

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

File No. Ord. 21-002
Agenda No. 3.2 (1st Reading)
Agenda No. 4.2 (2nd Reading and Final Passage)



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

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

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 certain City senior leadership positions 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, and to ensure that said salaries remain competitive with those established by other Cities of the First Class in the State of New Jersey.

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

Fixed Salary Ranges****

Title

~~\$142,824 - \$200,000~~

Maximum salary shall be consistent with the maximum salary range established for the position of Business Administrator by any other City of the First Class in the State of New Jersey.

Business Administrator

~~\$113,000 - \$150,000~~

Maximum salary shall be consistent with the maximum salary range established for the position of Chief Financial Officer by any other City of the First Class in the State of New Jersey.

Chief Financial Officer

~~\$137,147 - \$180,000~~

Maximum salary shall be consistent with the maximum salary range established for the position of City Clerk by any other City of the First Class in the State of New Jersey.

City Clerk

~~\$136,614 - \$200,000~~

Maximum salary shall be consistent with the maximum salary range established for the position of Corporation Counsel by any other City of the First Class in the State of New Jersey.

Corporation Counsel

~~Up to \$110,000~~

Maximum salary shall be consistent with the maximum salary range established for the

Deputy City Clerk

APPROVED AS TO LEGAL FORM

A handwritten signature in black ink, appearing to be "J. M. ...", is written over a horizontal line.

Business Administrator

A handwritten signature in black ink, appearing to be "P. D. ...", is written over a horizontal line.

Corporation Counsel

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position of Deputy City Clerk by any other City of the First Class in the State of New Jersey.

Up to \$110,000

Deputy Tax Assessor

\$124,194 – \$180,000

Maximum salary shall be consistent with the maximum salary range established for the position of Director, Department of Finance by any other City of the First Class in the State of New Jersey.

Director, Department of Finance

\$124,194 – \$180,000

Maximum salary shall be consistent with the maximum salary range established for the position of Director, Department of Human Resources by any other City of the First Class in the State of New Jersey.

Director, Department of Human Resources

\$124,194 – \$180,000

Maximum salary shall be consistent with the maximum salary range established for the position of Director, Department of Health and Human Services by any other City of the First Class in the State of New Jersey.

Director, Department of Health and Human Services

\$124,194 – \$180,000

Maximum salary shall be consistent with the maximum salary range established for the position of Director, Department of Housing, Economic Development, and Commerce by any other City of the First Class in the State of New Jersey.

Director, Department of Housing, Economic Development, and Commerce

\$200,000 – \$225,000

Maximum salary shall be consistent with the maximum salary range established for the position of Director, Department of Public Safety by any other City of the First Class in the State of New Jersey.

Director, Department of Public Safety

\$124,194 – \$180,000

Maximum salary shall be consistent with the maximum salary range established for the position of Director, Department of Public Works by any other City of the First Class in the State of New Jersey.

Director, Department of Public Works

\$124,194 – \$180,000

Maximum salary shall be consistent with the maximum salary range established for the position of Director, Department of Recreation & Youth Development by any other City of the First Class in the State of New Jersey.

Director, Department of Recreation & Youth Development

TBD*

Mayor*

\$124,194 – \$180,000

Maximum salary shall be consistent with the maximum salary range established for the position of Tax Assessor by any other City of the First Class in the State of New Jersey.

Tax Assessor

\$118,227 – \$150,000

Tax Collector

Up to \$110,000

Assistant Municipal Tax Collector

Up to \$60,000

Council Members (excluding Council President)**

Up to \$65,000

City Council President***

\$110,000

Maximum salary shall be consistent with the

Municipal Court Judges

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maximum salary range established for the position of Full-Time Judge of the Municipal Court by any other City of the First Class in the State of New Jersey.

\$120,000

Maximum salary shall be consistent with the maximum salary range established for the position of Chief Judge of the Municipal Court by any other City of the First Class in the State of New Jersey.

Chief Judge, Municipal Court

\$55,000

Maximum salary shall be consistent with the maximum salary range established for the position of Part-Time Judge of the Municipal Court by any other City of the First Class in the State of New Jersey.

Part-Time Municipal Court Judges

* 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.

**** Where a position with a salary fixed in this Section does not have a fixed salary in any other City of the First Class in the State of New Jersey, said salary shall be set based upon the salary for the position with substantially the same duties and responsibilities in any other City of the First Class.

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.~~

C. In no instance shall a Department Director or Business Administrator receive any COLA increases otherwise permitted by City ordinance, except as provided herein.

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D. 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, 2021 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.

Ordinance Amending and Supplementing Chapter 53 (Personnel), § 53-11 of the Jersey City Municipal Code

RECORD OF COUNCIL VOTE ON INTRODUCTION – Jan 13 2021					
RIDLEY	AYE	SALEH	AYE	LAVARRO	NAY
PRINZ-AREY	AYE	SOLOMON	NAY	RIVERA	AYE
BOGGIANO	AYE	ROBINSON	AYE	WATTERMAN, PRES.	AYE
					7-2

RECORD OF COUNCIL VOTE TO CLOSE PUBLIC HEARING – Jan 27 2021					
RIDLEY	AYE	SALEH	AYE	LAVARRO	AYE
PRINZ-AREY	AYE	SOLOMON	AYE	RIVERA	AYE
BOGGIANO	AYE	ROBINSON	AYE	WATTERMAN, PRES.	AYE
					9-0

SPEAKERS:

Frank Gilmore, Yvonne Balcer, Sabrina Harrold, Jena Barchas-Lichtenstein, Jeanne Daly, Esther Wintner

RECORD OF COUNCIL VOTE ON AMENDMENTS, IF ANY –					
RIDLEY		SALEH		LAVARRO	
PRINZ-AREY		SOLOMON		RIVERA	
BOGGIANO		ROBINSON		WATTERMAN, PRES.	

RECORD OF FINAL COUNCIL VOTE – Jan 27 2021					
RIDLEY	AYE	SALEH	AYE	LAVARRO	NAY
PRINZ-AREY	AYE	SOLOMON	NAY	RIVERA	AYE
BOGGIANO	AYE	ROBINSON	NAY	WATTERMAN, PRES.	AYE
					6-3

Adopted on first reading of the Council of Jersey City, N.J. on **Jan 13 2021**

Adopted on second and final reading after hearing on **Jan 27 2021**

This is to certify that the foregoing Ordinance was adopted
by the Municipal Council at its meeting on Jan 27 2021



City Clerk



Joyce E. Watterman, President of Council
Approved: Jan 27 2021



Steven M. Fulop, Mayor
Date to Mayor: Jan 28 2021
Approved: Jan 28 2021