

**BOROUGH OF HAWORTH  
BERGEN COUNTY  
ORDINANCE 2025-021**

**AN ORDINANCE TO FIX THE SALARIES, WAGES, COMPENSATION,  
BENEFITS, STIPENDS AND WORKING CONDITIONS FOR EMPLOYEES  
AND CERTAIN OFFICERS OF THE BOROUGH OF HAWORTH,  
COUNTY OF BERGEN, NEW JERSEY**

BE IT ORDAINED by the Mayor and Council of the Borough of Haworth as follows:

**SECTION I.** The annual salary, wage, stipend or rate of compensation to be paid to the various officers and employees of the Borough of Haworth shall be as follows:

**EFFECTIVE OCTOBER 9,  
2025**

<b><u>ADMINISTRATIVE</u></b>	<b><u>MINIMUM</u></b>	<b><u>MAXIMUM</u></b>	
Construction Code Official	45,000	115,000	Annual

**SECTION II.** The anniversary date of the salary schedule relating to all full-time employees shall be the first of each and every year. Where an appointment is made on or before June 30th of any year, the anniversary date shall revert to January 1st of such year; where the appointment is made subsequent to June 30th of any given year, then the anniversary date of this salary schedule shall not be effective until January 1<sup>st</sup> of the following year.

**SECTION III.** The following employees are considered to be part-time employees of the Borough of Haworth: Chief Financial Officer, Deputy Chief Financial Officer, Tax Assessor, Municipal Court Judge, Borough Prosecutor, Alternate Borough Prosecutor, Court Recorder, Board of Health Recording Secretary, Board of Health Sanitarian, Construction Code Official, Plumbing Sub-Code Official, Sewer Inspector, Planning Board Recording Secretary, Board of Adjustment Recording Secretary, Fire Prevention Officer, Wastewater Collection System Operator, Fire Sub-Code Official, Library Assistants, Electric Sub-Code Official, Fire Inspector, Senior Van Drivers & Coordinator, Clerical Help, DPW Seasonal Help, Summer Recreation Employees, Mayor and Council, Youth Services Librarian, Website Administrator, School Guards.

**SECTION IV. LONGEVITY.** Payment of longevity shall be consistent with the Personnel Policy and Ordinances governing such practice, provided, however, that effective January 1, 2014 new hires will not be eligible for longevity payments.

**SECTION V. HEALTH BENEFITS CONTRIBUTION**

Each employee shall contribute to offset health benefits cost per pay check which shall be based upon the maximum contribution set forth in Section 39 of P.L. 2011, c. 78. The maximum cost permitted under the aforesaid statute shall continue in force and in effect for the term of this Ordinance.

**SECTION VI. TERMINAL LEAVE**

Terminal leave payment for unused sick days is capped at \$15,000.00 for employees hired after May 21, 2010.

**SECTION VII**

The salaries for the library personnel are set by the Library Board of Trustees and are on file with the Chief Financial Officer.

**SECTION VIII.** The provisions of this Ordinance shall be retroactive to October 9, 2025. Any ordinance or resolution in conflict with this Ordinance, other than the current contracts of employment, is hereby repealed.

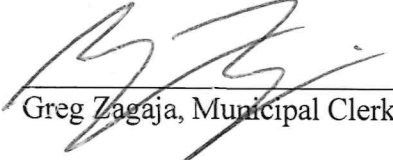
The Ordinance shall take effect upon final publication as provided by law.

Introduced: 11/25/2025

Adopted: 12/09/2025

ATTEST:

APPROVED:

  
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Greg Zagaja, Municipal Clerk

  
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Heather Wasser, Mayor