

**BOROUGH OF BERGENFIELD  
PUBLIC NOTICE**

**ORDINANCE 23-2614 - AN ORDINANCE TO ESTABLISH THE SALARY RANGES OF EMPLOYEES NOT SUBJECTED TO UNIONIZED CONTRACTUAL UNITS OF THE BOROUGH OF BERGENFIELD**

was introduced at a meeting of the Mayor and Council of the Borough of Bergenfield, in the County of Bergen, New Jersey, held on Tuesday, April 4, 2023 and will be further considered for final passage after public hearing at a meeting of the Mayor and Council to be held in the Council Chambers, Bergenfield Municipal Center, 198 North Washington Avenue, Bergenfield, New Jersey on Tuesday, April 18, 2023 at 8:00 p.m. prevailing time, or as soon thereafter as the matter can be heard.

A clear and concise statement for this ordinance is to establish salary ranges for employees not subjected to unionized contractual units and authorizes the Borough Administrator to determine the salary of each Civil Service employee within each salary range, as set forth in the ordinance.

A copy of this ordinance may be obtained without cost between the hours of 8:30 a.m. and 4:30 p.m. at the office of the Borough Clerk, 198 North Washington Avenue, Bergenfield, New Jersey.

Marie Quinones, RMC  
Borough Clerk  
April 10, 2023

**Borough of Bergenfield  
Ordinance**

Ordinance #:23-2614

**An Ordinance Entitled:**

**AN ORDINANCE TO ESTABLISH THE SALARY RANGES OF  
EMPLOYEES NOT SUBJECTED TO UNIONIZED CONTRACTUAL  
UNITS OF THE BOROUGH OF BERGENFIELD.**

WHEREAS, the Governing Body believes it appropriate to establish salary ranges which include possibilities for cost of living and other remuneration adjustments without the necessity for acting on an annual or more frequent basis; and

WHEREAS, from an administrative standpoint, it is desirable for the citizens of the Borough, and for potential candidates for the various positions to know the possible range of salaries and salary increases.

WHEREAS, the Borough Administrator as the appointing authority for the Borough, the Borough Administrator is hereby authorized and directed to determine the salary of each Civil Service employee within each salary range, such determination and salary to reflect the increases granted to unionized employees.

NOW, THEREFORE, the following salary ranges are hereby established by the Governing Body of the Borough of Bergenfield for the following positions;

**A. Classified Civil Service Positions**

<b><u>Title:</u></b>	<b><u>Minimum:</u></b>	<b><u>Maximum:</u></b>
<i>Full- Time (Per Year)</i>		
Building Inspector	\$52,000.00	\$75,000.00
Code Enforcement Officer	\$30,000.00	\$60,000.00
Construction Sub-Code Official	\$59,000.00	\$80,000.00
Municipal Court Administrator	\$50,000.00	\$83,000.00
Office & Clerical	\$38,000.00	\$68,000.00
Police Chief	\$152,900.00	\$225,000.00
Public Works Superintendent	\$125,000.00	\$170,000.00
 <i>Part-Time (Per Year)</i>		
Accountant	\$22,000.00	\$36,000.00
Code Enforcement Inspector	\$12,000.00	\$22,500.00
 OEM Coordinator	\$6,000.00	\$14,000.00
Construction Code Official	\$15,000.00	\$26,000.00
Electrical Sub-Code Official/Inspector	\$13,000.00	\$22,500.00

Elevator Sub-Code Official/Inspector	\$4,000.00	\$12,000.00
Fire Official - UFD	\$7,500.00	\$16,000.00
Fire Sub-Code Official/Inspector	\$12,500.00	\$36,000.00
Office & Clerical	\$14,000.00	\$29,500.00
Payroll Clerk	\$6,500.00	\$15,000.00
Plumbing Sub-Code Official/Inspector	\$16,500.00	\$22,500.00
Qualified Purchasing Agent	\$15,000.00	\$22,500.00
Safety Coordinator	\$12,000.00	\$20,500.00
Social Services Director	\$6,000.00	\$12,000.00
Zoning Officer	\$6,000.00	\$12,000.00

Part-Time (Per-Week Salary)

Recreation Assistant Directors	\$400.00	\$800.00
Recreation Counselors	\$217.50	\$400.00
Recreation Park Director	\$950.00	\$1,400.00
Recreation Sport Asst. Instructors	\$125.00	\$400.00
Recreation Sport Instructors	\$125.00	\$450.00

Part-Time (Per-Hour Permanent)

Bus Driver	\$17.00	\$25.00
EMT	\$14.00	\$20.00
Office & Clerical	\$15.00	\$22.00
School Crossing Guard	\$14.00	\$19.50

Part-Time (Per Hour-Temporary)

Animal Census Workers	\$9.00	\$15.00
Clerical (Advisor to the Clerk)	\$35.00	\$45.00
DPW Seasonal Laborers	\$15.00	\$20.00
Recreation Counselors/Facility Mgr.	\$13.00	\$30.00
Recreation Leader/Chaperones - Per Night	\$13.00	\$30.00
Volunteer Firefighter (Per Diem) - FF 1 Equivalent	\$15.00	\$20.00

Part-Time (Per Inspection/Review - Temporary)

Fire Official Office		
Business or Building (based on total sq. ft)	\$20.00	\$70.00
Class E Multiple Dwelling Units (1 to 3)	\$20.00	\$20.00
Class E Multiple Dwelling Units (4 and above)		
*plus \$5.50 per unit over 3	*\$20.00	*\$20.00

Building/Construction Code Offices

Inspection	\$25.00	\$100.00
Plan Review	\$15.00	\$100.00

**Unclassified Civil Service Appointed & Elected**

**B. Officials**

**Title:**

*Full-Time (Per Year)*

Borough Clerk	\$70,000.00	\$145,000.00
Assistant to the Borough Clerk	\$44,000.00	\$55,000.00
Borough Administrator	\$125,000.00	\$220,000.00
Acting Borough Clerk	\$65,000.00	\$100,000.00
Chief Financial Officer	\$20,000.00	\$140,000.00
Deputy Chief Financial Officer	\$75,000.00	\$115,000.00
Deputy Borough Clerk	\$52,000.00	\$75,000.00
Assistant to the Administrator	\$45,000.00	\$70,000.00
Tax Collector	\$78,000.00	\$96,000.00

*Part-Time (Per Year)*

Borough Attorney	\$41,200.00	\$60,000.00
Salary for all legal services, excluding litigation hourly rate for services not specified in contract	\$125.00	\$165.00

Borough Prosecutor	\$15,000.00	\$25,500.00
Municipal Court Judge	\$24,000.00	\$45,000.00
Public Defender	\$6,000.00	\$15,500.00
Board of Adjustment Attorney	\$2,000.00	\$5,000.00
Rent Leveling Board Attorney	\$1,800.00	\$5,000.00
Planning Board Attorney	\$2,060.00	\$5,000.00
Zoning Board Attorney	\$2,060.00	\$5,000.00
Chief Financial Officer	\$7,000.00	\$40,000.00
Deputy Borough Clerk	\$6,500.00	\$9,000.00
Public Information Officer	\$18,000.00	\$22,000.00
Qualified Purchasing Agent	\$18,000.00	\$25,000.00
Recreation Director	\$18,000.00	\$30,000.00
Tax Assessor	\$24,000.00	\$32,000.00
Waste Water System Operator	\$2,000.00	\$4,500.00
Municipal Housing Liaison	\$1,300.00	\$1,600.00
Mayor	\$8,000.00	\$16,000.00
Council Members	\$7000.00	\$13,000.00

Mayor & Council Members shall receive \$1,375.00 per year to defray motor vehicle operations, maintenance expenses and other costs incurred in connection with their official duties.

Barrier Free Committee Secretary	\$1,200.00	\$2,400.00
Fire Dept. Secretary	\$1,200.00	\$2,400.00
Recreation Committee Secretary	\$1,200.00	\$2,400.00
Rent Leveling Board Secretary	\$1,200.00	\$1,500.00
Shade Tree Committee Secretary	\$1,200.00	\$2,400.00
Zoning Board Secretary	\$1,200.00	\$4,800.00
Planning Board Secretary	\$1,200.00	\$3,600.00

Part-Time (Hourly)

Public Defender	\$125.00	\$200.00
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Part-Time (Per Year - Temporary)

Acting Chief Financial Officer	\$7,000.00	\$30,000.00
Acting Tax Collector	\$7,000.00	\$25,000.00

Introduced: April 4, 2023

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Attest

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Approved