

## ORDINANCE NO. 2025-11

### AN ORDINANCE AMENDING ORDINANCE NO. 2024-22 AFFECTING EMPLOYMENT TITLES, SALARY RANGES AND PERSONNEL POLICIES FOR BOROUGH EMPLOYEES OF THE BOROUGH OF KENILWORTH AND AMENDING ORDINANCE #2022-03 PROVIDING FOR COMPENSATION FOR THE DEPARTMENT OF PUBLIC WORKS OF THE BOROUGH OF KENILWORTH

**Purpose:** To create addition positions and fix and determine the salaries, wages or compensation to be paid to the officers and employees of the municipality, including the members of the governing body and the mayor or other chief executive, who by law are entitled to salaries, wages, or compensation pursuant to N.J.S.A. 40A:9-165.

**WHEREAS**, pursuant to N.J.S.A. 40:48-1, the governing body of a municipality may make, amend, repeal, and enforce such other ordinances, regulations, rules and by-laws not contrary to the laws of this State or Federal Government, as it may deem necessary and proper for the good of government, order and protection of person and property, and for the preservation of the public health, safety and welfare of the municipality and its inhabitants, and as may be necessary to carry into effect the powers and duties conferred and imposed by this subtitle, or by any law; and

**WHEREAS**, the governing body of the Borough of Kenilworth is desirous of amending its salary ordinance to comply with the needs of the Borough with regard to setting compensation ranges for its employees; and

**WHEREAS**, the governing body of the Borough of Kenilworth is desirous of amending ordinance 2024–22 and 2022-03 as set forth below, detailing some changes in position titles personnel policies and salary ranges.

**BE IT ORDAINED** by the Governing Body of the Borough of Kenilworth in the County of Union, New Jersey as follows:

Note: that additions to the ordinance are designated by an **underscore and bolded** text and deletions are designated by ~~strike through~~.

#### **Ordinance 2024-22 Be amended as follows:**

**SECTION 1.** That Ordinance No. 2024-22 is hereby amended to read as follows:

<b>POSITION</b>	<b>MINIMUM</b>	<b>MAXIMUM</b>
Mayor – P/T	\$750.00	\$7,500.00
Councilperson – P/T	\$500.00	\$5,000.00
Chief of Police	\$60,000.00	\$220,000.00
OEM Coordinator – P/T	\$1,000.00	\$10,000.00
Secretary/Discovery Coordinator – Police Department	\$30,000.00	\$75,000.00
Police Dispatcher	\$30,000.00	\$65,000.00
Chief Finance Officer/ Treasurer	\$30,000.00	\$121,000.00
Assistant Chief Finance Officer/Treasurer	\$20,000.00	\$69,000.00

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Assistant Finance Officer	\$50,000.00	\$92,000.00
Tax Collector	\$15,000.00	\$42,000.00
Payroll Administrator	\$45,000.00	\$75,000.00
Assessor – P/T	\$10,000.00	\$46,000.00
Borough Clerk/Administrative Officer	\$65,000.00	\$160,000.00
Deputy Borough Clerk	\$30,000.00	\$75,000.00
Senior Clerk – Borough Clerk’s Office	\$30,000.00	\$75,000.00
AP/Tax Clerk	\$30,000.00	\$58,000.00
Municipal Court Administrator	\$45,000.00	\$87,000.00
Borough Judge	\$10,000.00	\$46,000.00
Deputy Court Administrator	\$35,000.00	\$61,000.00
Superintendent of Public Works	\$35,000.00	\$160,000.00
<b>Assistant Superintendent of Public Works</b>	<b>\$35,000.00</b>	<b>\$130,000.00</b>
Lead Foreman of Public Works	\$60,000.00	\$97,000.00
Foreman of Public Works	\$60,000.00	\$97,000.00
Administrative Assistant – Public Works	\$30,000.00	\$65,000.00
Construction Official – P/T	\$10,000.00	\$75,000.00
Code Enforcement Officer	10,000.00	\$20,000.00
Construction Clerk	\$30,000.00	\$58,000.00
Planning Board Administrative Assistant/ Department Administrator/Technical Assistant	\$30,000.00	\$75,000.00
Recording Secretary/Planning Board	\$3,000.00	\$6,000.00
Building Inspector – P/T	\$3,000.00	\$52,000.00
Public Health Officer	\$10,000.00	\$20,000.00
Reg. Environmental Health Specialist – Bd. of Health	\$40,000.00	\$69,000.00
Health Department Secretary/Registrar – P/T	\$15,000.00	\$35,000.00
<b>POSITION</b>	<b>PER ANNUM</b>	
Plumbing Sub Code Official – P/T	\$3,000.00	\$20,000.00
Electrical Sub Code Official – P/T	\$3,000.00	\$20,000.00
Fire Sub Code Official – P/T	\$2,000.00	\$20,000.00
Zoning Enforcement Officer – P/T	\$2,000.00	\$18,000.00
Mechanical Inspector – P/T	\$3,000.00	\$8,000.00
Recreation Program Administrator	\$28,000.00	\$46,000.00
Recreation Director – P/T	\$1,500.00	\$7,000.00
Senior Program Director	\$4,000.00	\$46,000.00
Municipal Alliance Coordinator – P/T	\$2,000.00	\$9,000.00
Qualified Purchasing Agent – P/T	\$10,000.00	\$23,000.00
Dog Warden – P/T	\$500.00	\$1,400.00
Event Coordinator	\$750.00	\$2,300.00

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<b><u>POSITION</u></b>	<b><u>PER HOUR</u></b>	
Tax Collector P/T	\$50.00	\$70.00
Tax & Finance Clerical – P/T	\$15.13	\$23.00
Court Security Officer	\$15.13	\$35.00
Violations Clerk– P/T	\$15.13	\$29.00
Senior Program Director	\$20.00	\$45.00
Driver/Sr. Citizen Van – P/T	\$18.00	\$29.00
Special Law Enforcement Officer “SLEO”, Class III	\$25.00	\$40.00
Police Matrons	\$15.13	\$26.00
Police Records Secretary	\$18.00	\$23.00
Police Dispatchers – P/T	\$15.13	\$50.00
School Crossing Guards	\$15.13	\$23.00
Code Enforcement Officer	\$35.00	\$75.00
Mechanical Inspector	\$35.00	\$75.00
Electrical Inspector	\$35.00	\$75.00
Plumbing Inspector	\$35.00	\$75.00
Fire Sub-Code Inspector	\$35.00	\$75.00
Construction Code Official	\$35.00	\$75.00
Program Counselor	\$15.13	\$18.00
Program Lead Counselor	\$15.13	\$18.00
Program Director	\$15.13	\$18.00
DPW Seasonal Employees – P/T	\$15.13	\$30.00
Handyman	\$17.00	\$28.00
Part Time Clerk – Fire Department and Fire Prevention Bureau	\$15.13	\$21.00
Substitute Subcode Official/Inspector	\$35.00	\$75.00
Temporary Staff	\$15.13	\$75.00

#### **FIRE PREVENTION BUREAU**

Fire Official	\$40,000.00	\$58,000.00
Fire Prevention Inspector	\$7,500.00	\$29,000.00
Assistant Inspector	\$20/unit	\$29/unit

**SECTION 2.** (I) In addition to the above salaries for full-time officers and employees hired on or before December 31, 1995, other than members of the Governing Body, a longevity payment shall be paid as hereinafter fixed and determined. Such longevity pay to be considered as additional compensation based upon the length of service of said officers and employees according to the following schedule:

ADDITIONAL COMPENSATION PER ANNUM

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<u>YEARS OF SERVICE</u>	<u>(Percentage of Annual Salary)</u>
5 years	2 %
10 years	4 %
15 years	6 %
20 years	8 %
25 years	10 %

- (II) Such additional compensation shall be based upon the annual salary of each full time officer or employee. No employee who works less than an average of 35 hours per week in any one year shall be eligible for said additional compensation. In calculating said additional compensation, the base salary in effect on December 31<sup>st</sup> of the preceding calendar year shall be used for such purpose.
- (III) Any interruption of service, due to a cause beyond the control of the officer or employee, such as military service, injury in line of duty or illness, shall be considered as service for the purpose of determining the compensation of said longevity periods. Leaves of absence granted at the request of any officer or employee will not be considered in determining length of service.
- (IV) All periods of employment shall be computed from January 1<sup>st</sup> of the year taking office, appointment or employments unless said date was subsequent to June 30<sup>th</sup>, in which case the calculation shall be computed from January 1<sup>st</sup> of the year following. Additional compensation of any nature, including overtime will not be considered in computing longevity payment.
- (V) In order to compute the periods of said longevity payment, credit will be given for all time served with the Borough of Kenilworth, whether consecutive or nonconsecutive, and whether on a full or on a part time basis, as hereinabove defined.
- (VI) The aforesaid additional compensation of longevity payments shall become effective as of January 1, 1965, and shall be added to the salaries above set forth and paid at the same time basis as hereinabove. Any person hired on or after January 1, 1996 shall not be entitled to longevity pay.

SECTION 3. If any section, paragraph, subdivision, sentence, clause, or provision of this Ordinance shall be adjudged invalid, such adjudication shall apply only to the section, paragraph, subdivision, sentence, clause, or provision so adjudged and the remainder of this Ordinance shall remain valid and effective.

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SECTION 4. Any ordinances or parts thereof in conflict with the provisions of this Ordinance are repealed to the extent of such conflict.

SECTION 5. This Ordinance shall take effect upon final passage and publication according to law.

#### **Ordinance 2022-03 Be amended as follows:**

**SECTION 1.** That the first paragraph and pay range for same Ordinance No. 2018-10 entitled "AN ORDINANCE PROVIDING FOR COMPENSATION FOR THE DEPARTMENT OF PUBLIC WORKS OF THE BOROUGH OF KENILWORTH", Per Hour rates is hereby amended to read as follows:

**BE IT ORDAINED,** by the Governing Body of the Borough of Kenilworth in the County of Union, New Jersey the rates of pay for the Department of Public Works is as follows:

	PER HOUR	
LABORER	\$17.00	\$30.00
DRIVER CDL "A"	\$25.00 -	\$35.00
DRIVER CDL "B"	\$20.00 -	\$35.00
OPERATOR	<u>\$20.00 -</u>	<u>\$40.00</u>
MECHANIC	\$20.00 -	\$45.00
ASSISTANT MECHANIC	<u>\$20.00 -</u>	<u>\$40.00</u>

On Call - ~~\$130.00 per week for 2016, \$135.00 for years 2017, 2018, 2019~~ **\$135 per week for 2024. Effective September 23, 2024, the weekly stipend shall be \$210.00**


SANITATION	PER HOUR
LABORER	\$17.00 - \$30.00
DRIVER	\$25.00 - \$35.00


The Borough agrees to pay two dollars (\$2.00) per hour to the fill-in driver for the sanitation truck provided it is not above the sanitation driver's rate of pay.

Any Ordinance inconsistent with the foregoing is repealed to the extent of any inconsistency. This Ordinance shall take effect upon adoption and publication according to law.

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Linda Karlovitch, Mayor

INTRODUCTION						COUNCILPERSON	FINAL ADOPTION					
Moved	Sec.	Aye	Nay	Abs.	NP		Moved	Sec.	Aye	Nay	Abs.	NP
		X				PATRICK BOYLE			X			
					X	JOSEPH FINISTRELLA	X		X			
		X				TONI GIORDANO PICERNO		X	X			
			X			WILLIAM MAURO				X		
	X	X				DOUG PIPER			X			
X		X				SAVINO SCORESE			X			
Introduced: July 2, 2025				I hereby certify the above ordinance was adopted by the Borough Council of the Borough of Kenilworth, County of Union, State of New Jersey on the aforementioned date.   Laura Reinertsen, Borough Clerk								
Final Adoption: August 20, 2025												

