

N.J.S.A. 40A:9-165

Salaries, wages or compensation; officers and employees; establishment by governing body; protest; petition; ratification by voters

The governing body of a municipality, by ordinance, unless otherwise provided by law, shall 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.

Salaries, wages or compensation fixed and determined by ordinance may, from time to time, be increased, decreased or altered by ordinance. No such ordinance shall reduce the salary of, or deny without good cause an increase in salary given to all other municipal officers and employees to, any tax assessor, chief financial officer, tax collector or municipal clerk during the term for which he shall have been appointed. Except with respect to an ordinance or a portion thereof fixing salaries, wages or compensation of elective officials or any managerial, executive or confidential employee as defined in section 3 of the "New Jersey Employer-Employee Relations Act" P.L.1941, c. 100 (C. 34:13A-3), as amended, the ordinance shall take effect as provided therein. In municipalities wherein the provisions of Title 11 (Civil Service) [FN1] of the Revised Statutes are in operation, this section shall be subject thereto.

Where any such ordinance shall provide for increases in salaries, wages or compensation of elective officials or any managerial, executive or confidential employee, the ordinance or that portion thereof which provides an increase for such elective or appointive officials shall become operative in 20 days after the publication thereof, after final passage, unless within said 20 days, a petition signed by voters of such municipality, equal in number to at least 5% of the registered voters of the municipality, protesting against the passage of such ordinance, be presented to the governing body, in which case such ordinance shall remain inoperative unless and until a proposition for the ratification thereof shall be adopted at an election by a majority of the voters voting on said proposition. The question shall be submitted at the next general election, occurring not less than 40 days from the date of the certification of the petition. The submission of the question to the voters shall be governed by the provisions of Title 19 (Elections) of the Revised Statutes, as in the case of public questions to be voted upon in a single municipality.

C: Mayor & Council



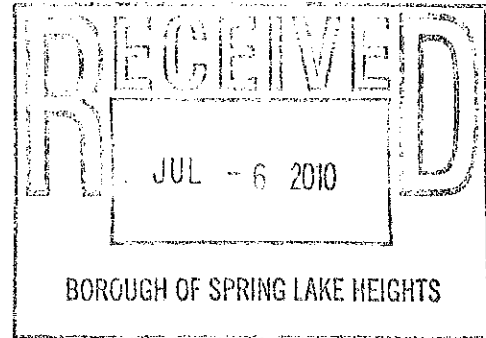
Let Those Who Pay Have The Say



200 Central Avenue
Spring Lake Heights, New Jersey 07762
732-403-5064

July 6, 2010

Spring Lake Heights
Mayor and Council
c/o Theresa Casagrande, Clerk
555 Brighton Avenue
Spring Lake Heights, NJ 07762



Dear Mayor Enright and Council Members:

Attached please find an original 28 sheets of a Petition to place the 2009 and 2010 SLH Salary and Wage Ordinances on the November 2, 2010 ballot as a Public Question. The Petition contains 432 signatures. The names and registered voter status have been verified. There are significantly more than double the 185 registered voters needed to place the Ordinances on the November 2 ballot as Referenda. Please consider this a formal demand pursuant to NJSA 40A:9-165 to place the Ordinances on the November 2 ballot for a Public Vote. Please draft the Questions in clear plain English without ambiguity or legal doublespeak.

Please also consider this a formal demand that the Ordinances "remain inoperative unless and until a proposition for the ratification thereof shall be adopted at an election by a majority of the voters voting on said proposition". This is a specific demand that no raises, retroactive or otherwise, be paid to any employee until the results of the November 2, 2010 election are known.

In the alternative, as there was an overwhelmingly positive response by the Spring Lake Heights residents to the Petition, please consider this a demand that the Council immediately repeal the offensive Ordinances and simultaneously enact a salary and wage freeze for 2009 and 2010.

Thank you.

Respectfully,

Thomas Vorbach



Petition pursuant to N.J.S.A. 40A:9-165 to place the SLH 2009 and 2010 Salary and Wage Ordinances on the November 2, 2010 ballot for public vote.

We, the undersigned, being registered voters of the Borough of Spring Lake Heights, pursuant to New Jersey Statute NJSA 40A:9-165, do hereby object to the passage of Ordinance No. 05-2010, on June 14, 2010 entitled AN ORDINANCE OF THE BOROUGH OF SPRING LAKE HEIGHTS ESTABLISHING WAGES AND SALARIES FOR 2009 AND AMENDING THE 2008 SALARY AND WAGE ORDINANCE and the passage of Ordinance No. 06-2010, on June 14, 2010 entitled AN ORDINANCE OF THE BOROUGH OF SPRING LAKE HEIGHTS ESTABLISHING WAGES AND SALARIES FOR 2010. We understand that these Ordinances provide for a increase in the salaries, wages or compensation of managerial, executive or confidential employees for 2009 and 2010. We hereby petition to Mayor and Council of Spring Lake Heights and especially the Borough Clerk place these Ordinances before the public for vote. We request that the Ordinances remain inoperative unless and until a proposition for ratification thereof shall be adopted by a majority of the voters at the next general election, November 2, 2010.

Name (Print)	Address	Signature
Colette Hayes	1088 Allaire Rd. SLH	<i>Colette Hayes</i>
John E Tully	19 Jason Dr SLH	<i>John E Tully</i>
Cecilia Betanco	80 willow lane	<i>Cecilia Betanco</i>
Mary DeVries	72 Willow	MARY DeVRIES
John J. Semell	68 Willow	John Semell
<i>Mary</i>	<i>Willow</i>	<i>Mary</i>
Bill Nittmann	9 Oak Court	Bill Nittmann
Betty Chapple	26 Oak Court	Betty Chapple
Mildred Hogaling	16 OAK COURT	Mildred Hogaling
Mrs MARG MURPHY	2 OAK COURT	M. Murphy
JACK MURPHY	2 OAK COURT	Jack Murphy
CATHERINE Roughley	- 16 WILLOW LN	Catherine Roughley
SAL DiRusso	45 Willow LA.	<i>Sal DiRusso</i>
KATHLEEN SHEA	9 Willow Ln	<i>Kathleen Shea</i>
BARBARA	27 Willow Lane	Barbara Shea
Gamble	33 Willow LANE	<i>Gamble</i>



Let Those Who Pay Have The Say



ORDINANCE #05-2010

AN ORDINANCE OF THE BOROUGH OF SPRING LAKE HEIGHTS ESTABLISHING SALARIES AND WAGES FOR 2009 AND AMENDING THE 2008 SALARY AND WAGE ORDINANCE

Be it hereby ordained by the Governing Body of the Borough of Spring Lake Heights, in the County of Monmouth, New Jersey, the following:

GENERAL PROVISIONS

1. The following salaries and wages are established as per Chapter 16-2.4 of the Borough Code.
2. Any pay shall be prorated on a per diem basis if necessary.
3. Mayor and Council shall be able to hire a new employee in any Employment Designation at a particular salary level anywhere between the starting and maximum base for the designation, in recognition of that person's previous training and experience.
4. These schedules and provisions shall continue in effect until subsequently amended.
5. With the exception of certain instances especially and separately directed by Mayor and Council, the provisions contained in all schedules below shall be paid retroactively to January 1 of the year 2009, as soon as practical after formal adoption of this ordinance, on all earnings paid to date.
6. Regular full-time Police salaries are subject to the current contract with the S.L.H. P.B.A. Local No. 50, which is on file in the office of the Clerk.
7. Regular full-time Public Works and Utility salaries are subject to the current contract with the S.L.H. Employees Association which is on file in the office of the Clerk.
8. Mayor and Council may create by resolution any new employment designation and establish the pay level therefore, and insert it in any of the payment schedules, provided they insure that sufficient budgeted funds are available for the purpose.

B. PAY SCHEDULES

GENERAL MANAGEMENT

Designation	Annual	
	Minimum	Maximum
Police Chief 2008	\$75,000	\$120,877
Police Chief - 2009	\$75,000	\$128,009
Police Captain - 2008	\$70,000	\$101,962
Police Captain/Acting Chief - 2009	\$70,000	\$101,962
Borough Clerk	\$40,000	\$73,635
Borough Administrator		\$25,000
Chief Financial Officer	\$40,000	\$72,695
Superintendent of PW/Utilities	\$40,000	\$95,121
Borough Collector	\$40,000	\$73,418
Court Administrator	\$40,000	\$58,972
Court Interlocal Differential		\$10,000
Court Administrator Comp-Time Differential		\$ 4,000
Deputy Borough Clerk	\$30,000	\$50,000
Code Enforcement/Zoning Officer	\$40,000	\$59,434

***Deputy Clerk is presently paid as a part-time hourly employee @ \$25.00 per hour.

POLICE DEPARTMENT

Hired prior to January 1, 2007

Lt. (after 1 st year)	\$103,152
Lt. (1 st year)	\$98,110
Sgt. (after 1 st year)	\$96,052
Sgt. (1 st year)	\$92,942
Corporal	\$91,783
Patrolman (after 5 th year)	\$90,633
Patrolman (after 4 th year)	\$78,983
Patrolman (after 3 rd year)	\$71,279
Patrolman (after 2 nd year)	\$63,578
Patrolman (after 1 st year)	\$55,876
Patrolman (during 1 st year)	\$37,566

Hired after January 1, 2007

Lt. (after 1 st year)	\$103,152
Lt. (1 st year)	\$98,110
Sgt. (after 1 st year)	\$96,052
Sgt. (1 st year)	\$92,942
Corporal	\$91,783
Patrolman (after 6th year)	\$90,633
Patrolman (after 5th year)	\$81,788
Patrolman (after 4th year)	\$72,944
Patrolman (after 3rd year)	\$64,099
Patrolman (after 2nd year)	\$55,255
Patrolman (after 1 st year)	\$46,411
Patrolman (during 1 st year)	\$37,566

PUBLIC WORKS AND UTILITY DEPARTMENT

Designation	Annual	
	Minimum	Maximum
Laborer	\$26,200	\$62,530.36
Head Maintenance Mechanic	\$33,000	\$75,175.00
Foreman/Sanitation	\$30,000	\$78,875.00
Foreman/Public Works	\$30,000	\$72,141.00
State Licensed Operator-Utility	\$30,000	\$79,935.00
Utility Interlocal Differential		\$ 2,000.00

OTHER FULL TIME EMPLOYEES

Designation	Annual	
	Minimum	Maximum
Administrative Aide	\$21,500	\$56,920
Other Regular Employee - as particularly designated by Mayor and Council	\$17,900	\$45,052

TEMPORARY/PART-TIME/HOURLY EMPLOYEES – ALL RATES ARE REFLECTIVE OF EMPLOYEES BEING PAID ON AN HOUR FOR HOUR BASIS; IN QUARTER HOUR INCREMENTS ROUNDED TO THE NEAREST QUARTER HOUR.

Designation	Maximum Hourly Rate
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Deputy Clerk-Part Time	\$25.00
Aide to Administrator/Clerk	\$14.00
Deputy Court Administrator	\$19.00
Court Violations Clerk	\$12.30
Police Matron	\$14.00
Public Works Laborer	\$ 9.90
Clerical/Temporary	\$8.53
Deputy Fire Safety Official	\$15.00
Temporary Unclassified	\$6.58
Crossing Guards	\$13.33
Police Clerk	\$12.00
Housing Officer Inspections	\$25.00 per inspection
Class I Special Police Officer	\$12.00
Class II Special Police Officer	\$14.50
Class II/with at least 1 yr. experience	\$15.50

PART-TIME OFFICIALS

Designation	Annual	
	Minimum	Maximum
Tax Assessor	\$12,000	\$19,729
Tax Assessor's Field Assistant	\$3,500	\$6,348
Court Judge	\$12,000	\$28,433
Prosecutor	\$12,000	\$25,168
Fire Safety Official	\$7,500	\$13,118
Welfare Director	\$3,500	\$6,401
Board Secretary-Pl.Bd./Bd.of Adj.	\$1,500	\$2,500
Board of Health Secretary	\$1,000	\$1,250
Emergency Management Director	\$2,500	\$10,150
Emergency Management Deputy Director	\$1,500	\$1,565
Recycling Coordinator		\$6,255
Asst. State Licensed Operator-Utility		\$5,241
Mayor		\$4,000
Councilperson		\$3,000

SUMMER RECREATION

Position	Salary Range
Recreation Coordinator	\$2,200-\$2,500 per summer
Assistant Recreation Coordinators	\$2,000-\$2,300 per summer
Program Coordinators	\$1500 to \$1800 per summer
Senior Recreation Counselors	\$825-\$1,350 per summer
Junior Counselors	\$7.61 per hour

HEALTH BENEFITS

Pending any final amendment by ordinance to The Revised General Ordinances of the Borough the following provision shall apply to all new employees appointed to regular-full time status:

Employees hired for regular full-time status, shall be entitled to and will receive, under the health insurance plan, individual or full family coverage on a non-contributory basis, as required. Said coverage, and all other contractual personnel benefits, shall become effective as per the master insurance policies agreed to by council.

NON-CODIFICATION CLAUSE

Since it is intended that this Ordinance shall be amended annually and is of an internal nature, it shall not be codified, but shall be on file in the office of the clerk for public inspection.

REPEALER

All ordinances or provisions of any other ordinance inconsistent with these provisions are hereby repealed only to the extent of those inconsistencies.

WHEN EFFECTIVE

This ordinance shall take effect at once after publication and final passage according to law and as stated herein.

ORD #05-2010 - Introduction	M O V E D	S E C O N D E D	A Y E S	N A Y S	A B S E N T	A B S T A I N	I hereby certify that the above Ordinance was introduced by the Governing Body of the Borough of Spring Lake Heights at a meeting held on May 24, 2010. Borough Clerk
MR. BRENNAN				X			
MS. CINDEA	X		X				
MS. CRIPPEN			X				
MS. KEGELMAN			X				
MS. KING		X	X				
MR. MACCANICO				X			
MAYOR ENRIGHT							

ORD #05-2010 - Adoption	M O V E D	S E C O N D E D	A Y E S	N A Y S	A B S E N T	A B S T A I N	<p>I hereby certify that the above Ordinance was adopted by the Governing Body of the Borough of Spring Lake Heights at a meeting held on June 14, 2010.</p> <p style="text-align: right;">_____ Municipal Clerk</p>
MR. BRENNAN				X			
MS. CINDEA		X	X				
MS. CRIPPEN			X				
MS. KEGELMAN	X		X				
MS. KING			X				
MR. MACCANICO					X		
MAYOR ENRIGHT							

THERESA S. CASAGRANDE
Municipal Clerk

ORDINANCE NO. 08 -2010

**AN ORDINANCE OF THE BOROUGH OF SPRING LAKE HEIGHTS REPEALING
ORDINANCE # 05-2010**

Be it hereby ordained by the Governing Body of the Borough of Spring Lake Heights, in the County of Monmouth, New Jersey, that Ordinance # 05-2010 is repealed in its entirety.

A. REPEALER

All ordinances or provisions of any other ordinance inconsistent with these provisions are hereby repealed only to the extent of those inconsistencies.

B. WHEN EFFECTIVE

This ordinance shall take effect at once after publication and final passage according to law and as stated herein.

The above ordinance was introduced and passed on first reading at a regular meeting of the Mayor and Borough Council of the Borough of Spring Lake Heights, held on July 12, 2010 and will be considered on second reading and final passage at a regular meeting of the Mayor and Borough Council of the Borough of Spring Lake Heights, to be held at the Municipal Building, 555 Brighton Avenue, Spring Lake Heights, New Jersey, at 8:00 P.M. on July 26, 2010, at which time and place any person interested therein will be given an opportunity to be heard. During the week prior to and up to and including the date of such meeting, copies of said ordinance will be made available at the Clerk's office to the general public who shall request the same.

THERESA S. CASAGRANDE
Municipal Clerk

ORDINANCE NO. 06 -2010

AN ORDINANCE OF THE BOROUGH OF SPRING LAKE HEIGHTS ESTABLISHING SALARIES AND WAGES FOR 2010

Be it hereby ordained by the Governing Body of the Borough of Spring Lake Heights, in the County of Monmouth, New Jersey, the following:

A. GENERAL PROVISIONS

1. The following salaries and wages are established as per Chapter 16-2.4 of the Borough Code.
2. Any pay shall be prorated on a per diem basis if necessary.
3. Mayor and Council shall be able to hire a new employee in any Employment Designation at a particular salary level anywhere between the starting and maximum base for the designation, in recognition of that person's previous training and experience.
4. These schedules and provisions shall continue in effect until subsequently amended.
5. With the exception of certain instances especially and separately directed by Mayor and Council, the provisions contained in all schedules below shall be paid retroactively to January 1 of the year 2010, as soon as practical after formal adoption of this ordinance, on all earnings paid to date.
6. Regular full-time Police salaries are subject to the current contract with the S.L.H. P.B.A. Local No. 50, which is on file in the office of the Clerk.
7. Regular full-time Public Works and Utility salaries are subject to the current contract with the S.L.H. Employees Association which is on file in the office of the Clerk.
8. Mayor and Council may create by resolution any new employment designation and establish the pay level therefore, and insert it in any of the payment schedules, provided they insure that sufficient budgeted funds are available for the purpose.
9. The workweek for full-time employees shall be forty (40) hours, accumulated by working eight (8) hours in a regular day; lunch shall not be paid.

B. PAY SCHEDULES

1. GENERAL MANAGEMENT

Designation	Annual	
	Minimum	Maximum
Police Chief	\$75,000	\$112,000
Police Captain	\$70,000	\$101,962
Borough Clerk	\$40,000	\$76,470
Borough Administrator		\$25,000
Chief Financial Officer	\$40,000	\$75,494
Superintendent of PW/Utilities	\$40,000	\$97,499
Borough Collector	\$40,000	\$76,245
Court Administrator	\$40,000	\$58,972
Court Interlocal Differential		\$10,000
Court Administrator Comp-Time Differential		\$ 4,000
Code Enforcement/Zoning Officer-FT	\$40,000	\$50,000
Deputy Clerk – Additional Stipend		\$ 5000

2. POLICE DEPARTMENT

Hired prior to January 1, 2007

Lt. (after 1 st year)	\$107,124
Lt. (1 st year)	\$101,887
Sgt. (after 1 st year)	\$99,750
Sgt. (1 st year)	\$96,521
Corporal	\$95,317
Patrolman (after 5 th year)	\$94,122
Patrolman (after 4 th year)	\$82,024
Patrolman (after 3 rd year)	\$74,024
Patrolman (after 2 nd year)	\$66,026
Patrolman (after 1 st year)	\$58,027
Patrolman (during 1 st year)	\$39,012

Hired after January 1, 2007

Lt. (after 1 st year)	\$107,124
Lt. (1 st year)	\$101,887
Sgt. (after 1 st year)	\$99,750
Sgt. (1 st year)	\$96,521
Corporal	\$95,317
Patrolman (after 6th year)	\$94,122
Patrolman (after 5th year)	\$84,937
Patrolman (after 4th year)	\$75,752
Patrolman (after 3rd year)	\$66,567
Patrolman (after 2nd year)	\$57,382
Patrolman (after 1 st year)	\$48,197
Patrolman (during 1 st year)	\$39,012

PUBLIC WORKS AND UTILITY DEPARTMENT

Designation	Annual	
	Minimum	Maximum
Laborer	\$26,200	\$62,530.36
Head Maintenance Mechanic	\$33,000	\$75,175.00
Foreman/Sanitation	\$30,000	\$77,675.00
Foreman/Public Works	\$30,000	\$72,141.00
State Licensed Operator-Utility	\$30,000	\$79,935.00
Utility Interlocal Differential		\$ 2,000.00

3. OTHER FULL TIME EMPLOYEES

Designation	Annual	
	Minimum	Maximum
Administrative Aide	\$21,500	\$56,920
Other Regular Employee - as particularly designated by Mayor and Council	\$17,900	\$45,052

4. TEMPORARY/PART-TIME/HOURLY EMPLOYEES – ALL RATES ARE REFLECTIVE OF EMPLOYEES BEING PAID ON AN HOUR FOR HOUR BASIS; IN QUARTER HOUR INCREMENTS ROUNDED TO THE NEAREST QUARTER HOUR.

Designation	Maximum Hourly Rate
Deputy Clerk-Part Time (Hourly)	\$15.00 to \$25.00

Main Office Aide	\$12.00 to \$15.00
Deputy Court Administrator	\$19.00
Court Violations Clerk	\$12.30
Court Bailiff	\$15.00
Police Matron	\$14.35
Public Works Laborer	\$10.15
Clerical/Temporary	\$8.75
Deputy Fire Safety Official	\$15.00
Temporary Unclassified	\$7.25
Crossing Guards	\$13.33
Police Clerk	\$12.30
Housing Officer Inspections	\$25.00 per inspection
Class I Special Police Officer	\$12.00
Class II Special Police Officer	\$14.50
Class II/with at least 1 yr. experience	\$15.50
Planning Board Secretary	\$15.00
Board of Adjustment Secretary	\$15.00
Zoning and Code Enforcement	\$15.00 to \$32.00

5. PART-TIME OFFICIALS

Designation	Annual	
	Minimum	Maximum
Tax Assessor	\$12,000	\$20,489
Tax Assessor's Field Assistant	\$3,500	\$6,348
Court Judge	\$12,000	\$28,433
Prosecutor	\$12,000	\$25,168
Fire Safety Official	\$7,500	\$13,118
Welfare Director	\$3,500	\$6,401
Board Secretary-Pl.Bd./Bd.of Adj.	\$1,500	\$2,500
Board of Health Secretary	\$1,000	\$1,250
Emergency Management Director	\$2,500	\$10,150
Emergency Management Deputy Director	\$1000	\$1,565
Recycling Coordinator		\$6,255
Asst. State Licensed Operator-Utility		\$5,241
Mayor		\$4,000
Councilperson		\$3,000

6. SUMMER RECREATION

Position	Salary Range
Assistant Recreation Coordinator	\$2,100-\$2,400 per summer
Program Coordinator- Sports	\$2,000-\$2,200 per summer
Program Coordinator- Arts and Crafts	\$2,000-\$2,200 per summer
Supervisor	\$1,700-\$1,900 per summer
Supervisor	\$1,700-\$1,900 per summer

Counselors	\$7.61-\$8.50 per hour
Recreation Coordinator	\$17.50 per hour

B. HEALTH BENEFITS

Pending any final amendment by ordinance to The Revised General Ordinances of the Borough the following provision shall apply to all new employees appointed to regular-full time status:

1. Employees hired for regular full-time status, shall be entitled to and will receive, under the health insurance plan, individual or full family coverage on a non-contributory basis, as required. Said coverage, and all other contractual personnel benefits, shall become effective as per the master insurance policies agreed to by council.

C. NON-CODIFICATION CLAUSE

Since it is intended that this Ordinance shall be amended annually and is of an internal nature, it shall not be codified, but shall be on file in the office of the clerk for public inspection.

D. REPEALER

All ordinances or provisions of any other ordinance inconsistent with these provisions are hereby repealed only to the extent of those inconsistencies.

E. WHEN EFFECTIVE

This ordinance shall take effect at once after publication and final passage according to law and as stated herein.

ORD #06-2010 - Introduction	M O V E D	S E C O N D E D	A Y E S	N A Y S	A B S E N T	A B S T A I N	<p>I hereby certify that the above Ordinance was introduced by the Governing Body of the Borough of Spring Lake Heights at a meeting held on May 24, 2010.</p> <p style="text-align: right;">_____ Borough Clerk</p>
MR. BRENNAN				X			
MS. CINDEA	X		X				
MS. CRIPPEN			X				
MS. KEGELMAN			X				
MS. KING		X	X				
MR. MACCANICO				X			
MAYOR ENRIGHT							

ORDINANCE NO. 09 -2010

**AN ORDINANCE OF THE BOROUGH OF SPRING LAKE HEIGHTS REPEALING
ORDINANCE # 06-2010**

Be it hereby ordained by the Governing Body of the Borough of Spring Lake Heights, in the County of Monmouth, New Jersey, that Ordinance # 06-2010 is repealed in its entirety.

A. REPEALER

All ordinances or provisions of any other ordinance inconsistent with these provisions are hereby repealed only to the extent of those inconsistencies.

B. WHEN EFFECTIVE

This ordinance shall take effect at once after publication and final passage according to law and as stated herein.

The above ordinance was introduced and passed on first reading at a regular meeting of the Mayor and Borough Council of the Borough of Spring Lake Heights, held on July 12, 2010 and will be considered on second reading and final passage at a regular meeting of the Mayor and Borough Council of the Borough of Spring Lake Heights, to be held at the Municipal Building, 555 Brighton Avenue, Spring Lake Heights, New Jersey, at 8:00 P.M. on July 26, 2010, at which time and place any person interested therein will be given an opportunity to be heard. During the week prior to and up to and including the date of such meeting, copies of said ordinance will be made available at the Clerk's office to the general public who shall request the same.

THERESA S. CASAGRANDE
Municipal Clerk