

**BOROUGH OF MONTVALE
BERGEN COUNTY, NEW JERSEY
ORDINANCE NO. 2026-1591**

NOTICE IS HEREBY GIVEN that the following Ordinance was introduced and passed on the first reading at the regular meeting of the Mayor and Council on April 28, 2026 and that said Ordinance will be taken up for further consideration for final passage at a regular meeting of the Mayor and Council to be held on May 14, 2026 at 7:30pm or as soon thereafter as said matter can be reached, at which time and place all persons who may be interested therein will be given an opportunity to be heard concerning same.

Frances Scordo, Municipal Clerk
Borough of Montvale

AN ORDINANCE TO AMEND SALARY ORDINANCE NO. 2025-1563 TO PROVIDE FOR AND DETERMINE THE RATE, AMOUNT AND METHOD OF PAYMENT OF COMPENSATION TO PERSONS HOLDING CERTAIN OFFICES AND POSITIONS OF EMPLOYMENT IN THE BOROUGH OF MONTVALE FOR THE YEAR 2026

BE IT ORDAINED BY the Mayor and Council of the Borough of Montvale as follows:

SECTION 1. Each of the offices and positions of employment hereinafter named that are not established or created by virtue of any statutes or of any ordinance, resolution, or other lawful authority heretofore exercised by the Borough of Montvale, is hereby established, created, ratified and confirmed.

SECTION 2. The rate of compensation of the persons holding any of the hereinafter named offices and positions of employment whose compensation shall be on an annual basis and shall be payable semi-monthly is hereby fixed and determined to be as set opposite the title of each of the hereinafter named offices and positions of employment. **Where one employee's duties and responsibilities include multiple positions, the salary range shall be deemed to include the sum total of the salary range of all such positions.**

Title/ Duties and Responsibilities		2026 Salary Range	
1	Borough Administrator	\$110,000	- \$160,000
2	Safety Coordinator	\$5,000	- \$8,000
3	Chief Financial Officer	\$21,000	- \$35,000
4	Municipal Clerk	\$65,000	- \$110,000
5	Deputy Municipal Clerk	\$20,000	- \$55,000
6	Admin. Assistant to Administrator	\$40,000	- \$75,000
7	Tax Collector	\$62,000	- \$120,000
8	Tax Assessor	\$37,000	- \$50,000
9	Treasurer/Purchasing Agent	\$78,000	- \$110,000

10	Deputy Treasurer	\$55,000	- \$75,000
11	Finance Clerk	\$42,000	- \$65,000
12	Planning and Construction Coordinator	\$83,000	- \$110,000
13	Board Secretary, Regular Meetings	Greater of:	\$150 or OT Rate
14	Board Secretary, Committee Meetings		OT Rate
15	Office Manager	\$4,000	- \$10,000
16	Board of Health Secretary	\$7,000	- \$10,000
17	Registrar Vital Statistics	\$1,000	- \$6,000
18	Deputy Registrar Vital Statistics	\$500	- \$2,500
19	Construction Official	\$72,000	- \$100,000
20	Building Subcode Official and Inspector	\$30,000	- \$45,000
21	Subcode Inspector	\$6,000	- \$20,000
22	Zoning Officer	\$5,000	- \$12,000
23	Building Subcode and Special Inspections	\$50	- \$80/hour
24	Administrative Assistant – Planning Board Assistant/ Confidential Secretary/ Board Secretary/ Departmental Coordinator/ Floater	\$40,000	- \$70,000
25	Facilities Manager, Buildings & Grounds and Property Inspector	\$20,000	- \$30,000
26	Property Maintenance Officer	\$20,000	- \$30,000
27	Construction Dept. Technical Assistant	\$50,000	- \$70,000
28	Plumbing Subcode Official and Inspector	\$30,000	- \$45,000
29	Plumbing Subcode and Special Inspections	\$50	- \$80/hour
30	Fire Subcode Official and Inspector	\$30,000	- \$45,000
31	Fire Subcode and Special Inspections	\$50	- \$80/hour
32	Electrical Subcode Official and Inspector	\$30,000	- \$60,000
33	Electrical Subcode and Special Inspections	\$50	- \$80/hour
34	Fire Prevention Official	\$65,000	- \$115,000
35	Fire Inspector/ Senior Deputy Fire Official	\$7,600	- \$30,000
36	Fire Prevention Secretary	\$1,000	- \$3,000
37	Municipal Court Administrator	\$75,000	- \$110,000

38	Deputy Municipal Court Administrator	\$55,000	- \$75,000
39	Court Security	\$20	- \$27/hour
40	Violations Clerk	\$40,000	- \$65,000
41	Police Secretary	\$42,000	- \$60,000
42	Administrative Assistant for Police Chief	\$50,000	- \$65,000
43	Emergency Mgmt. Coordinator	\$5,000	- \$15,000
44	Deputy Emergency Mgmt. Coordinator	\$3,000	- \$6,000
45	Library Director	\$80,000	- \$115,000
46	Library – Library Adult Services	\$55,000	- \$80,000
47	Library	Minimum Wage	- \$55/hour
48	Library (PT) meetings	\$120	- \$225/mtg.
49	Construction Dept. Clerk	\$20,000	\$60,000
50	Director of Recreation	\$52,000	- \$75,000
51	Recreation Assistant	\$20,000	- \$55,000
52	Recreation Summer Camp Stipend	\$2,000	- \$6,000
53	Summer Camp Counsellors	\$500	- \$2,000
54	Park Monitor	\$20	- \$28/hour
55	Van Drivers	\$20	- \$28/hour
56	Station Technicians	\$15	- \$20/hour
57	Booker Cable Access TV	\$3,000	- \$6,000
58	Archivist Records Manager/D.A.R.M.	\$25	- \$28/hour
59	Clerical/Recording Special Meetings	\$20	- \$40/hour
60	Deputy Construction Official	\$75,000	- \$85,000
61	Wellness Coordinator (PT)	\$500	- \$1,000
62	Wellness Incentive Participants	\$300	- \$500
63	Executive Assistant to Police Chief	\$60,000	- \$85,000
64	Coordinator, Off-Duty Details	\$10,000	- \$15,000
65	Municipal Housing Liaison	\$6,000	- \$12,000
66	Deputy Municipal Housing Liaison	\$3,000	- \$5,000

SECTION 3. The rate of compensation of the persons holding any of the hereinafter named offices, whose compensation shall be on an annual basis and payable semi-monthly, is hereby fixed and determined as follows:

Title		2026 Salary Range
A.	Municipal Judge	\$40,000 - \$51,250
B.	Mayor	\$9,500 - \$13,350
C.	Councilpersons (each)	\$7,500 - \$10,000

SECTION 4: The rate of compensation of persons holding any of the hereinafter named offices in the Police Department, whose compensation shall be on an annual basis, and payable semi-monthly, is hereby fixed and determined as follows:

Title		2026 Salary Range
A.	Chief	\$220,000 - \$256,800
B.	Captain	\$200,000 - \$229,472
C.	Lieutenant (Base Wage)	\$181,741 - \$186,921
D.	Sergeants (Base Wage)	\$169,121 - \$173,941
E.	Detective – Additional per year	\$5,500 - \$5,500
F.	Juvenile Officer – Addt'l per year	\$400 - \$400
G.	Asst. Juvenile Officer – Addt'l per year	\$350 - \$350
H.	Special Police Officer Class III (SLEO)	\$50,000 - \$64,000
I.	Special/Auxiliary Police	\$22/hour - \$28/hour
J.	School Cross Guard/Police Matrons	\$22/hour - \$28/hour

SECTION 4A: The rate of compensation of persons holding any of the hereinafter named offices in the Police Department whose compensation shall be on an annual basis, and payable semi-monthly, is fixed and determined as follows:

Police Officers Schedule (Base Wage Each)		
Academy	\$51,471	- \$52,938
PTC Cert. - 1 year	\$55,704	- \$57,292
1 – 2 years	\$62,388	- \$64,167
2 – 3 years	\$72,415	- \$74,479
3 – 4 years	\$96,439	- \$99,188
4 – 5 years	\$111,409	- \$114,584
5 – 6 years	\$126,379	- \$129,981

6 – 7 years	\$141,351	-	\$145,380
7 – 8 years	\$156,321	-	\$160,777

SECTION 4B: In addition to the compensation stated above, Full Time Employees in Section 4 and Section 4A (excepting the Chief, Captain, and any other employee whose contract specifically excludes longevity), shall be paid an annual longevity increment pursuant to the following schedule:

Years of Service	Officers Hired BEFORE January 1, 2006	Officers Hired AFTER January 1, 2006
Beginning five (5) years	1%	-
Beginning seven (7) years	2%	-
Beginning nine (9) years	3%	1%
Beginning eleven (11) years	4%	2%
Beginning thirteen (13) years	5%	3%
Beginning fifteen (15) years	6%	4%
Beginning seventeen (17) years	7%	5%
Beginning nineteen (19) years	8%	6%
Beginning twenty-one (21) years	-	7%
Beginning twenty-two (22) years	-	8%
Beginning twenty-four (24) years	9%	9%

SECTION 5. The Borough Treasurer shall present semi-monthly or as established by Resolution to the Governing Body for approval warrants drawn to the order of the Borough of Montvale Payroll Account and the Borough of Montvale Salary Account.

At the first meeting of the Governing Body in January of each year, there shall be approved accounts to be designated "The Borough of Montvale Payroll Account" and "The Borough of Montvale Salary Account" and from time to time the Borough Treasurer upon receipt of a warrant for the amount due each Payroll, shall deposit the same to the credit of these accounts, charging the appropriate budgetary accounts therewith. The Borough Treasurer shall thereafter draw checks on said accounts to the employees entitled to payment therefrom.

Any employee hired under the terms of a Special Library Grants; salary will be determined by the Authority making such grant.

The Mayor and Borough Council may by adoption of a resolution and by approved payroll advice, increase compensation (base wage adjustment or one-time merit/bonus increase) of any salaried employee in the above schedule, who has reached their maximum, up to 10% above the pay range maximum.

At each regular meeting of the Governing Body of the Borough of Montvale, the Treasurer shall submit for the approval or ratification as the case may be, the necessary payroll amounts due to the several officers and employees for compensation.

Such officers as may be determined by the Governing Body, as established by resolution, shall be authorized to sign warrants drawn in favor of the Payroll Account, upon due notice that the payrolls have been approved by the proper certifying authorities.

SECTION 6. This ordinance shall be operative as of the date of its adoption and publication as required by law, and salaries paid shall be adjusted in accordance with the terms of this ordinance.

SECTION 7. All other ordinances and parts of ordinances inconsistent herewith are hereby repealed.

SECTION 8. This ordinance shall take effect immediately upon publication in the manner provided by Law.