

24.10.29 Halaby

Atiyyah Hall

From: Rurik B Halaby <opra+request-68413-ab9ed29b@requests.opramachine.com>
Sent: Tuesday, October 29, 2024 10:12 AM
To: Atiyyah Hall
Subject: OPRA request - Compensation Arrangement for Village of Ridgewood Directors

Follow Up Flag: Follow up
Flag Status: Flagged

Dear Ridgewood Village,

Please accept this electronic request for public records made under OPRA and the common law right of access. I am not required to fill out an official form or use a particular software platform to submit my request per NJSA 47:1A-6(f), which states that an email from a requestor including all of the information required on the adopted form shall suffice in place of a completed form as a valid government record request.

I HAVE NOT been convicted of any indictable offense under the laws of New Jersey, any other state, or the United States.

I WILL NOT use the requested government records for a commercial purpose.

I AM NOT seeking records in connection with a legal proceeding.

Records requested:

Compensation Arrangement for Village of Ridgewood Directors → An ordinance outlining the salary ranges of each Director / ordinance outlining the contract of Village Directors

My preferred delivery method for response(s) to this request is by E-mail as attachments. Please confirm you have received this request. If you are not the custodian of records, please forward my request to that person and provide their email address to me for future reference.

Yours faithfully,

SBH: 11/7/2024
Ext: 11/19/2024

Rurik B Halaby

Please deliver records electronically via email to the below UNIQUE address for all replies to this request:

opra+request-68413-ab9ed29b@requests.opramachine.com

Is ahall@ridgewoodnj.net the wrong address for OPRA requests to Ridgewood Village? If so, please contact us using this form:

https://opramachine.com/change_request/new?body=ridgewood_village

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<https://opramachine.com/help/officers>

View this OPRA request & responses online:

https://opramachine.com/request/compensation_arrangement_for_vil

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If you find this service useful as an OPRA custodian, please ask your web manager to link to us from your organisation's website.

"OPRAMachine's mission is to give people easy and affordable access to New Jersey public records.

For more information, contact us at: (732) 707-1628 or PO Box 3180, New Brunswick, NJ 08903."

**VILLAGE OF RIDGEWOOD
ORDINANCE NO. 4020**

AN ORDINANCE TO FIX A SALARY, WAGE OR COMPENSATION OF AND FOR THE SUPERVISORY EMPLOYEES OF THE VILLAGE OF RIDGEWOOD, COUNTY OF BERGEN, AND STATE OF NEW JERSEY.

BE IT ORDAINED, by the Village Council of the Village of Ridgewood, County of Bergen, and State of New Jersey as follows:

SECTION 1. PURPOSE

Salaries and wages, longevity payments or other compensation provided for by terms of this ordinance and schedules "A," thru "H" attached hereto and made a part hereof, are hereby fixed for the supervisory employees of the Village of Ridgewood at the respective rates and sums shown herein, effective January 1, for the years 2024, 2025, 2026 and 2027:

January 1, 2024	1.00%
January 1, 2025	2.00%
January 1, 2026	2.25%
January 1, 2027	2.25%

Section 2. PERFORMANCE COMPENSATION

Employees included in this ordinance shall be subject to annual evaluations and participation in the Performance Compensation Program. Employees shall be eligible for an additional 1.0% increase, based on an annual performance evaluation for each year, 2024 thru 2027, effective January 1 of each year and payable by November 15 of each year. The resulting performance compensation, if any, shall consist of an adjustment to the employee's base salary.

SECTION 3. TIME OF PAYMENT

All salaries, wages, longevity payments or other compensation shall be paid in bi-weekly installments within the ranges and according to the conditions hereinafter set forth.

SECTION 4. SALARIES

Salaries for the various positions of employment in the Village of Ridgewood shall be at the amount or within the range of the minimum and maximum amounts as provided herein.

SECTION 5. LONGEVITY PAYMENTS

Only Supervisory Employees hired prior to January 1, 2005 shall receive longevity payments in addition to the salaries, which are provided and determined in Schedules "A," "C," "E" and "G" of this ordinance. Longevity payments shall be a percentage of base salary as hereinafter provided. For the purposes of this provision, base salary shall mean the highest salary to which an employee is or may be entitled to, excluding however, any previous longevity increment.

Longevity increments shall be determined as follows:

Years of Service	Entitlement
1 through 4	0%
5 through 8	2%
9 through 12	4%
13 through 16	6%
17 through 20	8%
21 through termination	10%

Longevity payments shall be earned and payable as of the anniversary date of hire on a bi-weekly basis.

SECTION 6. PENSION FUND

Pension fund contributions shall be made by the Village of Ridgewood on behalf of any employee who may be eligible for enrollment in the system. Such contributions shall be determined for each employee using the method prescribed by law.

SECTION 7. UNIFORM ALLOWANCE

A uniform allowance in the amount of \$375 has been included in the base pay of all union employees who supervise Blue Collar Union employees. The Supervisors will be responsible for purchasing their own uniforms.

SECTION 8. ANNUAL VACATION LEAVE WITH PAY

Annual vacation leave with pay shall be earned, for all full-time employees, in accordance with the following schedule:

Years of Service	Entitlement
First	One day per month
2 through 5	12 days
6 through 10	13 days
11 through 15	16 days
16 and thereafter	16 plus one additional day for each year of service beyond 16 years, maximum 30 days.

Supervisory Employees hired after September 21, 2017, may earn a maximum of 25 days. Supervisory Employees hired prior to January 2001 will maintain their current benefit level.

SECTION 9. ANNUAL SICK LEAVE ENTITLEMENT

The annual sick leave entitlement shall be set at 15 days for all full-time employees. In the first year of employment, sick leave shall be earned at a rate of one and one-quarter days for each month of service. Unused sick leave days may be carried from year to year.

SECTION 10. TERMINAL LEAVE

Supervisory employees hired prior to January 1, 2005 shall be entitled to terminal leave upon retirement equivalent to one-half ($\frac{1}{2}$) of his or her salary at retirement or one-half ($\frac{1}{2}$) of his or her accumulated sick leave, whichever is the lesser. Supervisory employees hired after January 1, 2005 thru December 31, 2014 shall be entitled to terminal leave upon retirement equivalent to his or her accumulated sick leave, up to a maximum of three (3) months. Supervisory employees hired after January 1, 2015 shall be entitled to terminal leave upon retirement equivalent to his or her accumulated sick leave, subject to a \$15,000.00 "CAP" maximum payment on terminal leave.

SECTION 11.

This ordinance shall take effect immediately upon final adoption and publication as required by law.

SCHEDULE "A"
2024
VILLAGE OF RIDGEWOOD
SUPERVISORY SALARY RANGES
Hired prior to January 1, 2015
TITLE

<u>Street Department</u>	<u>Minimum</u>	<u>Maximum</u>
Supervisor - Public Works	\$ 83,412	\$ 102,520
<u>Water Pollution Control</u>		
Supervisor-WPCF	83,775	119,127
Chief Sewage Plant Operator	83,500	100,056
<u>Parking & Traffic</u>		
Supervisor of Traffic & Signal	83,774	100,704
<u>Building Inspections</u>		
Building Sub Code Official/Building Inspector	83,140	100,052
<u>Sanitation Department</u>		
Supervisor of Sanitation & Recycling	90,192	141,839
<u>Parks Department</u>		
Parks & Shade Tree Supervisor	82,098	102,837
<u>Recreation Department</u>		
Recreation Supervisor	48,956	74,643
<u>Recycling Department</u>		
Assistant Recycling Supervisor	74,986	87,525
<u>Water Department</u>		
Chief Water Treatment Plant Operator	102,080	125,215
Assistant Water Supervisor	74,986	91,104
Water Supervisor	76,726	102,520
GIS Specialist I	60,429	103,585
Senior Management Assistant	78,820	124,941

SCHEDULE "B"
2024
VILLAGE OF RIDGEWOOD
SUPERVISORY SALARY RANGES
Hired on or after January 1, 2015
TITLE

<u>Street Department</u>	<u>Minimum</u>	<u>Maximum</u>
Supervisor - Public Works	\$ 62,559	\$ 101,505
<u>Water Pollution Control</u>		
Supervisor-WPCF	83,775	116,780
Chief Sewage Plant Operator	81,000	98,500
<u>Parking & Traffic</u>		
Supervisor of Traffic & Signal	62,828	99,707
<u>Building Inspections</u>		
Building Sub Code Official/Building Inspector	62,355	99,061
<u>Sanitation Department</u>		
Supervisor of Sanitation & Recycling	90,192	140,434
<u>Parks Department</u>		
Parks & Shade Tree Supervisor	61,592	75,821
<u>Recreation Department</u>		
Recreation Supervisor	81,973	100,584
<u>Recycling Department</u>		
Assistant Recycling Supervisor	56,239	63,106
<u>Water Department</u>		
Chief Water Treatment Plant Operator	76,560	106,575
Assistant Water Supervisor	56,239	90,202
Water Supervisor	57,545	77,628
GIS Specialist 1	56,933	103,505
Senior Management Assistant	65,000	120,000

SCHEDULE "C"
2025
VILLAGE OF RIDGEWOOD
SUPERVISORY SALARY RANGES
Hired prior to January 1, 2015
TITLE

<u>Street Department</u>	<u>Minimum</u>	<u>Maximum</u>
Supervisor - Public Works	\$ 85,080	\$ 105,596
<u>Water Pollution Control</u>		
Supervisor-WPCF	85,451	122,701
Chief Sewage Plant Operator	86,022	103,078
<u>Parking & Traffic</u>		
Supervisor of Traffic & Signal	85,449	103,726
<u>Building Inspections</u>		
Building Sub Code Official/Building Inspector	84,803	103,053
<u>Sanitation Department</u>		
Supervisor of Sanitation & Recycling	91,996	146,094
<u>Parks Department</u>		
Parks & Shade Tree Supervisor	83,740	105,922
<u>Recreation Department</u>		
Recreation Supervisor	49,936	76,882
<u>Recycling Department</u>		
Assistant Recycling Supervisor	52,000	90,150
<u>Water Department</u>		
Chief Water Treatment Plant Operator	91,996	128,971
Assistant Water Supervisor	76,486	93,837
Water Supervisor	78,261	105,596
GIS Specialist 1	64,428	106,693
Senior Management Assistant	80,396	128,690

SCHEDULE "D"
2025
VILLAGE OF RIDGEWOOD
SUPERVISORY SALARY RANGES
Hired on or after January 1, 2015
TITLE

<u>Street Department</u>	<u>Minimum</u>	<u>Maximum</u>
Supervisor - Public Works	\$ 63,810	\$ 104,550
<u>Water Pollution Control</u>		
Supervisor-WPCF	86,152	119,116
Chief Sewage Plant Operator	83,466	101,723
<u>Parking & Traffic</u>		
Supervisor of Traffic & Signal	64,085	101,702
<u>Building Inspections</u>		
Building Sub Code Official/Building Inspector	63,602	101,042
<u>Sanitation Department</u>		
Supervisor of Sanitation & Recycling	91,996	143,243
<u>Parks Department</u>		
Parks & Shade Tree Supervisor	62,824	77,337
<u>Recreation Department</u>		
Recreation Supervisor	83,612	102,596
<u>Recycling Department</u>		
Assistant Recycling Supervisor	57,364	64,368
<u>Water Department</u>		
Chief Water Treatment Plant Operator	78,091	108,706
Assistant Water Supervisor	57,364	90,202
Water Supervisor	58,696	79,181
GIS Specialist 1	58,072	105,575
Senior Management Assistant	65,650	121,200

SCHEDULE "E"
2026
VILLAGE OF RIDGEWOOD
SUPERVISORY SALARY RANGES
Hired prior to January 1, 2015
TITLE

<u>Street Department</u>	<u>Minimum</u>	<u>Maximum</u>
Supervisor - Public Works	\$ 86,994	\$ 107,972
 <u>Water Pollution Control</u>		
Supervisor-WPCF	87,373	125,462
Chief Sewage Plant Operator	88,837	106,452
 <u>Parking & Traffic</u>		
Supervisor of Traffic & Signal	87,372	106,059
 <u>Building Inspections</u>		
Building Sub Code Official/Building Inspector	86,711	105,372
 <u>Sanitation Department</u>		
Supervisor of Sanitation & Recycling	94,066	149,381
 <u>Parks Department</u>		
Parks & Shade Tree Supervisor	85,624	108,306
 <u>Recreation Department</u>		
Recreation Supervisor	51,059	78,612
 <u>Recycling Department</u>		
Assistant Recycling Supervisor	53,170	92,179
 <u>Water Department</u>		
Chief Water Treatment Plant Operator	94,066	131,873
Assistant Water Supervisor	78,207	95,948
Water Supervisor	80,022	107,972
GIS Specialist 1	65,878	109,094
Senior Management Assistant	82,205	131,585

SCHEDULE "F"
2026
VILLAGE OF RIDGEWOOD
SUPERVISORY SALARY RANGES
Hired on or after January 1, 2015
TITLE

<u>Street Department</u>	<u>Minimum</u>	<u>Maximum</u>
Supervisor - Public Works	\$ 65,246	\$ 105,865
<u>Water Pollution Control</u>		
Supervisor-WPCF	88,091	121,796
Chief Sewage Plant Operator	86,177	105,052
<u>Parking & Traffic</u>		
Supervisor of Traffic & Signal	65,527	103,990
<u>Building Inspections</u>		
Building Sub Code Official/Building Inspector	65,033	103,316
<u>Sanitation Department</u>		
Supervisor of Sanitation & Recycling	94,066	146,466
<u>Parks Department</u>		
Parks & Shade Tree Supervisor	64,238	79,078
<u>Recreation Department</u>		
Recreation Supervisor	85,493	104,904
<u>Recycling Department</u>		
Assistant Recycling Supervisor	58,655	65,817
<u>Water Department</u>		
Chief Water Treatment Plant Operator	79,848	112,239
Assistant Water Supervisor	58,655	90,202
Water Supervisor	60,016	80,962
GIS Specialist 1	59,379	107,951
Senior Management Assistant	67,798	125,166

SCHEDULE "G"
2027
VILLAGE OF RIDGEWOOD
SUPERVISORY SALARY RANGES
Hired prior to January 1, 2015
TITLE

<u>Street Department</u>	<u>Minimum</u>	<u>Maximum</u>
Supervisor - Public Works	\$ 88,951	\$ 110,401
 <u>Water Pollution Control</u>		
Supervisor-WPCF	89,339	128,285
Chief Sewage Plant Operator	91,744	109,935
 <u>Parking & Traffic</u>		
Supervisor of Traffic & Signal	89,338	108,446
 <u>Building Inspections</u>		
Building Sub Code Official/Building Inspector	88,662	108,843
 <u>Sanitation Department</u>		
Supervisor of Sanitation & Recycling	96,182	152,742
 <u>Parks Department</u>		
Parks & Shade Tree Supervisor	87,551	110,742
 <u>Recreation Department</u>		
Recreation Supervisor	52,208	80,381
 <u>Recycling Department</u>		
Assistant Recycling Supervisor	54,366	95,253
 <u>Water Department</u>		
Chief Water Treatment Plant Operator	96,182	134,840
Assistant Water Supervisor	79,967	98,107
Water Supervisor	81,822	110,401
GIS Specialist 1	67,360	111,548
Senior Management Assistant	84,055	134,546

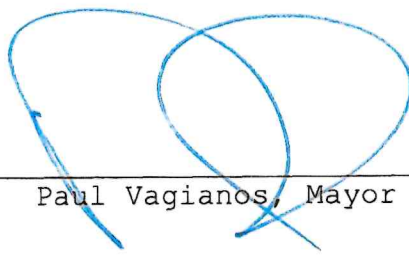
SCHEDULE "H"
2027
VILLAGE OF RIDGEWOOD
SUPERVISORY SALARY RANGES
Hired on or after January 1, 2015
TITLE

<u>Street Department</u>	<u>Minimum</u>	<u>Maximum</u>
Supervisor - Public Works	\$ 66,714	\$ 108,247
 <u>Water Pollution Control</u>		
Supervisor-WPCF	90,073	124,536
Chief Sewage Plant Operator	88,997	108,490
 <u>Parking & Traffic</u>		
Supervisor of Traffic & Signal	67,001	106,330
 <u>Building Inspections</u>		
Building Sub Code Official/Building Inspector	66,497	105,640
 <u>Sanitation Department</u>		
Supervisor of Sanitation & Recycling	96,182	149,761
 <u>Parks Department</u>		
Parks & Shade Tree Supervisor	65,683	80,857
 <u>Recreation Department</u>		
Recreation Supervisor	87,417	107,264
 <u>Recycling Department</u>		
Assistant Recycling Supervisor	59,975	67,298
 <u>Water Department</u>		
Chief Water Treatment Plant Operator	81,645	114,743
Assistant Water Supervisor	59,975	90,202
Water Supervisor	61,367	82,784
GIS Specialist 1	60,715	110,379
Senior Management Assistant	67,800	123,636

VILLAGE OF RIDGEWOOD
ORDINANCE NO. 4020

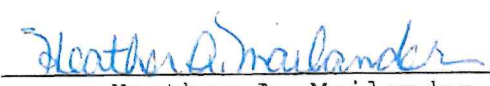
FOR AFFIRMANCE: Councilmembers: Reynolds, Winograd and Mayor Vagianos

NAYS: NONE
ABSENT: Councilmembers: Perron, Weitz
ABSTAIN: NONE
RECUSE: NONE
Introduction Date: October 9, 2024
Adoption Date: November 13, 2024
Effective Date: December 3, 2024



Paul Vagianos, Mayor

ATTEST:



Heather A. Mailander
Village Clerk

**VILLAGE OF RIDGEWOOD
ORDINANCE NO. 4022**

**AN ORDINANCE TO AMEND THE SALARIES, WAGES AND OTHER
COMPENSATION AND TO ESTABLISH THE “EMPLOYEE AGREEMENT” OF
CERTAIN NON-UNION OFFICERS AND EMPLOYEES OF THE VILLAGE OF
RIDGEWOOD, COUNTY OF BERGEN AND STATE OF NEW JERSEY FOR THE
YEAR 2025**

BE IT ORDAINED, by the Village Council of the Village of Ridgewood, County of Bergen and State of New Jersey as follows:

Section 1. Purpose

Salaries, wages and other compensation provided for by terms of this ordinance and schedules hereto and made part thereof are hereby fixed for the respective officers and employees of the Village of Ridgewood at the respective ranges shown in Schedule “A” effective January 1, 2025.

January 1, 2025 – 1%

Section 2. Time of Payment

All salaries, wages and other compensation shall be paid in by-monthly or bi-weekly installments and within the minimums and maximums of the ranges determined, and according to the conditions hereinafter set forth.

Section 3. Pension Fund Payment

Pension fund contributions shall be made by the Village of Ridgewood on behalf of any employee who may be eligible to enroll in the system. Such contributions shall be determined for each employee using the method prescribed by law.

Section 4. Performance Compensation

With the exception of pay grade “A” employees included in this ordinance may be subject to annual evaluations and participation in the 2025 Performance Compensation Program. These employees together with the non-union employees shall be eligible for an average of 0% to 2.00% increase, based on a performance evaluation for 2025, effective January 1, 2025. The resulting performance compensation, if any, shall consist of an adjustment to the employee’s base salary.

Section 5. Clothing Allowance

The Fire Chief shall be entitled to an annual clothing allowance to maintain his uniforms. Said allowance shall be \$600.00.

Section 6. Sick Leave

The annual sick leave entitlement shall be set at 15 days for all full time employees. In the first year of employment, sick leave shall be earned at a rate of one and one quarter days for each month of service. Employees may also be entitled to sick leave incentives. Such sick leave incentives shall be equal of that of the groups of employees who are under the supervision of the aforementioned officers. Unused sick leave days may be carried from year to year. Upon employment separation from the Village, the current year's sick leave entitlement will be prorated to the date of separation.

Section 7. Terminal Leave

Employees hired prior to July 1, 2007, shall be entitled to terminal leave upon retirement equivalent to either one-half of his or her accumulated sick leave or one-half of his or her annual salary, whichever is the lesser. Retirement eligibility is defined under the provisions of the Public Employees Retirement System or the Police and Fire Retirement System. In the event termination of employment occurs by reason of death of an active employee, his or her estate shall be entitled to lump sum cash payment in an amount equal to the dollar value of either one-half of his or her accumulated sick leave or one-half of his or her annual salary, whichever is the lesser.

Employees hired under the provisions of this ordinance after July 1, 2007, shall not be entitled to terminal leave payout upon retirement. Employees of the Village of Ridgewood as of July 1, 2007, who are subsequently promoted to a management position under the provisions of this ordinance, shall retain credit for the accumulated sick leave that was earned in their prior positions(s). No additional time will accumulate to these employees for the purpose of terminal leave payout at retirement. In the event termination of employment occurs by reason of death of an active employee, his or her estate or personal representative shall be entitled to a lump sum cash payment in an amount equal to the dollar value of either one-half of his or her accumulated sick leave or one-half of his or her annual salary whichever is lesser.

Section 8. Personal Leave

Directors receive three (3) personal days per year. Any unused days are forfeited at the end of each calendar year.

Section 9. Vacation

Annual vacation leave with pay shall be earned in accordance with the following schedule:

Years of Service	Annual Leave
First	One day per month
2 through 5	12 days
6 through 10	13 days
11 through 15	16 days
16 and thereafter	16 days plus one additional day for each year of service beyond 16 years

The maximum number of days that may be earned in any one year shall be 30 days, regardless of the number of years of service. Directors who do not use all of their vacation allowance may add their unused days to their allowance for the following year. However, if these days are not used in the second year, they will be forfeited. Upon employment separation from the Village, the current year's vacation entitlement will be pro-rated to the date of separation.

Section 10. Part-Time Directors

Sick, personal and vacation benefits for part-time Directors will be pro-rated based on the number of hours assigned.

Section 11. Health Benefits Contribution

Effective May 21, 2010, the State mandated contribution for health benefits, pursuant to Chapter 2, P.L. 2010 was implemented. All other provisions stated herein will remain the same.

Section 12. Senior Officers Pay

The Chief of Police and Chief of the Fire Department pay will not be less than \$500 above the base of the highest paid subordinate. The Captain of the Police Department will not be paid less than \$250 above the highest subordinate pay.

This ordinance shall take effect immediately upon adoption and publication as required by law.

Section 13.

This ordinance shall take effect immediately upon passage and publication as required by law.

Non-Union Officer and Employees
Schedule "A" Salary Ranges
January 1, 2025

<u>Grade</u>	<u>Position</u>	<u>Minimum</u>	<u>Maximum</u>
A.	Village Manager	\$60,000	\$243,360
B.	Director of Water & Sanitation	98,075	222,224
C.	Chief Financial Officer	124,848	208,971
D.	Village Clerk Director of Public Works/Village Engineer Treasurer	91,588	203,399
E.	Business Manager Director of Communications/Special Projects Director of Health Department Director of Information Technology Director of Parks and Recreation Tax Assessor Tax Collector	68,979	138,000
F.	Police Chief Police Captain Fire Chief	183,631 176,348 166,464	258,794 250,917 253,168
G.	<i>Part Time</i> Director of Emergency Management Deputy Director of Emergency Management Director of Building Inspections	12,693 2,601 89,698	23,254 3,938 98,500

VILLAGE OF RIDGEWOOD
ORDINANCE NO. 4022

FOR AFFIRMANCE: Councilmembers: Reynolds, Wingrad and Mayor Vagianos

NAYS: NONE

ABSENT: Councilmembers: Perron, Weitz

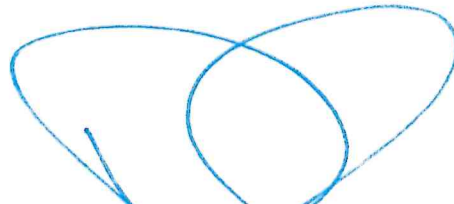
ABSTAIN: NONE

RECUSE: NONE

Introduction Date: October 9, 2024

Adoption Date: November 13, 2024

Effective Date: December 3, 2024



Paul Vagianos, Mayor

ATTEST:



Heather A. Mailander
Village Clerk