

**ORDINANCE NO. 18-2023**

**AN ORDINANCE CONCERNING  
SALARIES AND LONGEVITY PAY**

**BE IT ORDAINED** by the Borough Council of the Borough of Morris Plains, in the County of Morris and State of New Jersey, they being the Governing Body of said Borough as follows:

1. Effective upon publication of final adoption of this ordinance, or as otherwise provided herein, the following salaries and/or hourly compensation for the following listed Borough Officials, Employees and Positions shall be, and are hereby fixed as follows:

Borough Clerk/Personnel Director	\$59,000.00 to	\$130,000.00 per year
Deputy Borough Clerk	\$30,000.00 to	\$ 66,000.00 per year
Clerk-Typists	\$25,000.00 to	\$ 54,000.00 per year
Part-time Help - Clerical	\$ 16.00 to	\$ 25.00 per hour
Webmaster	\$ 25.00 to	\$ 50.00 per hour
Tax Assessor	\$ 6,000.00 to	\$ 28,000.00 per year
Assistant Tax Assessor	\$ 16.00 to	\$ 30.00 per hour
Assistant Collector of Taxes	\$25,000.00 to	\$ 50,000.00 per year
Assistant Treasurer	\$ 5,000.00 to	\$ 60,000.00 per year
Chief Financial Officer/Collector of Taxes/Treasurer	\$ 59,000.00 to	\$160,000.00 per year
Assistant Financial Officer	\$35,000.00 to	\$ 77,000.00 per year
Part-Time Accountant/Bookkeeper	\$ 30.00 to	\$ 40.00 per hour
Purchasing Agent	\$ 1,500.00 to	\$ 4,000.00 per year
Part-Time Temporary Grant Consultant	\$ 25.00 to	\$ 85.00 per hour
Mayor	\$ 5,000.00 to	\$ 10,000.00 per year
Councilmembers (6)	\$ 4,000.00 to	\$ 8,000.00 per year
Construction Official	\$20,000.00 to	\$ 80,000.00 per year
Assistant Construction Official	\$ 2,000.00 to	\$ 30,000.00 per year
Zoning Official	\$ 20.00 to	\$ 43.00 per hour
Assistant Zoning Official	\$ 20.00 to	\$ 43.00 per hour
Construction Official Admin.Assistant	\$25,000.00 to	\$ 82,000.00 per year
Full Time Construction Office Clerical	\$25,000.00 to	\$ 51,000.00 per year
Part Time - Construction Office Clerical	\$ 16.00 to	\$ 25.00 per hour
Temporary Part Time Secretary	\$ 16.00 to	\$ 30.00 per hour
Building Sub-code Official	\$ 5,000.00 to	\$ 30,000.00 per year
Plumbing Sub-code Official	\$ 5,000.00 to	\$ 25,000.00 per year
Electrical Sub-code Official	\$ 5,000.00 to	\$ 32,000.00 per year
Fire Sub-code Official	\$ 4,000.00 to	\$ 15,000.00 per year
Substitute Inspection Officials	\$ 20.00 to	\$ 100.00 per hour
Weekend /Off hour Inspections	\$ 25.00 to	\$ 100.00 per hour

Judge of Municipal Court	\$25,000.00 to	\$ 45,000.00 per year
Court Administrator	\$35,000.00 to	\$ 82,000.00 per year
Part-Time Deputy Court Administrator	\$ 16.00 to	\$ 40.00 per hour
Part-time Violations Clerk	\$ 16.00 to	\$ 40.00 per hour
Board and Commission Secretary	\$20,000.00 to	\$ 40,000.00 per year
Recycling Coordinator	\$ 5,000.00 to	\$ 25,000.00 per year
Board of Health Secretary	\$ 4,000.00 to	\$ 10,000.00 per year
Police Chief	\$86,000.00 to	\$175,000.00 per year
Police Operations Division Commander	\$85,000.00 to	\$145,000.00 per year
Secretary to Police Chief	\$30,000.00 to	\$ 73,000.00 per year
Police Records Clerk	\$29,000.00 to	\$ 58,000.00 per hour
Part-Time Police Records Clerk	\$ 16.00 to	\$ 28.00 per hour
School Crossing Guards	\$ 50.00 to	\$ 92.00 per day
Substitute School Crossing Guard	\$ 50.00 to	\$ 92.00 per day
Special Police	\$ 16.00 to	\$ 50.00 per hour
Humane Law Enforcement Officer	\$ 700.00 to	\$ 1,000.00 per year
Police Matrons	\$ 15.13 to	\$ 45.00 per hour
Chief of Fire Prevention Bureau	\$ 5,000.00 to	\$ 80,000.00 per year
Inspector - Fire Prevention Bureau	\$ 15.13 to	\$ 150.00 per inspection
Inspector - Fire Prevention Bureau	\$ 15.13 to	\$ 40.00 per event/per hr
Teen Center Coordinator	\$ 2,000.00 to	\$ 8,000.00 per year
Teen Center Assistant Coordinator	\$ 1,000.00 to	\$ 5,000.00 per year
Teen Center Supervisor	\$ 1,000.00 to	\$ 5,000.00 per year
Teen Center Supervisor – Part Time	\$ 1,000.00 to	\$ 5,000.00 per year
Substance Abuse Coordinator	\$ 2,000.00 to	\$ 7,200.00 per year
Sr. Citizen Transportation Coordinator	\$ 7,000.00 to	\$ 16,000.00 per year
Sr. Citizen Transportation Part Time Driver	\$ 15.13 to	\$ 18.00 per hour
Facility Coordinators Part Time	\$ 15.13 to	\$ 25.00 per hour
Part-Time Custodial/Building Maintenance	\$ 5,000.00 to	\$ 25,000.00 per year
Substitute Part-time Custodial/Building Maintenance	\$ 15.13 to	\$ 25.00 per hour

**DEPARTMENT OF PUBLIC WORKS**

Superintendent	\$75,000.00 to	\$135,000.00 per year
Assistant Superintendent	\$70,000.00 to	\$124,000.00 per year
Acting Assistant Superintendent	\$70,000.00 to	\$100,000.00 per year
Foreman	\$66,000.00 to	\$ 94,000.00 per year
Part Time Help Laborer	\$ 15.13 to	\$ 18.00 per hour

**BOARD OF RECREATION COMMISSIONERS**

Recreation Director	\$ 5,000.00 to	\$25,000.00 per year
Recreation Coordinator	\$ 4,000.00 to	\$20,000.00 per year

Secretary – Part Time	\$ 16.00 to	\$ 30.00 per hour
Counselors - Fall	\$ 15.13 to	\$ 30.00 per hour
Summer Camp Director	\$ 2,000.00 to	\$ 10,000.00 per year
Counselors - Summer	\$ 13.73 to	\$ 30.00 per hour
Program Instructors	\$ 25.00 to	\$ 125.00 per hour
Program Instructors	\$ 13.73 to	\$ 200.00 per student

**SWIMMING POOL**

Director	\$ 4,000.00 to	\$ 13,000.00 per season
Assistant Director	\$ 2,000.00 to	\$ 9,000.00 per season
Life Guards	\$ 13.73 to	\$ 25.00 per hour
Senior Life Guards	\$ 13.73 to	\$ 30.00 per hour
Swim Coaches	\$ 400.00 to	\$ 5,500.00 per season
Snack Bar Director	\$ 1,000.00 to	\$ 6,000.00 per season
Snack Bar Employees	\$ 13.73 to	\$ 18.00 per hour
Snack Bar Attendants	\$ 13.73 to	\$ 18.00 per hour

2. Where a salary range is indicated above, the Borough Council shall fix the appropriate salary or pay rate for each employee by resolution, which salary or pay rate shall be no less than the minimum or no more than the maximum for the position specified.

3. All full-time Borough employees will be paid their regular salary for any time spent on jury duty.

4. All salaries or compensation set forth herein shall be in lieu of any and all fees or other compensation, except in the case of the Borough Clerk or Deputy Borough Clerk or Construction Official's Administrative Assistant, who shall be paid in addition to the annual salary, the sum of \$300.00 per meeting for each special meeting of the Borough Council which she attends.

5. All of the above full time Borough employees, hired prior to January 1, 1989, in addition to the salaries set forth in Section 1 above, shall be entitled to longevity pay as follows:

<u>YEARS OF CONTINUOUS SERVICE</u>	<u>AMOUNT OF LONGEVITY PER YEAR</u>
Beginning with 5 <sup>th</sup> year of employment	\$300.00
Beginning with 11 <sup>th</sup> year of employment	\$450.00
Beginning with 15 <sup>th</sup> year of employment	\$550.00
Beginning with 19 <sup>th</sup> year of employment	\$650.00
Beginning with 22 <sup>nd</sup> year of employment	\$750.00

For the purpose of longevity, an employee's anniversary date is to be considered as the first day of hire. The longevity pay provided for by this section shall be paid bi-weekly at the same time and in addition to the regular salary as provided for in Section 1 hereof. This paragraph shall not apply to any employees covered by a collective bargaining agreement.

All Borough employees hired after January 1<sup>st</sup> 1989, shall not be entitled to longevity pay.

6. In addition to the salaries or compensation provided herein, all full time employees shall receive such benefits as provided for such employees by separate ordinance.

7. All Ordinances and parts of Ordinances inconsistent herewith are hereby repealed to the extent of such inconsistency.

8. If any section, subsection, sentence, clause or phrase of this Ordinance is, for any reason, held by a Court of competent jurisdiction to be invalid, such a decision shall not affect the validity of the remaining portions of this Ordinance.

9. This Ordinance shall take effect after publication and final passage thereof, as provided for by law.

Introduced: December 7, 2023

Adopted: December 21, 2023

/s/ Jason Karr