BOROUGH OF NORWOOD

ORDINANCE 08:13

AN ORDINANCE TO AMEND AN ORDINANCE ENTITLED "AN ORDINANCE TO FIX SALARIES, WAGES, AND COMPENSATION OF CERTAIN OFFICIALS, OFFICERS AND EMPLOYEES OF THE BOROUGH OF NORWOOD, COUNTY OF BERGEN, AND STATE OF NEW JERSEY" AND SETTING FORTH THE METHOD OF PAYING SALARIES AND ANY OTHER ORDINANCES AMENDING SAID ORDINANCE.

BE IT ORDAINED by the Governing Body of the Borough of Norwood, County of Bergen, and State of New Jersey, as follows:

SECTION 1. That the officers, officials and employees of the Borough of Norwood, listed below, shall be paid in biweekly installments, and fixed in the amounts set opposite their respective titles:

A.	**1/1/2008**
Borough Administrator	13,499.20
Borough Clerk	70,501.93
Deputy Borough Clerk	47,272.96
Chief Financial Officer	35,629.27 (01/01/08-06/30/08)
Chief Financial Officer	15,000.00 (After 07/01/08)
Tax Collector	19,782.60
Tax Clerk	43,447.46
Accounting Clerk	38,000.00
Police Clerk	41,776.80
Superintendent DPW	97,450.00
CI Sewer License	1,000.00/annum
CII Sewer License	2,000.00/annum
Municipal Court Administrator	44,561.92
Board of Health Secretary	36,602.90
Technical Assistant	32,446.65
Recycling Co-Ordinator	2,000.00

B. The following represents salaries paid to employees working thirty-five (35) hours or less.

Magistrate	5,000.00
Prosecutor	5,000.00
Public Defender	2,000.00
Court Assistant	50.00 per session
Tax Assessor	10,000.00
Assessment Clerk	9,263.52

B: Continued

Clerk/Planning Board	9,079.49
Clerk/Zoning Board	2,673.72
Admin. Ass't/Clerk's Office	10-15 per hour
Special Police	17.29 per hour*
School Crossing Guard	21.01 per hour*
Seasonal Employee	7 – 11 per hour

* Effective date for salary increase is September 1, 2008

Construction Office

Construction Official & Bldg. Sub Code Official	39,720.10
Plumbing Inspector	8,992.19
Fire Sub-code Official	8,992.19
Electrical Sub-code Official	8,992.19
Assistant Building Inspector	3,705.72
Assistant Fire Sub Code Inspector	1.00/yr. L. Herman and P. Renaud

Bureau of Fire Prevention

Fire Official	7,956.75
Fire Inspector	6,895.85
Fire Inspector	6,895.85
Secretary	3,923.90

Board of Health

Registrar	1,000.00
Deputy Registrar of Vital Statistics	500.00
Overtime for Clinic	75.00

Recreation

Part-time Director	5,304.50
Summer Rec. Director	3,500.00
Summer Rec. Asst. Director	1,500.00
Gym/Field Director	1,500.00
Arts/Crafts Director	1,500.00
Camp Counselors	500.00/counselor

SECTION 2. In addition to salary, referred to herein, all full time employees shall be entitled to longevity payments as set forth in the following schedule.

After 5 years of service ..... 2 % per annum
After 10 years of service .....3.5% per annum
After 15 years of service .....5 % per annum
After 20 years of service .....6.5% per annum
After 24 years of service .....8 % per annum

All employees hired after August 1, 2005 are ineligible for longevity.

SECTION 3. All salaries, wages, and compensation set forth in this Ordinance for all employees of the Borough shall be retroactive to said date.

SECTION 4. Manner of payment shall be on a bi-weekly basis.

SECTION 5. The Borough will provide all full time employees with a vision Protection plan consisting of payment up to a maximum of $150.00 per year for eye examinations, protective and or corrective eyewear for the covered employee only.

SECTION 6. Unless otherwise provided herein, all salaries, wages and compensation set forth in Ordinance to which this Ordinance is an amendment, shall remain in force and effect unless specifically changed by this Ordinance.

SECTION 7. Paid Holidays for full-time employees shall be thirteen (13) as follows:

New Year's Day
Martin Luther King's Birthday
Lincoln's Birthday (in lieu of December 26, 2008)
President's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day
Day after Thanksgiving Day
Christmas Day

SECTION 8. Overtime: there is no provision for overtime in this Ordinance.

SECTION 9. Personal Days: All full-time employees shall be entitled to three (3) paid personal days with prior approval from their department head.

SECTION 10. Vacation Pay: All full-time non-union personnel shall be entitled to paid vacations as follows:

Six months – 1 year	5 days
One – Five years	10 days
Five – Ten years	15 days
Ten years or more	20 days

Vacations must be taken during the year they are earned and cannot accumulate.

SECTION 11. All full-time, non-union personnel shall be entitled to 12 paid sick days. At the end of each calendar year, an employee's unused sick time shall be paid out in an amount equal to their daily rate of pay. Sick time shall not accumulate.

SECTION 12. All Ordinances or parts of Ordinances inconsistent with or in conflict with this Ordinance are hereby repealed as to said inconsistencies and conflict.

SECTION 13. If any section, part of any section, or clause or phrase of this Ordinance is for any reason held to be unconstitutional or invalid, such decision shall not affect the remaining provisions of this Ordinance. The Governing Body of the Borough of Norwood declares that it would have passed the Ordinance and each Section and subsections, thereof, irrespective of the fact that any one or more of the sections, subsections, sentences, clauses or phrases may be declared unconstitutional.

SECTION 14. This ordinance shall take effect immediately after passage and publication as provided by law.

Introduced: October 13, 2008

Adopted: October 29, 2008

APPROVED: _____
James P. Barsa, Mayor

ATTEST: Lorraine L. McMackin
Lorraine L. McMackin, Clerk