

**BOROUGH OF NORWOOD  
ORDINANCE 16:04**

**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>1/1/2016</u></b>
Borough Administrator	15,276.54
Borough Clerk	85,370.84
Deputy Administrator	58,162.87
Deputy Borough Clerk	65,000.00
Chief Financial Officer	23,923.88
Tax Collector	73,835.41
Police Clerk	47,278.07
Municipal Court Administrator	50,429.96
Grant Writer/Grant Monitor	5,000.00
Police Captain	136,963.56
Police Chief	154,492.64
Purchasing Agent	3,000.00
Election Official	5,000.00
Deputy Election Official	2,500.00
Finance/Tax Clerk	38,984.40
Web Master	2,500.00
Event Planner	2,500.00
Emergency Management Coordinator	10,000.00
Municipal Housing Liaison Officer	10,000.00

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

Magistrate	12,000.00
Prosecutor	5,000.00
Court Assistant	50.00 per session
Tax Assessor	10,000.00
Assessment Assistant	15,606.00

Clerk/Planning Board	3,000.00/annum
Clerk/Zoning Board	3,000.00/annum
Admin. Ass't/Clerk's Office	15-20 per hour
Ass't Tax/Finance Office	5,000.00/annum
Class I Special Police Officer	19.59 per hour
Class II Special Police Officer	24.62 per hour
School Crossing Guard	23.28 per hour
Seasonal/Part-time DPW Employee	9 – 18 per hour

### **Construction Office**

Construction Official & Bldg. Sub Code Official	44,950.55
Plumbing Inspector	10,176.32
Fire Sub-code Official	10,176.32
Electrical Sub-code Official	10,176.32
Assistant Building Inspector	4,193.71
Assistant Fire Sub Code Inspector	1.00/yr. L. Herman and P. Renaud
Technical Assistant	25,325.00

### **Bureau of Fire Prevention**

Fire Official	9,004.52
Fire Inspector	10,601.81 Sheppard
Fire Inspector	2,797.88 McGuire
Secretary	4,440.61

### **Board of Health**

Board of Health Secretary	15-20 per/hour
Registrar	2,000.00
Deputy Registrar of Vital Statistics	1,000.00

### **Recreation**

Part-time Director	6,003.02
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 based on 25 pays.

**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	26 days
*Chief of Police	30 days

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

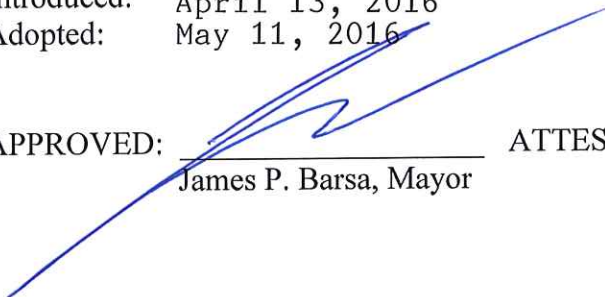
**SECTION 12.** All full-time, non-union personnel shall be entitled to 12 paid sick days. At the end of each calendar year, an employee's unused sick time shall be paid out in an amount equal to their daily rate of pay. Sick time shall not accumulate.


**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: April 13, 2016  
Adopted: May 11, 2016

APPROVED:   
James P. Barsa, Mayor

ATTEST:   
Lorraine L. McMackin, Clerk