

**ORDINANCE 2024-94**

**AN ORDINANCE TO FIX THE COMPENSATION OF CERTAIN OFFICERS AND  
EMPLOYEES OF THE BOROUGH OF HO-HO-KUS, BERGEN COUNTY,  
NEW JERSEY**

BE IT ORDAINED by the Mayor and Council of the Borough of Ho-Ho-Kus as follows:  
Section 1. That the annual compensation range to be paid to the following officers and employees of the Borough of Ho-Ho-Kus in 2024 until amended shall be fixed as follows:

<b><u>OFFICIALS</u></b>	<b><u>MINIMUM</u></b>	<b><u>MAXIMUM</u></b>
Mayor	\$ N/A	\$ N/A
Council Members	\$ N/A	\$ N/A
 <b><u>ADMINISTRATIVE &amp; EXECUTIVE</u></b>		
Borough Administrator	\$ 75,000	\$170,000
Human Resources/Personnel Director	\$ 6,500	\$ 30,000
Assistant to H.R./Personnel Director	\$ 3,000	\$ 5,000
Executive Assistant	\$ 20,000	\$ 65,000
Borough Clerk	\$ 35,000	\$ 95,000
Deputy Borough Clerk	\$ 5,000	\$ 50,000
Administrative Assistant/Secretary	\$ 10,000	\$ 65,000
Clerical (Part-time <24 hours weekly)	\$ 15 per/ hour	\$ 40 per/ hour
Purchasing Agent	\$ 2,000	\$ 5,000
Deputy Purchasing Agent	\$ 1,000	\$ 3,000
Qualified Purchasing Agent	\$ 3,000	\$ 7,000
Public Agency Compliance Officer	\$ 1,000	\$ 2,000
Security Information Officer	\$ 2,000	\$ 5,000
Web/IT Officer	\$ 3,000	\$ 10,000
Custodian	\$ 10,000	\$ 50,000
 <b><u>FINANCE</u></b>		
Chief Financial Officer	\$ 20,000	\$ 65,000
Treasurer	\$ 20,000	\$ 30,000
Deputy Treasurer	\$ 3,000	\$ 17,500
Tax Assessor	\$ 8,000	\$ 65,000
Assessment Search Officer	\$ 1,000	\$ 3,000
Tax Collector	\$ 40,000	\$ 95,000
Tax Search Officer	\$ 1,000	\$ 3,000
Payroll Supervisor	\$ 5,000	\$ 26,000
Accounting Asst. (P.T. < 24 hrs./ wk.)	\$ 15 per/ hour	\$ 40 per/ hour
Accounting Asst. (Full-time)	\$ 20,000	\$ 70,000
 <b><u>LIBRARY</u></b>		
<b>All Library employee's compensation is set by the Library Board</b>		
 <b><u>REGISTRARS</u></b>		
Registrar of Vital Statistics	\$ 2,000	\$ 20,000
Deputy Registrar of Vital Statistics	\$ 2,000	\$ 6,000
Water Registrar	\$ 8,000	\$ 40,000
Deputy Water Registrar	\$ 1,000	\$ 6,000
Solid Waste Registrar	\$ 8,000	\$ 40,000
Deputy Solid Waste Registrar	\$ 1,000	\$ 6,000
Registrar of Elections	\$ 2,000	\$ 16,000
 <b><u>MUNICIPAL COURT</u></b>		
Municipal Court Judge	\$ 7,500	\$ 15,000
Prosecutor	\$ 6,000	\$ 12,000
Court Administrator	\$10,000	\$ 95,000
Deputy Court Administrator	\$ 500	\$ 3,500
Violations Clerk	\$ 7,500	\$ 25,000
Deputy Violations Clerk	\$ 500	\$ 5,000

**EMERGENCY MANAGEMENT**

*Emergency Management Coordinator	\$ 1,500	\$ 4,750
Asst. Emergency Management Coord.	\$ 250	\$ 1,375

**POLICE DEPARTMENT**

Police Chief	\$120,000	\$205,000
Police Captain	\$110,000	\$190,000
Police Lieutenant	\$ 97,900	\$175,000
**Police Sergeant	\$ 97,872	\$170,000
**Police Patrolman	\$ 43,000	\$160,000
Police Dispatcher (Full-time)	\$ 35,000	\$68,000

**DEPARTMENT OF PUBLIC WORKS**

*Superintendent of Public Works	\$ 75,000	\$ 150,000
Foreman – Public Works	\$ 50,000	\$ 100,000
Secretary – Public Works	\$ 15,000	\$ 30,000
Licensed Water Agent	\$ 3,000	\$ 30,000
Assistant Licensed Water Agent	\$ 1,000	\$ 3,000
Recycling Coordinator	\$ 2,500	\$ 8,400
**Public Works Maintenance Employees	\$ 26,925	\$ 98,000
Custodian	\$ 10,000	\$ 50,000

**RECREATION DEPARTMENT**

Recreation Director	\$ 10,000	\$ 26,100
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**HEALTH DEPARTMENT**

Registered Environmental Health Specialist	\$ 5,000	\$ 20,000
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**RECORDING SECRETARIES- (if not in salary)**

to Mayor and Council	\$50 per Mtg.	\$100 per Mtg.
to Municipal Court	\$50 per Mtg.	\$100 per Mtg.
to Planning Board	\$50 per Mtg.	\$100 per Mtg.
to Zoning Board of Adjustment	\$50 per Mtg.	\$100 per Mtg.
to Board of Health	\$50 per Mtg.	\$100 per Mtg.
to Shade Tree Commission	\$50 per Mtg.	\$100 per Mtg.

**BOARD SECRETARIES**

Planning Board	\$ 5,000	\$ 20,000
Zoning Board of Adjustment	\$ 5,000	\$ 20,000

**BUILDING/CONSTRUCTION DEPT.**

Chief Construction Official	\$ 5,000	\$ 60,000
Technical Assistant, Building Dept.	\$ 10,000	\$ 60,000
Fire Prevention Official	\$ 500	\$ 12,000
Fire Prevention Inspector	\$ 2,000	\$ 15,000
Zoning Officer/Zoning Official	\$ 2,000	\$ 15,000
Property Maintenance Official	\$ 10,000	\$ 20,000
Lead Inspector	\$ 3,000	\$ 7,500

Section 2: The compensation ranges set forth above for the Superintendent, Acting Superintendent, Assistant Superintendent and Foreman of Public Works and Water, and the Emergency Management Coordinator (identified in Section 1 with an asterisk), such employees' longevity pay of one percent (1%) for each five (5) years of service, not to exceed four percent (4%). Longevity credit will be computed from the date of employment. Full time Police Officers and Sergeants, and Public Works Maintenance Employees (identified in Section 1 with a double-asterisk) will receive longevity as stipulated in their labor contracts.

Section 3: School Crossing Guards, when on active duty, shall receive compensation of not less than \$15.00 per hour nor more than \$30.00 per hour. Part-time Police

Dispatchers/Assistant Police Dispatchers and Police Matrons, when on active duty, shall receive compensation of not less than \$15 per hour nor more than \$30.00 per hour.

Section 4: There shall be paid to the Borough Attorney an annual retainer and such other compensation as he may be legally entitled to receive for services rendered during the year in accordance with a contract on file with the Borough Clerk.

Section 5: There shall be paid to the Attorney for the Zoning Board of Adjustment compensation as they may be legally entitled to receive for services rendered during the year in accordance with a contract on file with the Secretary of the Zoning Board of Adjustment.

Section 6: There shall be paid to the Attorney for the Planning Board compensation as they may legally be entitled to receive for services rendered during the year in accordance with a contract on file with the Secretary of the Planning Board.

Section 7: There shall be paid to the Borough Engineer compensation as they may legally be entitled to receive for services rendered during the year in accordance with a contract on file with the Borough Clerk.

Section 8: There shall be paid to the Borough Auditor compensation as they legally may be entitled to receive for services rendered during the year in accordance with a contract on file with the Borough Clerk.

Section 9: There shall be paid to designated borough employees, for their being on 24-hour stand-by service and inspecting pump houses of the Borough per week/ weekend, the sum established by and in lieu of overtime compensation per contract.

Section 10: There shall be paid to non-contractual borough employees for authorized overtime services an hourly wage equal to one and one-half (1½) times except Sunday, which shall be at two and one-half (2½) times the hourly rate computed from their salaries.

Section 11: All full-time borough employees shall be paid in keeping with a resolution of the Mayor and Council.

Section 12: All full-time borough employees shall be given thirteen (13) paid holidays as described in the personnel code.

Section 13: The salaries, educational credits and longevity payments established herein for the borough employees who are members of the Department of Public Works and the Police Department are subject to and shall be paid in accordance with the labor contracts for current and prior years between the Borough and the respective unions or organizations representing such employees. Such salaries, educational credits and longevity payments shall be specified by Resolution adopted by the Borough Council when appropriate to implement the labor contracts or, if applicable, an arbitration award. The terms and conditions contained in such contracts or an arbitration award are to be incorporated herein and made a part hereof as though set forth at length and copies shall be filed in the office of the Borough Clerk and made available to any member of the public who may wish to examine same.

Section 14: There shall be paid to each qualified emergency medical technician of the *daytime crew* for services performed the sum of sixteen hundred fifty (\$1,650.00) dollars.

Section 15: The provisions of any ordinance or ordinances inconsistent with the provisions hereof are hereby expressly repealed.

Section 16: The Borough Council upon adoption of this Ordinance shall fix the compensation of officers and employees of the Borough of Ho-Ho-Kus which shall be effective as of January 1, 2024.

Section 17: This Ordinance shall take effect upon passage and publication as required by law.

NOTICE OF PENDING ORDINANCE

This Ordinance published herewith was introduced and pass upon first reading at a meeting of the Municipal Council of the Borough of Ho-Ho-Kus, in the County of Bergen, New Jersey, held on January 23, 2024. It will be further considered for final passage after the public hearing thereon, at a meeting of said Municipal Council to be held in the Municipal Building, 333 Warren Avenue, Ho-Ho-Kus, NJ 07423-1547, in said Borough at the Public Meeting on February 27, 2024, at 7:00 p.m. at which time and place all interested member of the public who desire will be given an opportunity to be heard in connection with said Ordinance, and during the week prior to and up to and including the date of such meeting, copies of said has been posted on the bulletin board upon which public notices are customarily posted in the Borough Hall and copies are available at no charge in the Office of the Borough Clerk for members of the general public who may request them.