

**BOROUGH OF EMERSON  
COUNTY OF BERGEN**

**ORDINANCE NO. 1686-24**

AN ORDINANCE TO ESTABLISH RANGES FOR SALARIES, WAGES, COMPENSATION AND  
OTHER TERMS OF EMPLOYMENT OF CERTAIN EMPLOYEES  
OF THE BOROUGH OF EMERSON FOR THE CALENDAR YEAR 2024

**BE IT ORDAINED** by the Mayor and Council of the Borough of Emerson, County of Bergen, State of New Jersey, as follows:

Section I. Salaries, wages and compensation for the following employees for the calendar year 2024 are hereby fixed and the same shall be as follows per annum, except where otherwise stated. If the compensation noted does not have a range listed, then that number is the maximum compensation for that position.

TITLE/POSITION	RANGE
Mayor	\$3,600-\$5,000
Council Member	\$3,000-\$4,000
<b>ADMINISTRATION</b>	
Borough Administrator	\$120,000 - \$150,000
Borough Clerk	\$75,000 - \$102,775
Borough Clerk Extra/Special Meetings over 24 per year	\$150.00 per meeting
Deputy Clerk/Administrative Assistant	\$30,000 - \$60,000
Administrative Assistant	\$30,000 - \$60,000
Borough Treasurer/Chief Financial Officer	\$90,000 - \$120,000
Tax Collector	\$7,500-\$10,600
Qualified Purchasing Agent (QPA)	\$2,500 - \$7,500
Finance Assistant	\$20,000 - \$30,000
Assistant Tax Collector	\$20,000 - \$30,000
Tax Search Officers	100% search fees as allowed by law
Tax Assessor	\$20,000 – \$26,000
200-foot List Processor	100% fees as allowed by law

Secretary/Clerk, Land Use Board	\$5,000-\$7,500
Substitute Clerk/Secretary for Mayor & Council, Land Use Board, Board of Health, Environmental Commission, Recreation or Shade Tree Commission	\$150.00 per meeting
Board of Health Assistant	\$24,000 - \$32,500
Board of Health, Registered Nurse	\$15,000 - \$20,000
Municipal, Court Judge	\$20,000 – \$25,500
Acting Judge	\$215.00/session
Public Defender	\$2,500 - \$3,500
Alternate Public Defender	\$145 per session
Prosecutor	\$8,000 - \$15,000
First/Second Alternate Prosecutor	\$300 per session
Municipal Court Administrator	\$45,000 - \$62,000
Part-Time Deputy Court Clerk/Floater	\$14 - \$30/hr.
Part-Time Clerk's Election Assistant/Floater	\$12 - \$25/hr.
<b>PUBLIC WORKS</b>	
Superintendent of Municipal Services/Deputy Recycling Coordinator	\$100,000 - \$145,500
Tree Inspector	\$3,000 - \$7,000
<b>BUILDING DEPARTMENT</b>	
Construction Official	\$26,500 - \$45,000
Zoning Officer/Property Maintenance Officer	\$25,000 - \$35,000
Assistant Zoning Officer/Assistant Property Maintenance Officer	\$9,300-17,950
Technical Assistant	\$40,000 - \$53,275
Sub-Code Official (Plumbing, Electrical, Fire, Building)	\$1,000 - \$25,000
<b>UNIFORM FIRE SAFETY</b>	
Fire Official of Fire Prevention Bureau	\$4,000 - \$6,500
Fire Prevention Assistant	\$4,000 - \$6,000
<b>FIRE DEPARTMENT</b>	
Fire Chief	\$2,339-\$3,000
Deputy Fire Chief	\$1,511-\$2,000
Captain (2)	\$972-\$1,500
Lieutenant (2)	\$779-\$1,000

Mechanical Engineers (3)	\$2,139-\$2,750
Drivers (17)	\$197-\$300
<b>POLICE</b>	
Police Chief	\$150,000 - \$236,500
School Crossing Guards	\$18.00 - \$24.31/hr.
Civilian Dispatchers	\$23.00 - \$24.38/hr.
Court Security Officer	\$18.75 - \$19.50/hr.
OEM Coordinator	\$1,500 - \$2,000
Assistant OEM Coordinator	\$750 - \$1,000
Special Law Enforcement Officer III	\$35-\$50
Records Clerk, Part-Time	\$20-\$25
<b>RECREATION</b>	
Recreation Assistant	\$18,200 - \$25,000
Summer Camp Directors 2 @	\$6,000 - \$10,000
Assistant Summer Camp Director	\$9.10 - \$23.00/hr.
Summer Camp Counselors	\$8.44 - \$12.50/hr.
Recreation Coach	\$8.50 - \$12.50/hr.

*Note: All positions listed as Full-time may be converted to Part-time by dividing the listed salary by 1,820 hours to determine an hourly rate.*

Section II Regular School Crossing Guards shall be entitled to ten (10) paid holidays for the calendar year 2023. Any crossing guard hired after January 1, 2020 shall not be eligible for holiday pay.

Section III The Borough of Emerson shall pay the premium for basic hospitalization, major medical (Prescription) and dental coverage carried on behalf of the full-time officers and employees of the Borough in accordance with State law.

Section IV Full time employment for the purpose of providing hospitalization, major medical and dental shall apply to those full-time employees who work a minimum of 30 hours per week throughout the year, excepting vacation, holidays and sick time.

Section V Hourly rate: that the rate of time employed for part-time or temporary employees shall be no less than that set by United States Department of Labor Fair Standard Act.

Section VI The salaries, wages and compensation fixed in this ordinance shall be generally retroactive, and effective from January 1, 2024, provided; however, in the event of any officer or employee who was hired after January 1, 2023 then this ordinance shall be effective on the first day of the month following twelve months of continuous employment.

Section VII In addition, employees involved in Interlocal Shared Services Agreements will be paid any additional salary as outlined in the agreement.

Section VIII All ordinances or parts of ordinances not consistent with the provisions herein are hereby expressly repealed.

Section IX The salaries for the library personnel are set by the Library Board of Trustees and are on file with the Chief Financial Officer.

Section X Salaries for Police Officers (Patrol Officer through and including Captain) are covered by a Collective Bargaining Agreement with PBA Local 206.

Section XI Salaries for the Department of Public Works employees (not including the Superintendent) are covered by a Collective Bargaining Agreement with Teamsters Local 125.

Section XII Court Security is guaranteed a three-hour minimum and will be paid at their appropriate hourly rate for any time over three hours.

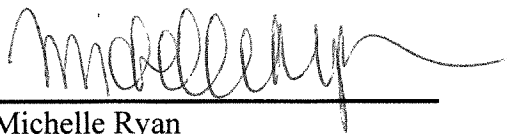
Section XIII This ordinance shall take effect upon passage and publication according to law.

Council	Motion	Second	Yes	No	Abstain	Absent
<b>Argenzia</b>		X	X			
<b>Rice</b>			X			
<b>McGuire</b>	X		X			
<b>Timmerman</b>			X			
<b>Gordon</b>			X			
<b>Moore</b>			X			

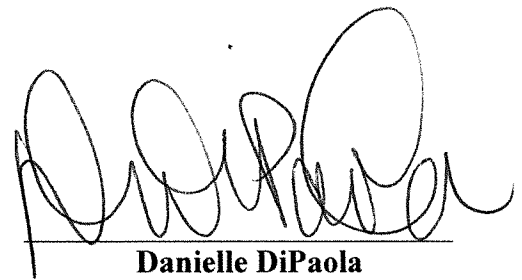
**Introduced:** April 16, 2024

**Adopted:** May 7, 2024

I hereby certify that Ordinance No. 1686-24 was adopted by the Governing Body of the Borough of Emerson at a meeting held on May 7, 2024.



Michelle Ryan  
Acting Borough Clerk



Danielle DiPaola  
Mayor