



AGENDA

Combined Meeting of the Mayor and Council
Wednesday, February 12, 2025
7:00 PM

To view the Mayor & Council meeting via livestream, please access the YouTube link which is posted on the Northvale website, www.northvalenj.org. Go to government tab, then to meeting livestreams.

CALL THE MEETING TO ORDER

OPEN PUBLIC MEETINGS ACT NOTICE

This is a Combined Meeting of the Mayor and Council of the Borough of Northvale. The date, time and location of this meeting have been advertised in the two official newspapers of the Borough, filed with the Municipal Clerk, and posted on the bulletin board in the Municipal Building. All notice requirements of the Open Public Meetings Act for this meeting have been fulfilled. Please note the fire exits as required by law at public meetings.

SALUTE TO THE FLAG AND MOMENT OF SILENCE

ROLL CALL

APPROVAL OF MINUTES

January 15, 2025

MONTHLY CORRESPONDENCE

The following reports are on file in the Municipal Clerk's office and can be viewed by the public between the hours of 9:00 a.m. and 4:00 p.m., Monday through Friday.

Building Department
Engineer – Neglia Group
Fire Prevention
Grantswriter - Bruno Associates
Recreation Minutes
Tax Collector

CORRESPONDENCE

1. Youth Sports Referee Policy
(Resolution #2025-49)
2. New Jersey Cooperative Pricing System Agreement
(Resolution #2025-51)
3. Rockleigh Shared Service Agreement
DPW Services
(Resolution #2025-52)

RESOLUTIONS – Consent Agenda –

"All items are considered to be non-controversial by the Council and will be approved by one motion. There may be further discussion prior to the vote upon request of a member of the public or a Council member. Any item may be removed for further discussion or for a roll call vote in which case the item will be removed and considered in its normal sequence as part of the general order of business".

RESOLUTION #2025-49

TITLE: RESOLUTION ADOPTING YOUTH SPORTS REFEREE POLICY

WHEREAS, the Borough of Northvale ("Northvale") provides various types of recreation activities which require the hiring of referees; and

WHEREAS, Northvale often supplies youth referees to officiate the various games; and



WHEREAS, Northvale believes it is in the best interest of the Borough to adopt a Youth Sports Referee Policy for the Recreation Department.

NOW, THEREFORE BE IT RESOLVED, that the Borough of Northvale hereby adopts the Youth Sports Referee Policy.

RESOLUTION #2025-50

TITLE: RESOLUTION AUTHORIZING THE APPOINTMENT OF MUNICIPAL REPRESENTATIVES TO THE BERGEN COUNTY COMMUNITY DEVELOPMENT REGIONAL COMMITTEE

WHEREAS, the Municipality of Northvale has entered into a three-year Cooperative Agreement with the County of Bergen as provided under the Interlocal Services Act N.J.S.A. 40A:65-1 et seq. and Title 1 of the Housing and Community Development Act of 1974; and

WHEREAS, said Agreement requires that the Municipal Council appoint a representative and alternate and that the Mayor appoint a representative and alternate for the PY 2024-2025 term starting July 1, 2024, and ending on June 30, 2025.

NOW, THEREFORE BE IT RESOLVED, that the Municipal Council hereby appoints Mayor Joseph McGuire as its representative and Councilwoman Kara McMorrow as its alternate and that Mayor McGuire hereby appoints Councilman Marty Mattessich as his representative and Councilwoman Laura Fernandez as his alternate to serve on the Community Development Regional Committee for PY2024-2025.

BE IT FURTHER RESOLVED, that an original, certified copy of this resolution be immediately emailed to Robert G. Esposito, Director resposito @co.bergen.nj.us **as soon as possible and no later than Friday, February 14, 2025**.

RESOLUTION #2025-51

TITLE: RESOLUTION AUTHORIZING THE BOROUGH OF NORTHVALE TO ENTER INTO THE NEW JERSEY COOPERATIVE PURCHASING ALLIANCE COOPERATIVE PRICING AGREEMENT

WHEREAS, N.J.S.A. 40A:11-11(5) authorizes contracting units to establish a Cooperative Pricing System and to enter into Cooperative Pricing Agreements for its administration; and

WHEREAS, the County of Bergen, hereinafter referred to as the "Lead Agency" has offered voluntary participation in the New Jersey Cooperative Purchasing Alliance # CK04-a Cooperative Pricing System for the purchase of goods and services; and

WHEREAS, on February 12, 2025, the governing body of the Borough of Northvale, County of Bergen, State of New Jersey duly considered participation in a Cooperative Pricing System for the provision and performance of goods and services.

NOW, THEREFORE BE IT RESOLVED, as follows:

TITLE

This RESOLUTION shall be known and may be cited as the Cooperative Pricing Resolution of the Borough of Northvale.

AUTHORITY

Pursuant to the provisions of N.J.S.A. 40A:11-11(5), the Chief Executive Officer is hereby authorized to enter into a Cooperative Pricing Agreement with the Lead Agency.



CONTRACTING UNIT

The Lead Agency shall be responsible for complying with the provisions of the *Local Public Contracts Law* (N.J.S.A. 40A:11-1 *et seq.*) and all other provisions of the revised statutes of the State of New Jersey.

EFFECTIVE DATE

This resolution shall take effect immediately upon passage.

RESOLUTION #2025-52

TITLE: RESOLUTION AUTHORIZING THE AGREEMENT WITH THE BOROUGH OF ROCKLEIGH FOR THE PROVIDING OF PUBLIC WORKS SERVICES BETWEEN BOROUGH OF NORTHVALE FOR 2025

WHEREAS, the Uniform Shared Services and Consolidation Act, NJSA 40A:65-1, *et seq.* permits a municipality to enter into an agreement with another municipality to receive any services which the respective parties are empowered to provide or receive; and

WHEREAS, an Agreement has been prepared whereby the Borough of Northvale would provide the Borough of Rockleigh with certain services to be performed by the Department of Public Works of Northvale, including maintaining and replacing street signs, brush chipping, lawn maintenance of municipal property and pothole repair on streets, all within the Borough of Rockleigh; and

WHEREAS, the Agreement has been reviewed by the Mayor and Council and found to be acceptable.

NOW, THEREFORE BE IT RESOLVED, that Mayor Joseph McGuire and the Municipal Clerk be and are hereby authorized to execute aforesaid agreement; and

BE IT FURTHER RESOLVED, that a copy of the Agreement, once executed by the respective municipalities, shall be filed with the Division of Local Government Services in the Department of Community Affairs pursuant to NJSA 40A:65-4b.

RESOLUTION #2025-53

TITLE: RESOLUTION AUTHORIZING SOLICITATION OF BIDS FOR RIVERSIDE COOPERATIVE PAVING PROGRAM

WHEREAS, N.J.S.A. 40A:11-1 ET. SEQ. and N.J.A.C. 5:34-7 *et seq.*, permits the creation of a cooperative pricing system whereby two or more contracting units join together to form a joint purchasing and cooperating pricing system; and

WHEREAS, the Riverside Cooperative was duly formed and created and has designated the Borough of Northvale as the Lead Agency; and

WHEREAS, the Riverside Cooperative intends to solicit bids for the “2025 Riverside Cooperative Road Improvement Program” project; and

WHEREAS, the aggregate of said goods and services is anticipated to exceed the current bid threshold and is therefore required to be bid under a formal process pursuant to Local Public Contracts Law, N.J.S.A. 40A:11-3 *et. seq.*; and



WHEREAS, as the Lead Agency, the Borough of Northvale is responsible for advertising for the receipt of bids for the 2025 Riverside Cooperative Road Improvement Program.

NOW, THEREFORE BE IT RESOLVED, by the Mayor and Council of the Borough of Northvale, County of Bergen and State of New Jersey, that the Borough of Northvale does hereby authorize the Municipal Clerk to advertise for the receipt of bids for the 2025 Riverside Cooperative Road Improvement Program.

RESOLUTION #2025-54

TITLE: RESOLUTION PROMOTING DENNIS MARSHALL TO THE POSITION OF FOREMAN WITHIN THE DEPARTMENT OF PUBLIC WORKS

WHEREAS, the Borough of Northvale ("Northvale") is in need of an additional Foreman within the Department of Public Works; and

WHEREAS, Dennis Marshall is duly qualified to serve as a Foreman within the Department of Public Works, and has the skills to perform the duties of Foreman;

NOW, THEREFORE BE IT RESOLVED, that the Borough of Northvale hereby promotes Dennis Marshall to the position of Foreman within the Department of Public Works.

RESOLUTION #2025-55

TITLE: RESOLUTION AUTHORIZING THE EXECUTION OF A RELEASE OF A PERFORMANCE BOND IN FAVOR OF GREAT HOPE DEVELOPMENT LLC

WHEREAS, Great Hope Development LLC (the "Developer") posted a performance bond through Great Midwest Insurance Company in the sum of \$210,071.00 in connection with the development of properties known as 411 Clinton Avenue, and 415, 417 and 419 Frances Lane; and

WHEREAS, the Developer also posted the sum of \$23,341 in cash toward a performance guarantee; and

WHEREAS, there are no objections to the release of the performance bond from the Planning/Zoning Attorney or Engineer and there are no outstanding bills; and

WHEREAS, the Developer has posted a maintenance bond as required.

NOW, THEREFORE BE IT RESOLVED, that the Borough Governing Body hereby authorizes the Mayor to execute a release of the aforesaid performance bond and further authorizes the Chief Financial Officer to release to the Developer the cash performance bond of \$23,341.00.

RESOLUTION #2025-56

TITLE: PAYMENT OF BILLS

OPEN MEETING TO PUBLIC-CONSENT AGENDA ONLY

ROLL CALL



ORDINANCES – 2nd READING AND PUBLIC HEARING

ORDINANCE #25-01

AN ORDINANCE TO FIX THE SALARIES, WAGES AND COMPENSATION OF DPW CONTRACT EMPLOYEES OF THE BOROUGH OF NORTHVALE, COUNTY OF BERGEN AND STATE OF NEW JERSEY (Year 4 of 5-Year Contract – 2.50%)

BE IT ORDAINED, by the Mayor and Council of the Borough of Northvale, County of Bergen, State of New Jersey, as follows:

Section 1. The Department of Public Works Contract Employees shall consist of One Superintendent, and in the discretion of the Governing Body, there may be an Assistant Superintendent, Foremen and such other Department of Public Works employees as determined by the Governing Body.

DEPARTMENT OF PUBLIC WORKS SALARY SCHEDULE EMPLOYEES HIRED BEFORE JANUARY 1, 1995

2025	2025
Less than 1 year of service	\$47,543.06
Beginning 2nd year of service	\$74,418.69
Beginning 3rd year of service	\$83,170.62
Beginning 4th year of service and thereafter	\$91,922.57
Working Foreman	\$10,157.82
C-2 License	\$772.67

DEPARTMENT OF PUBLIC WORKS SALARY SCHEDULE EMPLOYEES HIRED AFTER JANUARY 1, 1995

2025	2025
Less than 1 year of service	\$52,503.78
Beginning 2nd year of service	\$61,635.90
Beginning 3rd year of service	\$74,418.48
Beginning 4th year of service	\$83,170.63
Beginning 5th year of service	\$91,922.57
Working Foreman	\$10,157.82
C-2 License	\$772.67

All Employees, regardless of date of hire, in this bargaining unit shall receive a CDL stipend payable by separate check, before June 1 of the year in which it is due as follows:

Effective 1/1/25	\$2,300.00
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Section 2. In addition to the compensation set forth in Section 1, each full time employee of the Borough of Northvale shall receive longevity pay as follows:

EMPLOYEES HIRED BEFORE JANUARY 1, 1995

- 2% of the base annual pay after 5 years of service
- 4% of the base annual pay after 9 years of service
- 6% of the base annual pay after 13 years of service
- 8% of the base annual pay after 17 years of service
- 10% of the base annual pay after 21 years of service

Longevity shall be paid in two installments with the 1st pay check in July and the 1st pay check in December of each year and it is not to exceed \$7,500.00 in any one year.



EMPLOYEES HIRED AFTER JANUARY 1, 1995

Effective January 1, 1995, longevity pay will no longer be granted to any employees hired after January 1, 1995.

Section 3. The Superintendent of Public Works will designate a member of the Department each week to be available on a Saturday, Sunday or Holiday. Such time will be classified as "Stand By" time and shall be paid at the rate of \$215.00 per day.

Section 4. Each new and existing employee of the Department of Public Works shall receive \$2,000.00, effective January 1, 2022, for clothing allowance. Clothing allowance shall be paid by separate check in 2 (two) equal installments. The 1st (first) payment shall be in the 1st (first) pay period of each year and the 2nd (second) payment shall be during the 1st (first) pay period in July of each year.

Section 5. Time in excess of forty (40) hours per week for all full time employees is to be paid at the rate of time and one-half.

Section 6. All full time employees of the Department of Public Works shall be paid bi-weekly.

Section 7. All ordinances and parts of ordinances inconsistent herewith are repealed.

Section 8. This Ordinance shall take effect immediately after passage and publication.

OPEN TO PUBLIC FOR ORDINANCE #25-01 ONLY

ROLL CALL

ORDINANCE #25-02

AN ORDINANCE TO FIX THE SALARIES, WAGES AND COMPENSATION OF POLICE EMPLOYEES OF THE BOROUGH OF NORTHVALE, COUNTY OF BERGEN AND STATE OF NEW JERSEY (YEAR 3 of 5 Year Contract – 3.00%)

BE IT ORDAINED, by the Mayor and Council of the Borough of Northvale, County of Bergen, State of New Jersey, as follows:

Section 1. That the following annual salaries, wages, and compensation shall be paid to Police Employees of the Borough of Northvale in the amounts set forth opposite their respective title and commencing on January 1, 2025, through December 31, 2025:

EMPLOYEES HIRED PRIOR TO 01-01-2023

Lieutenant	156,873.00
Sergeant	147,264.00
Patrolman	
Beginning:	
Seventh year	139,574.00
Sixth year	112,022.00
Fifth year	110,211.00
Fourth year	95,528.00
Third year	80,848.00
Second year	67,290.00
First year	59,870.00
Training pay	45,049.00



EMPLOYEES HIRED AFTER 01-01-2023

Lieutenant	156,873.00
Sergeant	147,264.00
Patrolman	
Beginning:	
Tenth year	139,574.00
Ninth year	125,106.00
Eighth year	112,022.00
Seventh year	110,211.00
Sixth year	95,528.00
Fifth year	88,188.00
Fourth year	80,848.00
Third year	74,069.00
Second year	67,290.00
First year	59,870.00
Training pay	45,049.00

Section 2. In addition to the compensation set forth in Section 1, each full time member of the Police Department hired before January 1, 2012, shall receive longevity pay as follows:

2% of annual base pay after 7 years of service
4% of annual base pay after 10 years of service
6% of annual base pay after 13 years of service
8% of annual base pay after 17 years of service
10% of annual base pay after 21 years of service

The following longevity schedule will take effect for all employees hired after January 1, 2012:

1.5% of annual base pay after 8 years of service
3% of annual base pay after 10 years of service
5% of annual base pay after 13 years of service
8% of annual base pay after 17 years of service
10% of annual base pay after 21 years of service

If an employee reaches a higher plateau of longevity entitlement at any time during the calendar year, then said employee shall be entitled to receive the full value of the higher plateau.

Section 3. Time in excess of the basic work week or tour for a day performed by a Lieutenant, Sergeant or Patrolman shall be compensated for at the rate of time and one-half.

Section 4. Each full-time member of the Police Department under Contract shall receive a lump sum compensation for thirteen (13) holidays, payable between December 1 and 5, 2025.

Section 5. There shall be paid to each full-time member of the Police Department during the year of attainment of college credits towards a Police Science Degree and in each year of service thereafter the sum of:

\$ 300.00 upon completion of 25 credits
\$ 600.00 upon completion of 45 credits
\$1,000.00 upon completion of an Associate's Degree
\$1,500.00 upon completion of a Bachelor's Degree

Where an employee qualifies for a higher plateau of credits during the first half of a calendar year (January 1 through June 30), then said employee shall be entitled to higher educational incentive payments starting the first day of July 1 of that same year and in each year of service thereafter. In the event that an Employee qualifies for a higher plateau of credits during the last half of the calendar year (July 1 through December 31), then the entitlement to higher educational compensation shall commence with the following January 1 and in each year of service thereafter.



Section 6. All full time employees of the Police Department shall be paid bi-weekly.

Section 7. All ordinances or parts of ordinances inconsistent herewith are repealed.

Section 8. This ordinance shall take effect immediately after passage and publication according to law.

OPEN TO PUBLIC FOR ORDINANCE #25-02 ONLY

ROLL CALL

ORDINANCE #25-03

AN ORDINANCE TO FIX THE SALARIES, WAGES, AND COMPENSATION OF CERTAIN EMPLOYEES OF THE BOROUGH OF NORTHVALE, COUNTY OF BERGEN AND STATE OF NEW JERSEY

BE IT ORDAINED, by the Mayor and Council of the Borough of Northvale, County of Bergen, State of New Jersey, as follows:

Section 1. The employees herein designated shall be paid up to the annual salaries as follows:

POSITION/TITLE	2025 SALARY
Mayor	\$6,516.39
Council Members	4,598.08
Borough Clerk, Bd. of Health Secretary, Registrar, DPW Secretary, Election and Safety Officer	92,250
Chief Financial Officer	43,075.62
Accounting Assistant	51,280.19
Deputy Registrar	4,189.18
Qualified Purchasing Agent	6,303.75
Tax Collector/Payroll Clerk	79,884.27
Tax Assessor	24,835.79
UCC Building Subcode Official	9,980.93
Electrical Sub-Code Official	13,716.55
Construction Code Official	14,919.49
Fire Prevention Inspector	16,058.68
Fire Sub-code Official	9,768.25
Plumbing & Mechanical Sub-code Official	12,357.87
Construction Code Technical Assistant	48,418.77
Planning Board Secretary	5,253.13
Code Compliance Secretary	2,500.00
Municipal Affordable Housing Liaison	2,250.00
Fire Prevention Secretary	3,003.25
Code Compliance Officer	27,999.03
Fire Prevention Officer	17,660.75
Magistrate	30,075.35
Acting Judge	250.00 per session
Court Administrator	33,693.86
Deputy Court Clerk / Violations Clerk	Up to 28.00 per hour
Recording Clerk	Up to 25.00 per hour
Municipal Court Attendant	75.00 per session



Municipal Prosecutor	Up to \$13,639.68
Public Defender	5,851.28
Alternate Public Defender	150.00 per case
DPW Superintendent	134,100
Assistant DPW Superintendent & Pest Control Officer	129,100
DPW Part-time / Seasonal Worker	15.00 – 18.00 per hour
Public / Special Events Coordinator	5,000.00
Recreation Director	5,000.00
Senior Center Director	47,962.00
Senior Center Assistant to the Director	Up to 19.00 per hour
Senior Center Assistants	Up to 15.00 per hour
Senior Van Driver	Up to 21.00 per hour
Fire Department Engineer	1,700.00
Fire Department SCBA	1,500.00
Library Director	78,000.00
Youth Services Librarian (NJ Certified)	46,060.82
Senior Library Assistant	20.00 – 25.00 per hour
Library Assistant	15.00 – 19.00 per hour
Library Monitor / Page	Up to 15.00 per hour
Library Custodian	Up to 15.00 per hour

Section 2. The compensation of Special Police and School Crossing Guards shall be as follows:

School Crossing Guards - per hour \$ 25.06

Section 3. Time in excess of forty (40) hours per week for all full- time employees is to be paid at the rate of time and one-half excluding all statutory appointments.

Section 4. All full time Borough employees and School Crossing Guards shall be paid bi-weekly, or as determined by resolution of the Mayor and Council.

Section 5. Sick leave policies for all employees other than D.P.W. Contract and Police Contract employees are in accordance with Administrative Rules, Regulations and Practices.

Section 6. All ordinances or parts of ordinances inconsistent herewith are repealed.

Section 7. Salaries, wages and compensation herein set forth shall be retroactive to January 1, 2025.

Section 8. This ordinance shall take effect immediately after passage and publication according to law.

OPEN TO PUBLIC FOR ORDINANCE 25-03 ONLY

ROLL CALL

OLD BUSINESS

NEW BUSINESS

MAYOR & COUNCIL REPORTS

BOROUGH ATTORNEY REPORT

BOROUGH ENGINEER REPORT



OPEN MEETING TO THE PUBLIC

ADJOURNMENT

DRAFT - SUBJECT TO CHANGE