$115,000
Network Administrator	\$29,400	\$115,000
Principal Account Clerk	\$29,400	\$75,000
Senior Account Clerk	\$29,400	\$75,000
Tax Assessor	\$29,400	\$96,000
Tax Collector	\$29,400	\$96,000
Comptroller	\$29,400	\$125,000
Commissioner	\$10,000	\$15,000
Mayor	\$10,000	\$15,000
Senior Accountant	\$29,400	\$80,000
<u>BEACH CHECKERS & LIFEGUARDS</u>		
Beach Fee Checker (seasonal)	\$12.93/hour	\$25.00/hour
Beach Checker Supervisor	\$14.13/hour	\$20.00/hour
Captain, Beach Patrol	\$14.13/hour	\$40.00/hour
Chief, Beach Patrol	\$14.13/hour	\$45.00/hour
Lieutenant, Beach Patrol	\$14.13/hour	\$45.00/hour
Lifeguard	\$14.13/hour	\$30.00/hour
<u>CONSTRUCTION OFFICE & PLANNING BOARD</u>		
Code Enforcement Officer	\$29,400	\$56,000
Sr. Code Enforcement Officer	\$29,400	\$70,000
Construction Official	\$29,400	\$133,000
Electrical Sub-Code Official	\$3,000	\$20,000
Fire Sub-Code Official	\$7,500	\$35,000
Flood Plans Manager	\$5,000	\$10,000
Housing Inspector	\$29,400	\$110,000
Housing Inspector Part Time	\$20,000	\$28,000
Plumbing Sub-Code Official	\$3,000	\$35,000
Asst. Construction Official	\$29,400	\$70,000
Planning Board Secretary	\$600/month	\$700/month
<u>ENGINEERING DEPARTMENT</u>		
Municipal Engineer	\$35,000	\$80,000
Municipal Engineer Trainee	\$35,000	\$75,000

FIRE DEPARTMENT

Deputy Fire Chief	\$60,000	\$160,000
Fire Captain	\$56,000	\$145,000
Fire Captain/Official	\$56,000	\$155,000
Fire Chief	\$85,000	\$200,000
Fire Fighter	\$44,000	\$120,000
Fire Fighter Inspector	\$44,000	\$120,000
Fire Lieutenant	\$52,700	\$120,000
Fire Lieutenant/Inspector	\$52,000	\$109,300
PEOSHA Building Inspector	\$2,000	\$5,000

POLICE DEPARTMENT

Municipal Emergency Management Coordinator	\$15,000	\$82,000
Parking Enforcement Officer	\$15,600	\$48,000
Police Captain	\$70,000	\$165,000
Police Chief	\$72,000	\$190,000
Police Lieutenant	\$65,000	\$165,000
Police Lieutenant, Assigned Detective	\$70,000	\$150,000
Police Officer	\$44,880	\$120,000
Police Officer, Assigned Detective	\$60,000	\$109,000
Police Sergeant	\$60,000	\$130,000
Police Sergeant, Assigned Detective	\$65,000	\$129,500
Public Safety Communicator	\$40,000	\$90,000
School Crossing Guard	\$16.00/hour	\$25.00/hour
Secretarial Assistant	\$29,400	\$70,000
Special Law Enforcement Officer	\$16.00/hour	\$35.00/hour

PUBLIC WORKS

Beach Cleaner	\$12.93/hour	\$18.00/hour
Carpenter	\$29,400	\$85,000
General Supervisor Traffic Maintenance	\$29,400	\$82,500
Laborer	\$29,400	\$78,000
Laborer Part-time	\$12.93/hour	\$35.00/hour
Maintenance Worker 1 Grounds	\$29,400	\$80,000
Mechanic	\$29,400	\$84,000
Mechanic's Helper	\$29,400	\$79,000
Park Maintenance Worker	\$29,400	\$77,000
Public Works Superintendent	\$29,400	\$179,000
Receptionist/Telephone Operator Typing	\$29,400	\$90,000
Recycling Coordinator	\$2,500	\$10,000
Street Sweeper	\$29,400	\$78,500
Supervising Mechanic	\$29,400	\$90,000
Traffic Maintenance Worker	\$29,400	\$74,000

RECREATION

Attendants – Fishing Pier	\$12.93/hour	\$18.00/hour
Attendants – Tennis Courts	\$12.93/hour	\$18.00/hour
Pier Master	\$12.93/hour	\$27.00/hour
Recreation Leader	\$29,400	\$85,500
Recreation Worker	\$12.93/hour	\$20.00/hour
Senior Bus Coordinator	\$5,000	\$10,000

WATER & SEWER UTILITY

Pump Station Operator	\$29,400	\$85,000
Sewer Repairer/Water Repairer 1	\$29,400	\$67,000
Sewer Superintendent/Water Superintendent	\$29,400	\$113,000
Supervisor Sewer/Supervisor Water	\$29,400	\$95,000
Water Meter Reader/Water Meter Repairer	\$29,400	\$77,000

SECTION IV. The compensation indicated above lists the range for base salary per annum within said title, payable in biweekly installments. Employees shall also receive such compensation as longevity, holiday pay and other contracted benefits as provided in the labor contracts or written condition of employment approved by the governing body or as otherwise provided by law.

SECTION V. The salaries and all rights contained in this Ordinance shall be effective as of January 1, 2023. Base pay shall not be increased during the calendar year without approval of the majority of the Governing body.

SECTION VI. The terms of employment for employees in a union shall be governed by that union's collective bargaining agreement. Members of the Ventnor City non-uniform departments will be granted one (1) working day of sick leave per month during the remainder of the first calendar year of employment after initial appointment and fifteen (15) working days of sick leave annually thereafter, cumulative to the date of retirement. Payment shall be calculated based upon the employee's base rate of salary at the termination date of employment, provided that the employee has completed at least twenty (20) years of service. The maximum payment for accumulated sick leave at retirement is limited as specified in the respective employment agreements or as set forth in the City Code, the Policies and Procedures Manual and/or the Employee Handbook and may be subject to State statutes.

SECTION VII. All permanent non-union employees shall have the terms and conditions of employment set forth in the city code of their individual employee contracts as applicable.

SECTION VIII. Upon termination, including resignation or retirement, employees are entitled to health benefit coverage pursuant to COBRA. Health benefits for qualified retirees of the Police and Firemen's Retirement System or under PERS as a law enforcement officer is pursuant to Chapter 330, P.L. 1997 if the State of NJ.

Medical Benefits: The City agrees to continue to provide health insurance coverage substantially similar to health insurance coverage as currently in effect for all employees and the dependents of those employees currently covered by this agreement at the City's expense. However, employees shall be responsible for payment of 1.5% of their base salary, or any other additional amount required concerning health insurance required by law, through withholding from their pay, as a contribution for health benefit coverage. The term base salary shall mean the salary on which an employee's pension contribution retirement program salary is based. However, for employees hired after July 2007 for whom pensionable salary is limited to the salary on which social security contributions are based, the employees' total pensionable salary plus defined contribution retirement program eligible based salary would be used.

Benefit Waiver: The City agrees to pay a health benefit waiver stipend of twenty-five percent (25%) of the amount saved by the City because of the waiver of coverage or Five Thousand Dollars (\$5,000), whichever is less, if an employee covered herein agrees to waive participation in the City's health benefit plan, provided said employee agrees to be excluded for the entire calendar year and can document that the employee has other health benefit coverage. Employees waiving participation shall receive payment in 12 equal installments to be paid at the end of each month. Employees and their covered dependents may re-enter the city health benefit plan at any time with no re-enrollment penalty or delay in accordance with any special enrollment period or qualifying event in accordance with the NJSHBP guidelines. No employee shall have dual coverage under the State Health Benefit Plan (SHBP). If an employee has coverage under the SHBP through a spouse or civil union that employee shall not be entitled to the waiver stipend.

SECTION IX. Should death occur during employment to any employee with twenty (20) years or more service to the City of Ventnor City, all benefits accrued by said employee shall be payable shall be payable to said employee's estate.

SECTION X. All ordinances or parts of ordinances inconsistent herewith are hereby repeals to the extent of such inconsistency.

SECTION XI. Reimbursement for business related travel shall be calculated at the standard mileage rate then in effect as determined and published from time to time by the Internal Revenue Service.

SECTION XII. Should any section, subsection, paragraph, clause, sentence or other portion of this Ordinance be adjudged by a Court of competent jurisdiction to be invalid, such judgment shall not affect, impair or invalidate the remainder of this Ordinance.

SECTION XIII. This Ordinance shall take effect immediately upon final passage, approval, and publication as required by law.

FIRST READING July 27, 2023

PUBLICATION August 3, 2023

PUBLIC HEARING
& ADOPTION August 10, 2023

Mayor Lance B. Landgraf Jr.

Commissioner H. Timothy Kriebel

Commissioner Maria Mento

LISA H. HAND, RMC
City Clerk