

EMERGENCY MEETING
Mayor and Council
Borough of Harrington Park, New Jersey
November 8, 2018

(PAH) Call Meeting to Order

Time: 10:08am

Mayor's Announcement:

In compliance with Chapter 231, Public Law 1975, notice of the emergency meeting was made and shall be published in official newspaper as soon as possible. It is posted on the bulletin board in the Municipal Center and on the Borough website. Copies have been emailed to the BERGEN RECORD, SUBURBANITE and THE NORTHERN VALLEY PRESS. A copy has been filed with the Borough Clerk, and copies have been provided to individuals requesting the same.

(ALB) Roll Call:

	PRESENT	ABSENT
NAPOLITANO(AN)		x
EVANELLA (GE)		x
WALKER (DW)	x	
FITZGERALD (LF)		x
PEDERSEN (JP)	x	
CHUNG (JC)	x	

Mayor Hoelscher makes the quorum to hold the meeting

Also present:

Ms. Ann H. Bistriz, Borough Clerk (ALB)

Mr. Kunjesh Trivedi, CFO, CTC (KJT)

(JP) Introduction of Ordinance #728 Salary Ordinance 2019

Introduced by title only

Second-JC

Discussion: Finance Committee met on the November 6, 2018 and reviewed salaries, past, present and future. KJT has taken into consideration the increases with Department of Public Works and Police and the minimum rate paid to County employees. We have a few part time employees that are very valuable for handling several departments. They should be paid appropriately since it could be difficult to replace them if they leave for other positions that pay more (\$15/hr.). The Introduced Salary Ordinance is very fair for all employees with the consideration of 2.5% for the full time employees and increases for the Magistrate and Prosecutor which were part of consideration when they were hired. Crossing guards did not receive an increase since the research done with other municipalities proved that the Borough's salary is appropriate for this position. The Chief's salary is set as a range since he is currently under contract negotiations.

Roll Call Vote-AIF

Second reading with public session will be held at the November 19, 2018 meeting.

Description	Full Time or Part Time	Manner of Payment	Salary and Range
Borough Clerk, Registrar of Vital Statistics, Assmt. Search Officer	F	C	\$ 62,547.67
Administrator	F	C	\$ 11,094.93
News Letter Writer			15/Hr
Affordable Housing Liaison		C	\$525-\$1500
Primary Affordable Housing Liaison			\$ 1,000.00
Secondary Affordable housing Liaison			\$ 1,000.00
Assessor	P	C	\$ 16,000.00
Qualified Purchasing Agent		C	\$ 3,999.04
Chief Financial Officer/Tax Collector/Tax Search Officer/	F	C	\$ 103,841.67
Clerk/Secretary:			
Accounts Clerk (CFO assistant)	P	D	15-20/Hr
Non Flexible and Assigned (CFO assistant)			19-25/Hr
Environmental Commission	P	E	\$ 746.49
Planning Board / Board of Adjustment	P	D	\$15/Hr
Construction:			
Construction Code Official	P	C	\$ 7,503.06
Construction Enforcement Official	P	C	\$ 6,526.43
Electrical Sub-Code Official	P	C	\$ 8,158.04
Building Inspector	P	C	\$ 5,298.37
Building Sub-Code Officer	P	C	\$ 9,419.23
Fire Protection Sub-Code Officer	P	C	\$ 7,719.48
Plumbing Sub-Code Official	P	C	\$ 8,830.26
Plumbing- New Regulation Sub Code Official			\$ 784.13
Technical Assistant/Clerk Construction Code officer	P	A	\$ 23,930.24
Technical Assistant/Fire Prevention		C	\$ 213.28
Zoning Officer	P	C	\$ 2,885.79
Fire Prevention Official/ Fire Marshall	P	C	\$ 5,332.05
RCCO Inspector		C	\$ 3,412.51
Magistrate	P	C	\$ 15,000.00

Magistrate Fee Special Ct. Session	P	F	\$ 100.00
Office of Emergency Manager	P	E	\$ 2,613.75
Payroll Clerk	F	C	\$ 22,146.35
Police Chief	F	C	\$185634.41-\$192000
Prosecutor	P	G	\$ 8,000.00
Alternate Prosecutor	P	G	\$ 3,060.00
Public Defender	P	F	\$ 102.00
Sanitarian	P	C	\$ 12,000.00
*School Guards (Hired prior to 9/2009)	P	D	\$ 44.74
* School Guards (Hired after 9/2009)	P	D	\$ 34.33
Hired after 9/2009 with 5 year consecutive service			\$ 39.33
School Guards - Special Assign	P	D	
Secretary:			
Board of Health	P	D	15/Hr
Recreation Commission	P	D	15/Hr
Tax Assessor	P	D	15/Hr
Sub-Registrar	P	D	\$ 522.75
Temporary & Part-Time D.P.W. & Recycling	P	D	12-25/hr
Temporary Office Assistant	P	I	12-25/hr
Town Nurse	P	D	\$ 27.19
Public Works Department:			
DPW Superintendent	F	C	\$ 140,027.90
Waste Water Operator	F	C	\$ 1,500.00
DPW Recycling			15/Hr
DPW Foreman	F	C	\$ 2,500.00

Manner of Payment (Explanatory references to the above)

- A - Annual Salaries - paid quarterly during first pay period of March, June, Sept. and Dec.
- B - Per meeting - vouchered
- C - Annual salaries - paid on a bi-weekly basis
- D - Hourly basis - paid bi-weekly on a submitted voucher
- E - Annual Salary - paid once a year
- F - Per session - vouchered
- G - Paid quarterly - vouchered

H - Annual Salary - paid monthly

I - Hourly basis- on submitted voucher - paid monthly

All full time non contractual Borough hall employees are given prescription glass allowance of \$400.00/Year

VACATION PAY: Full-time Borough employees are entitled to paid vacations as follows:

Six Months- 1Year Employment	1 Week
2-5 Years	2Weeks
6-10 years	3Weeks
11-18 Years	4Weeks
19 & Over	5Weeks

OVERTIME: There is no provision for overtime in this Ordinance.

EFFECTIVE DATE:

This Ordinance shall take effect immediately after passage and publication as provided by law and shall be retroactive to January 1, 2018.

LONGEVITY: All full-time employees will be paid the following percentages of their base pay as shown: (Includes DPW Superintendent)

- 5 years continuous full-time Borough employment 1-1/2%
- 8 years continuous full-time Borough employment 3%

Above increment to be included in equal installments in regular pay periods.

**Any full-time Borough Hall employee hired before December 31, 1997, is eligible for longevity.

LONGEVITY: All full-time DPW & Police Department employees will be paid the following percentages of their base pay as shown: (Excludes DPW Superintendent)

- 5 years continuous full-time DPW/Police Dept. employment 1-1/2%
- 8 years continuous full-time DPW/Police Dept. employment 3%
- 11 years continuous full-time DPW/Police Dept. employment 4%
- 14 years continuous full-time DPW/Police Dept. employment 5%
- 18 years continuous full-time DPW/Police Dept. employment 6%
- 23 years continuous full-time DPW/Police Dept. employment 7%

**Any DPW employee hired BEFORE January 1, 1995, is eligible for longevity.

Non Flexible and Assigned Employee :

25 scheduled hours or less per week. With 2 paid vacation days & 4 paid sick days. 3 years of continues employment with Finance Department with scheduled hours of work.

Flexible and Assigned Employee:

No scheduled hours per day and per week

Motion to Open to the Public JP
Second JC
Vote AIF

Motion to Close to the Public JP
Second JC
Vote AIF

Adjournment-Time: 10:13pm
Motion: JC
Second: JP