

## RESOLUTION 26-025

### RESOLUTION AMENDING ADOPTED SALARY RANGES FOR NON-UNION EMPLOYEES

**WHEREAS**, the Rockaway Valley Regional Sewerage Authority, (RVRSA), seeks to establish salaries for its non-union positions of employment that are competitive, and to assure that RVRSA's salary structure for its non-union employees is consistent with current salary levels in the relevant, comparable job market; and

**WHEREAS**, the Executive Director has recommended to the RVRSA Board's Executive Committee a general annual salary increase for 2026 of 3.5%, effective January 1, 2026, for non-union personnel, which increases would require updating the salary ranges per title established by the RVRSA Board, said recommendation being based on an assessment of competitive salaries in the comparable job market and the rate of inflation for the Northern New Jersey area, which was 3.4% in the most recent calendar year; and

**WHEREAS**, the Executive Committee has accepted the Executive Director's recommendation and is recommending that RVRSA Board likewise accept the recommended general annual salary increase for 2026 of 3.5%; and

**WHEREAS**, the Executive Director has recommended the creation of two new non-union positions of employment and has recommended salary ranges for each, which recommendations the Executive Committee find to be necessary, appropriate and in the public interest and hereby recommends that the RVRSA Board accept; and

**WHEREAS**, the RVRSA Board adopted Resolution 17-146 at a meeting held on December 14, 2017, adopting salary ranges for non-union employees; and

**WHEREAS**, the RVRSA Board adopted Resolution 19-066 at a meeting held on July 11, 2019, amending the salary ranges originally contained in Resolution 17-146; and

**WHEREAS**, the RVRSA Board adopted Resolution 20-038 at a meeting held on April 9, 2020, amending the salary ranges originally contained in Resolution 17-146; and

**WHEREAS**, the RVRSA Board adopted Resolution 21-133 at a meeting held on December 9, 2021, amending the salary ranges originally contained in Resolution 17-146; and

**WHEREAS**, the RVRSA Board adopted Resolution 22-031 at a meeting held on February 10, 2022, amending the salary ranges originally contained in Resolution 17-146; and

**WHEREAS**, the RVRSA Board adopted Resolution 22-105 at a meeting held on November 10, 2022, amending the salary ranges originally contained in Resolution 17-146; and

**WHEREAS**, the RVRSA Board adopted Resolution 24-002 at a meeting held on January 11, 2024, amending the salary ranges originally contained in Resolution 17-146; and

**WHEREAS**, the RVRSA Board adopted Resolution 25-030 at a meeting held on February 13, 2025, amending the salary ranges originally contained in Resolution 17-146; and

**WHEREAS**, based upon the recommendation of the RVRSA Board’s Executive Committee, the RVRSA Board deems it to be in the public interest and consistent with business necessity to update and amend Resolution 25-030 and to accept the Executive Director’s recommendations listed below:

1. Add new position of Assistant Executive Director with a salary range of \$105,000.00 to \$110,000.00;
2. Add new position of Journeyman Electrician Apprentice with a salary range of \$75,000.00 to \$90,000.00;
3. Annual increase for 2026 of 3.5% and merit payments, effective January 1, 2026, for non-union personnel, not to exceed the maximum salary or wage rates (as applicable) for the applicable job titles; and

**NOW, THEREFORE, BE IT RESOLVED** by Rockaway Valley Regional Sewerage Authority on this 12<sup>th</sup> day of February 2026, as follows:

1. The position of Assistant Executive Director and the position of Journeyman Electrician Apprentice are hereby recognized and created, and the Executive Director is hereby delegated the responsibility for preparing appropriate Job Descriptions for these new positions for review and adoption by the RVRSA Board.
2. Non-union employees shall be paid in accordance with the following salary ranges:

<u>Title</u>	<u>Min</u>	<u>Max</u>
<b>Executive Director</b>	<b>\$111,000</b>	<b>\$180,000</b>
<b>Assistant Executive Director</b>	<b>\$105,000</b>	<b>\$110,000</b>
<b>Executive Secretary/Records Clerk/Asst. Board Secretary</b>	<b>\$64,458</b>	<b>\$93,132</b>
<b>Records Clerk I (hourly) (35,500 to 41,200 per year)</b>	<b>\$19.50</b>	<b>\$22.64</b>
<b>Records Clerk II (hourly) (44,200 to 50,000 per year)</b>	<b>\$24.29</b>	<b>\$24.47</b>
<b>Records Clerk III (hourly) (54,000 to 60,000 per year)</b>	<b>\$29.67</b>	<b>\$32.97</b>
<b>Manager of Engineering, P.E.</b>	<b>\$85,000</b>	<b>\$145,000</b>
<b>Chief Financial Officer/QPA/ RPPS/Asst. Board Treasurer</b>	<b>\$86,900</b>	<b>\$145,000</b>
<b>Benefits/Payroll Clerk/QPA/Asst. to CFO</b>	<b>\$51,000</b>	<b>\$91,000</b>

<b>Human Resources/Safety Coordinator</b>	<b>\$65,780</b>	<b>\$95,700</b>
<b>IPP Coordinator</b>	<b>\$69,792</b>	<b>\$109,000</b>
<b>Assistant Engineer I</b>	<b>\$60,000</b>	<b>\$70,000</b>
<b>Plant Manager/Licensed Operator</b>	<b>\$94,000</b>	<b>\$132,000</b>
<b>Operations Manager/Back up Licensed Operator</b>	<b>\$104,000</b>	<b>\$125,000</b>
<b>Trunkline Supervisor/Maintenance Manager</b>	<b>\$80,000</b>	<b>\$104,000</b>
<b>Assistant Plant Manager</b>	<b>\$80,000</b>	<b>\$107,300</b>
<b>Trunk Line Manager</b>	<b>\$70,000</b>	<b>\$116,000</b>
<b>Engineer I</b>	<b>\$70,000</b>	<b>\$89,000</b>
<b>Engineer II</b>	<b>\$72,000</b>	<b>\$115,000</b>
<b>Electrical Engineer</b>	<b>\$72,000</b>	<b>\$146,820</b>
<b>Journeyman Electrician Apprentice</b>	<b>\$75,000</b>	<b>\$90,000</b>
<b>Engineering Intern (hourly)</b>	<b>\$16.41</b>	<b>\$23.59</b>
<b>Laboratory Manager/QA Officer</b>	<b>\$62,000</b>	<b>\$119,000</b>
<b>Laboratory Technician (hourly) (\$49,750 to \$77,350)</b>	<b>\$27.335</b>	<b>\$42.50</b>
<b>Laboratory Intern (hourly)</b>	<b>\$16.41</b>	<b>\$23.59</b>
<b>Operations &amp; Maintenance Shift Supervisor</b>	<b>\$88,000</b>	<b>\$108,000</b>

3. Except as described in Paragraph 4, below, the Executive Director is authorized to place each current and prospective non-union employee at the appropriate salary/wage level within the established salary/wage range for the employee's job title, and to adjust said employees' salary/wage levels within the established salary/wage ranges from time to time in accordance with established RVRSA policies, subject in each instance to the approval of the Executive Committee of the RVRSA Board and of the RVRSA Board. Time in service, current salary level and salary history with RVRSA, prior work experience, demonstrated record of job performance and other relevant qualifications (*e.g.*, evaluations, extent of educational attainment, and specialized training or credentials), as well as market conditions and budgetary constraints, will be considered when determining a current or prospective employee's salary/wage level within the established salary/wage range for the current or prospective employee's job title.
  
4. Notwithstanding any other provision hereof to the contrary, the determination of the salary of the Executive Director within the Executive Director's established salary range shall be determined by, and shall be within the sole and exclusive authority of, the RVRSA Board.

5. All non-union employees of RVRSA shall have their salary or wage rates, as applicable, increased by 3.5% effective and retroactive to January 1, 2026, not to exceed the maximum salary/wage rates for the employees' respective job titles set forth in Paragraph 2, above.
6. This Resolution shall take effect immediately, and shall remain in effect until amended, modified, or repealed.
7. Resolution 25-030, and the salary guides contained therein, are hereby amended in accordance with the provisions of this Resolution. The provisions of this Resolution shall control to the extent of any inconsistency between the provisions of this Resolution and those of Resolution 25-030.

I hereby certify that this Resolution was adopted at a meeting of Rockaway Valley Regional Sewerage Authority held on the 12<sup>th</sup> day of February 2026.

On motion of Commissioner Schorno

Seconded by Commissioner Farrell

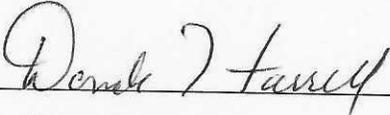
And a Roll Call Vote as follows:

Yeas: (7) Andes, Farrell, Hobbs, Howarth, Isselin, Schorno, and Sheehy.

Nays: (0) None

Abstain: (0) None

Absent: (3) Cegelka, Lavery, and Zuppa.

  
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Donald Farrell, Board Secretary