

**BOROUGH OF NORWOOD**

**ORDINANCE 12:05**

**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:

<b>A.</b>	<b><u>1/1/2012</u></b>
Borough Administrator	14,113.41
Borough Clerk	78,869.45
Deputy Borough Clerk	51,423.88
Chief Financial Officer	17,200.00
Tax Collector	68,212.50
Police Clerk	43,677.64
Superintendent DPW	109,015.86
CI Sewer License	1,000.00/annum
CII Sewer License	2,000.00/annum
Municipal Court Administrator	46,589.49
Recycling Co-Coordinator	2,000.00
Purchasing Agent	3,000.00
Election Official	5,000.00
Deputy Election Official	2,500.00
Finance/Tax Clerk	30,940.00
Web Master	2,500.00
Event Planner	2,500.00
Emergency Management Coordinator	10,000.00

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

Magistrate	7,500.00
Prosecutor	5,000.00
Public Defender	2,000.00
Court Assistant	50.00 per session
Tax Assessor	10,000.00
Assessment Clerk	9,685.01
Clerk/Planning Board	500.00/annum
Clerk/Zoning Board	500.00/annum
Zoning Board Secretary	200.00/meeting
Planning Board Secretary	200.00/meeting
Admin. Ass't/Clerk's Office	15-20 per hour
Ass't Tax/Finance Office	5,000.00/annum
Class I Special Police Officer	18.10 per hour
Class II Special Police Officer	22.75 per hour
School Crossing Guard	21.50 per hour
School Crossing Guard	22.50 per hour *
Seasonal Employee	9 – 16 per hour

\*From 1/1/2012 – 12/31/2012 for Crossing Guards employed in 2010

**Construction Office**

Construction Official & Bldg. Sub Code Official	41,527.36
Plumbing Inspector	9,401.34
Fire Sub-code Official	9,401.34
Electrical Sub-code Official	9,401.34
Assistant Building Inspector	3,874.33
Assistant Fire Sub Code Inspector	1.00/yr. L. Herman and P. Renaud
Technical Assistant	18.00/hour

**Bureau of Fire Prevention**

Fire Official	8,318.78
Fire Inspector	9,794.43 Sheppard
Fire Inspector	2,584.81 McGuire
Secretary	4,102.44

**Board of Health**

Board of Health Secretary	18.00/hour (\$100/meeting)
Registrar	1,000.00
Deputy Registrar of Vital Statistics	1,000.00

**Recreation**

Part-time Director	5,545.85
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 Counselor's	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. All employees hired after August 1, 2005 are ineligible for longevity.

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

**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.** All employees will contribute towards their medical benefits in compliance with P.L. 2011 c.78.

**SECTION 7.** 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 8.** Paid Holidays for full-time employees shall be thirteen (13) as follows:

- |                               |                            |
|-------------------------------|----------------------------|
| New Year's Day                | Labor Day                  |
| Martin Luther King's Birthday | Columbus Day               |
| Lincoln's Birthday            | Veterans Day               |
| President's Day               | Thanksgiving Day           |
| Good Friday                   | Day after Thanksgiving Day |
| Memorial Day                  | Christmas Day              |
| Independence Day              |                            |

**SECTION 9.** Overtime: there is no provision for overtime in this Ordinance.

**SECTION 10.** Personal Days: All full-time employees shall be entitled to three (3) paid personal days with prior approval from their department head.

**SECTION 11.** Vacation Pay: All full-time non-union personnel shall be entitled to paid vacations as follows:

One – Five years	11 days
Six – Ten years	16 days
Eleven to Sixteen	21 days
Seventeen to Nineteen	24 days
Twenty Years of Service on	26 days

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

**SECTION 12.** 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 13.** All Ordinances or parts of Ordinances inconsistent with or in conflict with this Ordinance are hereby repealed as to said inconsistencies and conflict.

**SECTION 14.** 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 15.** This ordinance shall take effect immediately after passage and publication as provided by law.

Introduced: \_\_\_\_\_

Adopted: \_\_\_\_\_

APPROVED: \_\_\_\_\_  
James P. Barsa, Mayor

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