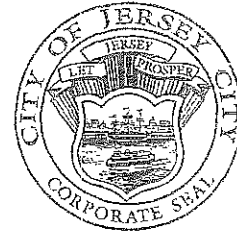


City Clerk File No. Ord. 19-148

Agenda No. 3.10 1st Reading

Agenda No. 4.10. 2nd Reading & Final Passage

ORDINANCE OF JERSEY CITY, N.J.



COUNCIL AS A WHOLE
offered and moved adoption of the following ordinance:

CITY ORDINANCE 19-148

TITLE:

ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 53 (PERSONNEL), § 53-11 OF THE JERSEY CITY MUNICIPAL CODE

THE MUNICIPAL COUNCIL OF THE CITY OF JERSEY CITY HEREBY ORDAINS:

WHEREAS, the City of Jersey City ("the City") is committed to modernizing its employment practices and policies to be better able to attract competent, engaged and accountable employees and leaders. This, in part, requires competitive, market-based compensation for the city's executive leadership.

WHEREAS, updated salary ranges for City senior leadership, department directors and other statutory officers are necessary to ensure the stability of City and departmental leadership and to provide the leadership necessary to continue to make Jersey City the best and most progressive mid-sized city in the United States

NOW, THEREFORE, THE MUNICIPAL COUNCIL OF JERSEY CITY DOES ORDAIN:

A. The following amendments to CHAPTER 53 (PERSONNEL), SECTION 11 (FIXED SALARIES are hereby adopted:

§ 53-11

<u>(Base with CPI)*</u> <u>Fixed Salary Ranges</u>	Title
\$115,000 <u>\$142,824 - \$200,000</u>	Business Administrator
<u>\$113,000 - \$150,000</u>	Chief Financial Officer
\$110,000 <u>\$137,147 - \$180,000</u>	City Clerk
\$110,000 <u>\$136,614 - \$200,000</u>	Corporation Counsel
<u>Up to \$110,000</u>	Deputy City Clerk
<u>Up to \$110,000</u>	Deputy Tax Assessor

<u>\$124,194 - \$180,000</u>	<u>Director, Department of Finance</u>
<u>\$114,753</u> <u>\$124,194 - \$180,000</u>	Director, Department of Human Resources
<u>\$100,000</u> <u>\$124,194 - \$180,000</u>	Director, Department of Health and Human Services
<u>\$100,000</u> <u>\$124,194 - \$180,000</u>	Director, Department of Housing, Economic Development, and Commerce
<u>\$110,000</u> <u>\$200,000 - \$225,000</u>	Director, Department of Public Safety
<u>\$100,000</u> <u>\$124,194 - \$180,000</u>	Director, Department of Public Works
<u>\$100,000</u> <u>\$124,194 - \$180,000</u>	Director, Department of Recreation
<u>\$98,363 TBD*</u>	Mayor*
<u>\$100,000</u> <u>\$124,194 - \$180,000</u>	Tax Assessor
<u>\$100,000</u> <u>\$118,227 - \$150,000</u>	Tax Collector
<u>Up to \$110,000</u>	Assistant Municipal Tax Collector
<u>\$22,500 Up to \$60,000</u>	Council Members (<u>excluding Council President</u>)**
<u>\$24,500 Up to \$65,000</u>	<u>City Council President***</u>
<u>\$100,000</u> <u>120,000</u> <u>\$110,000</u>	Municipal Court Judges
<u>\$110,000</u> <u>150,000</u> <u>\$120,000</u>	<u>Chief Judge, Municipal Court</u>
<u>\$45,000</u> <u>65,000</u> <u>\$55,000</u>	<u>Part-Time Municipal Court Judges</u>

* Effective January 1, 2022, the Mayor's salary shall be increased to the then existing base salary for the Hudson County Executive, as established by the Hudson County Board of Chosen Freeholders. The Mayor's salary shall be thereafter set and adjusted based on the base salary of the Hudson County Executive.

** A City Councilmember's base salary shall be increased as follows:

Effective immediately, \$50,000

Effective January 1, 2020, \$55,000

Effective January 1, 2021, \$60,000

Any councilperson may elect to waive the increases provided herein by providing written notice to the Director of Human Resources and the Business Administrator 30 business days prior to the effective dates noted above. If a councilmember elects to waive the increase, their salary shall remain at their then existing rate of pay, subject to COLA increases.

*** The City Council President's base salary shall be increased as follows:

Effective immediately, \$55,000

Effective January 1, 2020, \$60,000

Effective January 1, 2021, \$65,000

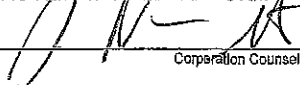
The Council President may elect to waive the increases provided herein by providing written notice to the Director of Human Resources and the Business Administrator 30 business days prior to the effective dates noted above. If the Council President elects to waive the increase, their salary shall remain at their then existing rate of pay, subject to COLA increases.

- A. All Department Directors, which shall include the City Clerk and the Tax Assessor for purposes of Section, shall be eligible to receive salary increases based on a percentage of the Director's then existing salary, such increases shall occur no more than once a year, but may also not occur at all.
- B. Prior to any increase taking effect, the Business Administrator and the Director of Human Resources shall conduct a performance review of any affected Director, which review shall include, but not be limited to, the following matters: effective accomplishment of departmental goals, effective development of leadership skills and effective demonstration of organizational, administrative and strategic competencies. The Mayor, or his/her designee, shall conduct the review of the Business Administrator and the Business Administrator and the Mayor, or his/her designee, shall conduct a review of the Director of the Department of Human Resources. The performance reviews in this paragraph shall occur at least annually thereafter, or as frequently as requested by the Business Administrator or the Mayor, or his/her designee. In addition, other performance check-ins may be scheduled to ensure that Department Directors continue to operate effectively in carrying forward the City's vision.
- C. In no instance shall a Department Director or the Business Administrator receive an increase greater than 10% of their then existing base salary. However, in the first year of the adoption of this ordinance, such increase may be up to 15% of that employee's then existing base salary.
- D. In no instance shall a Department Director or Business Administrator receive any COLA increases otherwise permitted by City ordinance, except as provided herein.
- E. The Mayor, the City Council President, all City Councilmembers and all Judges of the Municipal Court (including the Chief Judge) shall continue to receive COLA increases as permitted by City Ordinance. Any COLA increases shall be applied to the base salary after accounting for the increases provided herein.

- B. All ordinances and parts of ordinances inconsistent herewith are hereby repealed.
- C. The City Clerk and the Corporation Counsel may change any chapter numbers, article numbers and section numbers if codification of this ordinance reveals a conflict between those numbers and the existing code, in order to avoid confusion and possible repeals of existing provisions.
- D. Unless otherwise stated in this ordinance, this ordinance shall take effect on January 1, 2020 and in the manner provided by law.
- E. This ordinance shall be a part of the Jersey City Code as though codified and incorporated in the official copies of the Jersey City Code.

10/02/19

APPROVED AS TO LEGAL FORM


Corporation Counsel

APPROVED: _____

APPROVED: _____


Business Administrator

Certification Required ☐

Not Required ☐

ORDINANCE FACT SHEET

This summary sheet is to be attached to the front of any resolution that is submitted for Council consideration. Incomplete or vague fact sheets will be returned with the resolution.

Full Title of Ordinance/Resolution

**ORDINANCE AMENDING AND SUPPLEMENTING CHAPTER 53 (PERSONNEL),
§ 53-11 OF THE JERSEY CITY MUNICIPAL CODE REGARDING CHANGE IN
SALARIES**

Initiator

Department/Division	Administration	
Name/Title	Brian Platt	Business Administrator
Phone/email	201-547-4513	BPlatt@jcnj.org

Note: Initiator must be available by phone during agenda meeting (Wednesday prior to council meeting @ 4:00 p.m.)

Ordinance Purpose

The purpose of this ordinance is amend Chapter 53 to offer competitive, market-based compensation for the city's executive leadership.

I certify that all the facts presented herein are accurate.

Signature of Department Director

Date

Ordinance of the City of Jersey City, N.J.



ORDINANCE NO. Ord. 19-148
TITLE: 3.10 OCT 10 2019 4:40 **OCT 23 2019**

Ordinance amending and supplementing Chapter 53 (Personnel), §53-11 of the Jersey City Municipal Code.

RECORD OF COUNCIL VOTE ON INTRODUCTION OCT 10 2019 7-0											
COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.
RIDLEY	<i>ABSENT</i>			YUN	<i>ABSENT</i>			RIVERA	✓		
PRINZ-AREY	✓			SOLOMON	✓			WATTERMANN	✓		
BOGGIANO	✓			ROBINSON	✓			LAVARRO, PRES.	✓		

RECORD OF COUNCIL VOTE TO CLOSE PUBLIC HEARING OCT 23 2019 9-0											
Councilperson <u>WATTERMANN</u> moved, seconded by Councilperson <u>PRINZ-AREY</u> to close P.H.											
COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.
RIDLEY	✓			YUN	✓			RIVERA	✓		
PRINZ-AREY	✓			SOLOMON	✓			WATTERMANN	✓		
BOGGIANO	✓			ROBINSON	✓			LAVARRO, PRES.	✓		

✓ Indicates Vote

N.V.--Not Voting (Abstain)

SPEAKERS:

*YVONNE BALZER
JAYSON BURG
RON SIMONCINI
RAPHAEL TORRES*

RECORD OF COUNCIL VOTE ON AMENDMENTS, IF ANY											
Councilperson _____ moved to amend* Ordinance, seconded by Councilperson _____ & adopted											
COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.
RIDLEY				YUN				RIVERA			
PRINZ-AREY				SOLOMON				WATTERMANN			
BOGGIANO				ROBINSON				LAVARRO, PRES.			

RECORD OF FINAL COUNCIL VOTE OCT 23 2019 8-1											
COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.	COUNCILPERSON	AYE	NAY	N.V.
RIDLEY	✓			YUN	✓			RIVERA	✓		
PRINZ-AREY	✓			SOLOMON		✓		WATTERMANN	✓		
BOGGIANO	✓			ROBINSON	✓			LAVARRO, PRES.	✓		

✓ Indicates Vote

N.V.--Not Voting (Abstain)

Adopted on first reading of the Council of Jersey City, N.J. on **OCT 10 2019**
Adopted on second and final reading after hearing on **OCT 23 2019**

This is to certify that the foregoing Ordinance was adopted by the Municipal Council at its meeting on **OCT 23 2019**

Robert Byrnes
Robert Byrnes, City Clerk

*Amendment(s):

APPROVED:

Rolando R. Lavarro, Jr.
Rolando R. Lavarro, Jr., Council President
Date **OCT 23 2019**

APPROVED:

Steven M. Fulop
Steven M. Fulop, Mayor
Date **OCT 25 2019**

Date to Mayor **OCT 24 2019**