

**BOROUGH OF EMERSON
COUNTY OF BERGEN**

ORDINANCE NO. 1705-25

**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 2025**

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 2025 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
ELECTED OFFICIALS	
Mayor	\$3,600 - \$5,000
Council Member	\$3,000 - \$4,000
ADMINISTRATION	
Borough Administrator	\$1 - \$150,000
Borough Clerk	\$75,000 - \$210,000
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
Part Time Office Assistant (Floater)	\$12.00 - \$25.00/hour
Borough Treasurer/Chief Financial Officer	\$90,000 - \$135,000
Tax Collector	\$7,500 - \$25,000
Qualified Purchasing Agent (QPA)	\$2,500 - \$7,500
Finance Assistant	\$20,000 - \$30,000
Tax Assistant	\$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 – Land Use Board	\$5,000 - \$7,500
Secretary – Environmental Commission	\$150.00 per meeting

Secretary – Shade Tree Commission	\$150.00 per meeting
Secretary – Historic Preservation Committee	\$150.00 per meeting
Substitute Secretary for Mayor & Council, Land Use Board, Board of Health, Environmental Commission, Recreation or Shade Tree Commission, Historic Preservation Committee	\$150.00 per meeting
Board of Health Assistant	\$24,000 - \$32,500
Board of Health, Registered Nurse	\$15,000 - \$20,000
MUNICIPAL COURT	
Municipal, Court Judge	\$20,000 - \$30,000
Acting Judge	\$215.00 per session
Public Defender	\$2,500 - \$3,500
Alternate Public Defender	\$145.00 per session
Prosecutor	\$8,000 - \$15,000
First/Second Alternate Prosecutor	\$300.00 per session
Municipal Court Administrator	\$45,000 - \$65,000
Part-Time Deputy Court Clerk	\$14.00 - \$30.00 per hour
Part Time Municipal Court Violations Clerk	\$14.00 - \$30.00 per hour
PUBLIC WORKS	
Superintendent of Municipal Services/Deputy Recycling Coordinator	\$100,000 - \$150,000
Tree Inspector	\$3,000 - \$7,000
Licensed Sewer Operator (C3 Permit)	\$2,500 - \$3,500
Recycling Coordinator	\$3,000 - \$5,000
BUILDING DEPARTMENT	
Construction Official	\$26,500 - \$45,000
Zoning Officer	\$25,000 - \$35,000
Property Maintenance Officer	\$9,300 - \$17,950
Technical Assistant	\$40,000 - \$53,275
Sub-Code Official (Plumbing, Electrical, Fire, Building)	\$1,000 - \$30,000
UNIFORM FIRE SAFETY	
Fire Official of Fire Prevention Bureau	\$4,000 - \$7,000
Part-Time Fire Inspector(s)	\$4,000 - \$6,000
Part-Time Fire Prevention Assistant	\$15.00 - \$30.00 per hour

FIRE DEPARTMENT	
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
POLICE	
Police Chief	\$150,000 - \$236,500
School Crossing Guards	\$18.00 - \$30.00 per hour
Court Security Officer	\$75.00 per session
OEM Coordinator	\$1,500 - \$2,000
Deputy OEM Coordinator	\$750 - \$1,000
Special Law Enforcement Officer III (2)	\$38.00 - \$50.00 per hour
Records Clerk, Part-Time	\$20.00 - \$25.00 per hour
RECREATION	
Part Time Secretary to the Recreation Commission	\$6,000 - \$9,000
Recreation Assistant	\$18,200 - \$25,000
Summer Camp Directors (2)	\$6,000 - \$10,000
Assistant Summer Camp Director	\$9.10 - \$23.00 per hour
Summer Camp Counselors	\$8.44 - \$12.50 per hour
Recreation Coach	\$8.50 - \$12.50 per hour

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 2025. 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: 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, 2025, provided; however, in the event of any officer or employee who was hired after January 1, 2024 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 the Police Officers (not including Chief of Police) 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. The Salary for the Chief of Police is set annually by an employment agreement entered into with the Borough of Emerson.

Section XIII. The hourly rates for the Special Law Enforcement Officers III (SLEO III) are effective for services performed during the 2025-2026 school year.

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

BE IT FURTHER ORDAINED that except as modified herein, all other provisions of shall remain in full force and effect as previously adopted; and

BE IT FURTHER ORDAINED that this Article shall take effect upon passage and publication as provided by law.

Council	Motion	Second	Yes	No	Abstain	Absent
Rice			X			
Sayers			X			
McGuire			X			
Argenzia		X	X			
Timmerman	X		X			
Ciolino			X			

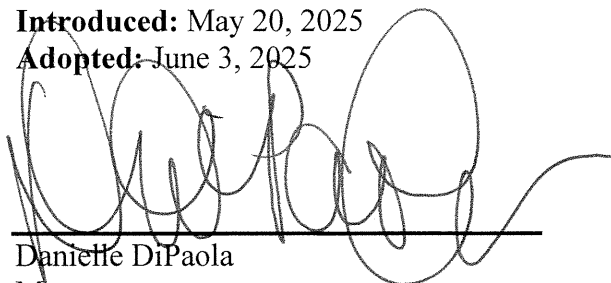
I hereby certify that Ordinance No.
1705-25 was adopted by the Governing
Body of the Borough of Emerson at a
meeting held on June 3, 2025.



Michelle Ryan
Acting Borough Clerk

Introduced: May 20, 2025

Adopted: June 3, 2025



Danielle DiPaola
Mayor

