

**COUNCIL MEETING  
DECEMBER 17, 2025**

**A SCHEDULED COUNCIL MEETING** of the Mayor and Council of the Borough of Carlstadt was held in the Council Chambers of the Borough Hall, 500 Madison Street, Carlstadt, New Jersey on Wednesday, December 17, 2025 at 8:00 P.M.

Mayor Robert Zimmermann asked Kimberly Koziel, Deputy Borough Clerk to call the roll: Mayor Robert Zimmermann, Council members David Stoltz, James Lenoy, Joseph Emerson, Suzanne Fonseca and Diane DeBiase were present. Councilman William Roseman was absent.

Joseph Crifasi, Borough Administrator was present. Joseph Donahue, Borough Attorney was absent.

Mayor Zimmermann led all present in the Pledge of Allegiance to the Flag.

Mayor Zimmermann – This meeting has been called pursuant to the Open Public Meetings Law and in accordance with Section 5 of the Open Public Meetings Act, adequate notice of this meeting having been provided in the annual notice schedule which contained the time, date and location of the meeting, copies of which were sent and advertised in the following official newspapers of Carlstadt: The Record on January 7, 2025 and the Herald News on January 7, 2025 a copy of which is on the Bulletin Board in the Borough Hall and a copy on file in the office of the Borough Clerk.

Mayor Zimmermann entertained a motion to suspend the regular order of business to present certificates to the following championship teams:

U10 Boys Elite Visions Champions

U12 Boys Redds Champions

Becton H.S. Mens and Womens Soccer

Becton H.S. Football

On motion by Fonseca, seconded by DeBiase, unanimous on call of roll.

Mayor Zimmermann presented certificates and congratulated all on their success. All the Council members congratulated them as well.

Mayor Zimmermann entertained a motion to go back to the regular order of business. On motion by DeBiase, seconded by Stoltz, unanimous on call of roll.

**APPROVAL OF MINUTES**

Mayor Zimmermann entertained a motion to accept the minutes of 12/3/2025 Caucus/Finance Meeting (Open and Closed Sessions). On motion by Stoltz, seconded by Lenoy, motion carried unanimously by those voting, with Councilwoman DeBiase abstaining.

**CORRESPONDENCE**

None

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**SPECIAL REPORTS**

The Construction Official's report was read for the month of November. This report will be filed.

The Borough Clerk's report was read for the month of November. This report will be filed.

The Tax Collector's report was read for the month of November. This report will be filed.

**CONSENT AGENDA**

**RESOLUTION 2025-287**

**AWARD OF CONTRACT**

**BE IT RESOLVED** by the Mayor and Council of the Borough of Carlstadt, Bergen County, New Jersey upon the recommendation of Neglia Group that the Contract for:

**Hoboken Road Pedestrian Crossing Improvements (NJDOT Funded)**

be awarded to Smith Soudy Asphalt Construction Company, 150 Anderson Avenue, Wallington, New Jersey 07057 for the Base Bid amount of **Two Hundred Eight Thousand, Fifty-Three Dollars and Nineteen Cents (\$208,053.19)** which represents the lowest of seven (7) bids submitted. This Resolution to take effect upon certification of this Resolution by the Borough Treasurer that sufficient funds are available.

**RESOLUTION NO. 2025-288**

**WHEREAS**, Pegasus Transport Service, Inc. has made application to the Borough of Carlstadt for the renewal of two (2) limousine licenses; and

**WHEREAS**, the renewal application has been filed together with the requisite fee, and proof of insurance and Power of Attorney as required under N.J.S.A. 48:16-14 and 16 and vehicle and driver information as required by the ordinance to the satisfaction of the Borough Clerk.

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Borough of Carlstadt, County of Bergen, State of New Jersey that the application of Pegasus Transport Service, Inc. to renew two (2) limousine licenses at 800 Central Boulevard, Carlstadt, NJ 07072 be and hereby is approved for Vin # 45436 and Vin # 45437 nunc pro tunc.

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**AND, BE IT FURTHER RESOLVED** that the Borough Clerk is hereby authorized and directed to issue the renewal of two (2) limousine licenses at the above referenced location for the period of one year, commencing December 11, 2025 and ending on December 11, 2026 and a Certificate of Compliance with the requirements of N.J.S.A. 48:16-14 and 16, through the period indicated on the proof of insurance as submitted with the application.

**RESOLUTION NO. 2025-289**

**WHEREAS**, Robert Colaneri retired Police Captain has filed a request for reimbursement for Medicare Part B premiums on behalf of himself and spouse for the year 2025 consistent with the Carlstadt SOA Contract and the Carlstadt PBA Local #312 following the filing a formal grievance and the matter having proceeded to Arbitration with a finding in favor of the Carlstadt PBA Local #312; and

**WHEREAS**, the Opinion and Award of the Public Employment Relations Commission, PERC Docket No. AR 2009-98 provides for a reimbursement to be made from the date of the Opinion and thereafter.

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Borough of Carlstadt that the Chief Financial Officer is hereby authorized to make payment representing reimbursement to Robert Colaneri for the year 2025 in the amount of \$8, 880.00 as evidenced by the documents submitted as proof thereof. Subsequent payment for future reimbursements shall be made upon request and proof of deductions submitted by Robert Colaneri.

**RESOLUTION NO. 2025-290**

**BE IT RESOLVED**, by the Mayor and Council of the Borough of Carlstadt that a handicap parking space is hereby approved at the following location:

1. 418 Fourth Street

all in accordance with the requirements as stated in Chapter 10-3.10 and with the recommendation of the Police Chief of the Carlstadt Police Department.

**BE IT FURTHER RESOLVED** that said location shall be added to the certified list of designated handicap parking spaces.

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**RESOLUTION NO. 2025-291**

**AUTHORIZATION TO CANCEL GRANT RECEIVABLES AND APPROPRIATED RESERVES** WHEREAS, the following receivables and appropriated reserves are outstanding in the Borough of Carlstadt's Grant Fund and have been deemed no longer collectible or available.

**Grant Receivables:**

DUE FROM BERGEN COUNTY SWAT	\$8,500.00
MUNICIPAL ALLIANCE PROGRAM – 2020	\$9,876.00
MUNICIPAL ALLIANCE PROGRAM – 2021	\$6,749.85
MUNICIPAL ALLIANCE PROGRAM – 2022	\$3,934.00
<u>MUNICIPAL ALLIANCE PROGRAM – 2023</u>	<u>\$3,836.33</u>
	\$32,896.18

**Grant Appropriated Reserves:**

MUNICIPAL ALLIANCE PROGRAM – 2022	\$3,465.13
MUNICIPAL ALLIANCE PROGRAM – 2023	\$2,366.24
<u>MUNICIPAL ALLIANCE PROGRAM – MATCH</u>	<u>\$3,428.08</u>
	\$9,259.45

**WHEREAS**, it is necessary to fund the deficit created by the unbalanced grant receivables and grant appropriated reserves, the amount of \$23,636.73 will be charged to operations.

**NOW, THEREFORE BE IT RESOLVED**, by the Mayor and Council of the Borough of Carlstadt, Bergen County, New Jersey that the following grant receivables and grant appropriated reserves be canceled and the deficit funded from operations.

**AND, BE IT FURTHER RESOLVED** by the Mayor and Council of the Borough of Carlstadt that Resolution No. 2025-173 is hereby rescinded.

**RESOLUTION NO. 2025-292**

**CANCELLING STORMWATER SEWER UTILITY OPERATING FUND  
APPROPRIATIONS – N.J.S.A. 40A:4-60**

**WHEREAS**, N.J.S.A. 40A:4-60 provides for the cancellation of unexpended budget appropriation balances to budget operations prior to the end of the year; and

**WHEREAS**, the following Stormwater Sewer Utility Operating Fund budget appropriation balances remain unexpended; and

<b>Stormwater Sewer Utility Operating Fund</b>	
<b>Account</b>	<b>Amount</b>
SWS: Salary and Wages	\$80,000.00
SWS: Other Expenses	\$35,000.00

**WHEREAS**, it is necessary to formally cancel said balances so that the unexpended balances may be credited to Fund Balance.

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Borough of Carlstadt, County of Bergen, State of New Jersey that the above listed unexpended balances of the Stormwater Sewer Utility Operating Fund be cancelled.

**RESOLUTION NO. 2025-293**

**AUTHORIZE BUDGET TRANSFERS BETWEEN APPROPRIATION  
ACCOUNTS PURSUANT TO N.J.S.A. 40a:40-1**

**WHEREAS**, certain transfers of funds for various 2025 budget appropriations are necessary to cover anticipated expenditures; and

**WHEREAS**, N.J.S.A. 40a:4-58 provides for transfer of appropriations with an excess over and above the amount deemed necessary to fulfil their purposes to those appropriations deemed to be insufficient; and

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**WHEREAS**, the appropriations subject to fund transfers hereby are not within those restricted by N.J.S.A. 40a:4-58 for transfer purposes.

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Borough of Carlstadt that the Chief Financial Officer shall and is hereby authorized to make transfers between appropriations accounts of the 2025 Municipal Budget as follows:

BUDGET TRANSFERS 12/17/25			
<u>DESCRIPTION</u>	<u>ACCOUNT NUMBER</u>	<u>TRANSEFER FROM</u>	<u>TRANSFER TO</u>
GOVERNING BODY: SALARY AND WAGES	5-01-20-110-111	4,809.46	
ADMIN & EXECUTIVE: SALARY AND WAGES	5-01-20-120-111	8,000.00	
ELECTION: OTHER EXPENSES	5-01-20-121-248	294.43	
FINANCE: SALARY AND WAGES	5-01-20-130-111	7,500.00	
TAX COLLECTION: SALARY AND WAGES	5-01-20-145-111	8,900.00	
LEGAL SERVICES: OTHER EXPENSES	5-01-20-155-248	6,000.00	
ENGINEERING: OTHER EXPENSES	5-01-20-165-248		20,000.00
PLANNING BOARD: OTHER EXPENSES	5-01-20-180-248	232.00	
NJSEA LAND USE ADMIN: SALARY AND WAGES	5-01-21-181-111		4,000.00
ZONING BOARD: SALARY AND WAGES	5-01-21-185-111	399.96	
ZONING BOARD: OTHER EXPENSES	5-01-21-185-248	470.35	
CONSTRUCTION OFFICIAL: OTHER EXPENSES	5-01-22-209-248	9,000.00	
WORKMEN'S COMP: INSURANCE	5-01-23-215-290	14,632.99	
POLICE DEPARTMENT: SALARY & WAGES	5-01-25-240-111		40,000.00
DISPATCHERS: SALARY AND WAGES	5-01-25-250-111	5,000.00	
FIRE OFFICIAL: SALARY AND WAGES	5-01-25-261-111		4,000.00
STREETS AND ROADS: SALARY AND WAGES	5-01-26-290-111	8,677.42	
TRASH COLLECTION: SALARY AND WAGES	5-01-26-305-111	13,462.00	
BORO MECHANIC: OTHER EXPENSES	5-01-26-315-248		15,000.00
SENIOR TRANSPORT / BUS DRIVER: SALARIES	5-01-27-365-111	7,000.00	
CELEBRATION: SPRING FEST	5-01-30-420-100	966.41	
CELEBRATION: WINTER FEST	5-01-30-420-500		875.02
SOCIAL SECURITY	5-01-36-472-200		7,970.00
MUNICIPAL COURT: OTHER EXPENSES	5-01-43-490-248		3,500.00
		95,345.02	95,345.02

**RESOLUTION NO. 2025-294**

**RESOLUTION AUTHORIZING THE BOROUGH OF CARLSTADT  
TO ENTER INTO A 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

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**WHEREAS**, the Educational Services Commission of New Jersey, hereinafter referred to as the "Lead Agency " has offered voluntary participation in a Cooperative Pricing System for the purchase of goods and services; and

**WHEREAS**, on 12/17/2025 the Governing Body of the Borough of Carlstadt, 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 FURTHER RESOLVED** as follows:

**TITLE**

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

**AUTHORITY**

Pursuant to the provisions of *N.J.S.A. 40A:11-11(5)*, the CFO 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 NO. 2025-295**

**RESOLUTION AUTHORIZING THE PURCHASE OF ONE BACKHOE  
LOADER FOR THE SEWER UTILITY FROM JESCO, INC. UNDER THE  
EDUCATIONAL SERVICES COMMISSION OF NEW JERSEY CO-OP # 65MCECCPS  
CONTRACT 22/23-12**

**WHEREAS**, the Director of Public Works Operations, Maintenance and Equipment has indicated a need to purchase a Backhoe Loader for the Sewer Utility; and

**WHEREAS**, the Borough of Carlstadt is a member of the Educational Services Commission of New Jersey Co-Op; and

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**WHEREAS**, the Educational Services Commission of New Jersey Co-Op offers such vehicle through Jesco, Inc. at a total cost of \$183,416.74; and

**WHEREAS**, the Chief Financial Officer has certified that funds are available in the 2025 Sewer Operating Budget for this purchase.

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Borough of Carlstadt, Bergen County, New Jersey that it hereby authorizes the purchase of a Backhoe Loader for the Sewer Utility utilizing the Educational Services Commission of New Jersey Co-Op #65MCESCCPS Contract 22/23-12 in the amount of \$183,416.74.

**RESOLUTION NO. 2025-296**

**WHEREAS**, the Mayor and Council of the Borough of Carlstadt intends to hire three (3) Police Officers to the Carlstadt Police Department in 2026 to replace several retirements and to obtain a safe and acceptable level of staff; and

**WHEREAS**, pursuant to Borough Ordinance 21-6, the Mayor as appropriate authority, with advice and consent of the Borough Council, instructed the Police Chief and a committee to conduct thorough interviews and background checks of eligible personnel to complete their recommendations; and

**WHEREAS**, the Mayor and Council also conducted separate and distinct interviews of all eligible candidates for the Mayor to make his final appointment recommendations.

**NOW, THEREFORE BE IT RESOLVED** by the Mayor and Council of the Borough of Carlstadt, Bergen County, New Jersey that Alessandro Buffalino-Benameur, Jason Taylor and Robert Emerson, be and hereby are appointed as Police Officer candidates effective January 1, 2026 for the January 2026 Bergen County Police Academy pending final mandatory reviews;

**AND, BE IT FURTHER RESOLVED** upon successful completion and graduation of said Academy, Alessandro Buffalino-Benameur, Jason Taylor and Robert Emerson will then be issued the next available badge numbers.

Mayor Zimmermann entertained a motion to approve the Consent Agenda.

On motion by Stoltz, seconded by Lenoy, Council members Stoltz, Lenoy, Fonseca and DeBiase voted yes. Councilman Emerson abstained on Resolution No. 2025-296 and voted yes on other items.

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**REPORTS OF SPECIAL COMMITTEES**

None

**FINANCE/LEGISLATION/INSURANCE** – Councilman Emerson read his report. This report will be filed.

**POLICE** - Councilman Emerson read his report. This report will be filed.

**FIRE/WATER/OEM/AMBULANCE** – Councilman Stoltz read his reports. These reports will be filed.

**PUBLIC WORKS/PUBLIC PROPERTY** – Councilman Lenoy read his report. This report will be filed.

**PLANNING/BUILDING** – Councilwoman DeBiase read her report. This report will be filed.

**ZONING** – Councilman Lenoy read his report. This report will be filed.

**HEALTH/SOCIAL SERVICES** – Councilwoman Fonseca read her report. This report will be filed.

**RECREATION** - Councilman Emerson read his report. This report will be filed.

**BOROUGH EQUIPMENT** – Councilwoman DeBiase read her report. This report will be filed.

**RECYCLING** – Councilman Stoltz read his report. This report will be filed.

**PROJECTS** – Councilwoman Fonseca read her report. This report will be filed.

**HUMAN RESOURCES** – Councilwoman Fonseca reported progress.

**READING OF BILLS:**

**RESOLUTION NO. 2025-297**

MEDICAL BENEFITS ACCT	96,792.05
PAYROLL ACCOUNT	4,315.37
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MEDICAL BENEFITS ACCT	169,571.84
PAYROLL ACCOUNT	498,839.50
MEDICAL BENEFITS ACCT	30,036.00
PAYROLL ACCOUNT	478,340.73
MEDICAL BENEFITS ACCT	70,960.23

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CAPITAL ACCOUNT	110,125.00
MEDICAL BENEFITS ACCT	175,000.00
A.N.D. SERVICE	2,773.40
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AT&T MOBILITY	471.40
COMCAST	511.11
ENZ USA INC.	949.86
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FIN'S MARINE, INC.	1,013.97
IAFC LOCKBOX #791544	240.00
IMPRESSIVE PRINTING INC	161.25
LOWE'S BUSINESS ACCT/GEMB	906.35
MASTER PIZZA	175.72
MEADOWLANDS HARDWARE	48.93
MOMAR INC	903.11
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MOTORCYCLE MALL	39,054.76
MSI TECHNOLOGIES LLC	338.48
NJ FIRE EQUIPMENT CO., INC.	4,214.90
PANORAMA TOURS INC	1,400.00
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PENGUIN MANAGEMENT INC.	1,512.00
PRESTIGE AUTOBODY	4,400.00
PSE&G	20,633.84
REGAL STAMP CO	46.00
TIDEWATER FLEET SUPPLY	2,588.76
TRAFFIC SAFETY & EQUIPMENT INC	154.38
UNUM LIFE INS. CO. OF AMERICA	1,187.72
VIP CAR WASH & LUBE LLC	350.00
WITMER ASSOCIATES INC.	112.94
WORLD INSURANCE ASSO. LLC	12,796.92
COMCAST	60.39
LEXINGTON INSURANCE COMPANY	50,000.00
THE STANDARD INSURANCE CO.	6,124.03
COMCAST	371.04
THE GRAYCLIFF CATERING, INC.	6,800.00
I.D.A.	75,923.20
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INSURANCE DESIGN ADMINISTRATOR	10.00
MCI COMM SERVICE	651.51
MONMOUTH TELECOM	1,089.00

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MSI TECHNOLOGIES LLC	1,257.00
PERFORMANCE TRAILERS INC	51,130.00
PSE&G	431.91
RCM CEBERIO LLC	11,027.45
REGIONAL BOARD OF EDUCATION	711,575.67
RSC ARCHITECTS, P.A.	17,957.50
RUDY E. RIMASSE	5,640.00
SECURITAS TECHNOLOGY CORP.	10,326.76
VEOLIA WATER NEW JERSEY	12,468.27
VERIZON	3,699.03
NEW JERSEY MOTOR VEHICLE	60.00
AGGRESSIVE ENERGY LLC	9,373.78
ALPHADOG SOLUTIONS, INC.	1,095.00
APPRAISAL SYSTEMS INC.	13,500.00
ARROW ELEVATOR INC.	260.00
ASHLEY MORRONE	331.14
ASSENHEIMER, CHRISTOPHER	219.10
ATLANTIC COAST RECYCLING LLC	2,624.57
AT&T MOBILITY	476.96
BELLAQUA INC	160.90
BERGEN FENCE	2,348.00
BILL O'SHEA'S	293.65
BOROUGH OF RUTHERFORD	10,648.35
BRAEN STONE INDUSTRIES INC	333.91
BRUNO ASSOCIATES INC	3,250.00
CARLSTADT BOARD OF ED.	1,166,558.58
C. ELSTON & ASSOCIATES	1,185.00
C&H PRECISION LLC	65.00
CLINICAL SERVICES MGMT P C	1,597.05
CLIFFSIDE BODY CORP	148.92
COLANERI ROBERT	2,220.00
COMCAST	182.52
DELGADO INTERPRETING SERVICES	475.00
DENISE MURRAY	100.00
D & L PAVING CONTRACTORS	24,549.00
DOUGLAS FAIST	3,682.76
DUNKIN DONUTS	783.69
EDMUNDS GOVTECH, INC	625.00
EXTECH BUILDING MATERIALS	1,038.29

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FEDEX	10.95
FOOD BAZAAR SUPERMARKET	360.53
MARTIN J. FRONTIN	1,189.37
GABRIELLI KENWORTH OF	751.04
GLOBAL CROSSING	575.00
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GOLD TYPE BUSINESS MACHINES	2,500.00
GOLD TYPE BUSINESS MACHINES	3,675.00
GREATAMERICA FINANCIAL SVCS.	440.00
HACKENSACK AUTO SPRING CO INC	1,263.00
HOMETOWN AUTO PARTS	0.00
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HOMETOWN AUTO PARTS	2,880.39
HUDSON TIRE EXCHANGE	572.00
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HUDSON COUNTY MOTORS INC	1,011.91
IMPRESSIVE PRINTING INC	433.80
INTERSTATE WASTE SERVICES INC	24,028.11
J.E.M.A.	440.00
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JOSEPH R. DONAHUE LLC	8,388.33
KIMBALL MIDWEST	2,838.99
LENSLOCK INC	39,644.80
LOWE'S BUSINESS ACCT/GEMB	428.46
MAY COX	4,075.50
MAZZER PORTA POTTYS	150.00
MEADOWLANDS HARDWARE	74.95
MEADOWLANDS AREA YMCA	210.00
MOMAR INC	313.73
MONTILLO ELECTRIC LLC	1,760.00
MONTANA CONSTRUCTION CORP.	12,005.00
MOTOROLA SOLUTIONS, INC.	1,012.00
MOTOROLA SOLUTIONS	1,175.00
MSI TECHNOLOGIES LLC	462.50
MY OFFICE ACCOUNTING SERVICES	1,000.00
NATURE'S CHOICE CORP.	154.00
NEGLIA ENGINEERING ASSOCIATES	0.00
NEGLIA ENGINEERING ASSOCIATES	105,684.26
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NICK'S TOWING SERVICE, INC.	509.00
NJ E-ZPASS	10.00
NJ FIRE EQUIPMENT CO., INC.	2,565.00
NORTH JERSEY MEDIA GROUP INC	1,066.74
NORTHEAST SWEEPERS INC	3,249.40
OUTDOOR LIVING	13,900.00
PASQUALE & DELEASA LLC	6,200.00
PATRICIA COLANERI	2,220.00
PEIRCE EAGLE EQUIPMENT	976.86
PRESTI, ROSARIO JR., ESQ.	1,000.26
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PRIMEPOINT LLC	8,379.50
PSE&G	23,312.96
REDICARE LLC	515.62
REGAL STAMP CO	69.50
REMINGTON AND VERNICK	6,432.50
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RICHARD S. CEDZIDLO	585.00
RIEDEL SIGN CO., INC.	380.00
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ROBERT T. REGAN ESQ.	710.40
46 TINTS INC	600.00
ROYAL TOUCH HAND CAR WASH CORP	552.00
SETCOM	2,461.58
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SPIOTTI & ASSOCIATES, P.C.	1,705.00
STAN'S SPORT CENTER, INC	2,876.50
QUALITY AUTO MALL	464.20
STAPLES ADVANTAGE	1,366.39
STATE TOXICOLOGY LABORATORY	585.00
SUZANNE FONSECA	70.00
TECHNICAL FIRE SERVICES INC.	1,900.00
TETERBORO CHYRSLER JEEP TRAFFIC SAFETY & EQUIPMENT INC	681.59
ULINE, INC.	13,837.50
VEOLIA WATER NEW JERSEY	428.61
ADPP ENTERPRISES INC	1,000.41
VERIZON	782.28
VERIZON	1,228.03
VERIZON	3,633.19
VESTIS	499.80
WATCH US GROW LANDSCAPE DESIGN	12,338.25
WESTERN PEST SERVICES	375.00

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WOLF VESPASIANO LLC	
ATTORNEY	2,466.36
WORLD INSURANCE ASSO. LLC	12,796.92
	<b>4,299,895.42</b>

Mayor Zimmermann entertained a motion to approve the payment of bills  
On motion by Emerson, seconded by Lenoy, unanimous on call of roll.

**Unfinished Business:**

None

**Hearing of Citizens:**

Mayor Zimmermann entertained a motion to open the floor to a hearing of citizens.  
On motion by Fonseca, seconded by Lenoy, unanimous on call of roll

Don Molzon, 530 Madison Street – discussed the Historical Society and mentioned they may change the date for their meetings.

Mayor Zimmermann entertained a motion to close the floor to a hearing of citizens.

On motion by Fonseca, seconded by Stoltz, unanimous on call of roll.

**CONSIDERATION OF ORDINANCES**

**FIRST READING:**

**ORDINANCE 25-19**

<b>AN ORDINANCE TO FIX AND DETERMINE THE SALARIES AND COMPENSATION OF THE SEVERAL OFFICERS AND EMPLOYEES OF THE BOROUGH OF CARLSTADT, AND TO PROVIDE THE MANNER AND PAYMENT THEREOF, REVISE FOR 2026</b>	
<b>BE IT ORDAINED</b> , by the Mayor and Council of the Borough of Carlstadt, County of Bergen and State of New Jersey as follows:	
SECTION 1 <u>Bi-Weekly</u>	
The rate of compensation of each officer and employee of the Borough of Carlstadt, whose salary shall be on an annual basis and shall be paid Bi-Weekly is:	

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	<b>2026</b>
Borough Clerk	140,599.69
Acting Borough Clerk	110,000.00
Deputy Borough Clerk	6,000.00
Chief Financial Officer / Treasurer	75,000.00 (152,703.94) 155,000.00
Certified Qualified Purchasing Agent	1.00 (3,000) 15,000.00
Finance Assistant	60,000.00 (66,950.00) 75,000.00
Zoning Official	20,000.00
Technical Assistant / Zoning Dept Clerk	70,000.00 (74,675.00) 80,000.00
Reports Management Clerk	60,328.31
Records Management Clerk Part Time	25.00 (25.75) 30.00/hr
Clerk Typist - Full Time/Part Time	15.00 (17.51) 28.00/hr
Police Records Clerk/Crossing Guard Coordinator	58,875.44
Carlstadt Court Administrator	73,188.29
Deputy Court Administrator Carlstadt/Wallington Shared Service	67,164.53
Wallington Court Administrator	19,874.92
Housing Code Official	69,309.96
Borough Vehicle & Equipment Coordinator / Snow Control	50,000.00 -(76,490.89))– 78,000.00
Insurance/Benefits Officer	103,785.83
Payroll Clerk Full or Part Time	25.00/hr to 60.00/hr
Director of Public Works Operations, Maintenance and Equipment	82,545.61
DPW Operations Manager / Project Coordinator / Borough Administrator	102,538.06
DPW Supervisor (non-union)	60,000 – 95,000.00
Front Desk Reception	51,585.45
Part Time Public Works Administrative Assistant	20.00 (31.00) 35.00/hr
Senior Transport Driver	48,002.07
Tax Collector	93,868.34
Assistant Tax Collector	5,000.00
Deputy Zoning Code Enforcement Official	10,000.00
Zoning Code Officer - PT Commercial/Industrial zone	40,000.00 (51,358.17) 52,000.00
Code Enforcement Officer -FT	35,488.16
Code Enforcement – PT	16.00 (17.00) 18.00/hr
Police Matron (minimum 2 hrs. - per hr.)	20.00 / hr
Special Police (per hour)	20.00 / hr.
Special Police Traffic Detail (per hour)	40.00 / hr.
Deputy Project Coordinator	5,150.00
Recreation Advisor / Summer Recreation Camp and Transportation	15,334.64

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Recreation/Summer Recreation Camp/Events Coordinator	5,000.00
School Marshals (per shift)	44.94 / shift
Police Dispatchers (Full time)	45,000.00 – (55,166.80 (P.B.), 47,740.50 (A.T.), 47,740.50 (D.C.) 57,000.00
EMT Drivers part-time or temporary	22.00 (23.00) 24.00 / hr
Part-time Police Dispatchers (Max. 16 Hrs. per week)	18.00 / hr.
Land Use Administrator	2,500 (5,682.18) 10,000
Assistant Land Use Administrator	2,500 (5,000.00) 10,000
Shared Service CFO	20,000.00 - 60,000.00
Shared Service Finance Assistant	10,000 - 25,000.00
<b>Section 2 Monthly</b>	
2A The rate of compensation of each officer and employee of the Borough of Carlstadt, whose salary shall be on an annual basis, and shall be paid Monthly is as follows:	
Assessment Searcher	1,500.00
Assistant to the Assessor	1,500.00
Assistant to the Registrar	2,500.00
Assistant Records Management	5,000.00
Assistant to Safety Delegate	2,000.00
Clerk Planning Board	5,200.00
Custodian Washington Ave. Firehouse	1,100.00
Elections Clerk	5,000.00
Emergency Mgt. Service Director	7,000.00
LOSAP Administrator	3,000.00
Communication Officer	15,000 (16,000) 20,000
Municipal Housing Liaison	1.00
Parks Inspector	3,000.00
Public Defender/Alternate Public Defender	200.00 / per session
Information Technology (IT) Coordinator	5,000 (8,500) 15,000
Tax Assessor	30,454.11
Tax Searcher	1,500.00
Borough Attorney.	85,000.00 (102,000.00) 110,000.00
Attorney to Zoning, Construction Board & Zoning Board of Adjustment	6,600.00
Secretary to Zoning Board of Adjustment	2,000.00
2B Secretary of the Recycling Committee \$100.00 per meeting to be paid out of Recycling money	100.00 / per meeting
Chairperson of Recycling Committee	1,000.00 / per year
2C Social Services Coordinator of the Borough of Carlstadt payable in equal monthly installments. In addition to the yearly salary, the Social Services Coordinator shall receive a telephone with an answering machine to	8,000.00

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be located in her home and paid for by the Borough.	
Social Services Assistant Coordinator	1,500.00
<b>2D</b>	
Mayor	10,200.21
Each Council Member	7,474.76
Magistrate	36,533.22
Prosecutor	12,363.22
Construction Code Official	35,000.00
Sub-Code Building Inspector/Building	10,927.27
Sub-Code Building HHS Plan review	6,556.36
Sub-Code Electrical Inspector	15,450.00
Sub-Code Fire Official	37,257.85
Sub-Code Fire Official with HHS Certification	13,659.09
Sub-Code Plumbing and Mechanical	20,000.00
<b>2E</b>	
Temporary Payroll Administrator	1,500.00 per pay period
Temporary Assistant Payroll Administrator	1,000.00 per pay period
<b><u>SECTION 3 SEMI-ANNUALLY</u></b>	
The rate of compensation of each Officer and Employee of the Borough of Carlstadt, whose salary shall be on an Annual basis and shall be paid Semi-Annual is as follows – May & September	
3A Telephone allowance of \$1,200.00 / yr for the Mayor & Council	
3B Telephone allowance of \$600.00 / yr for (4) Fire Chiefs and DPW Foreman using personal phones	
3C Travel allowance of \$600.00 / yr CFO, Deputy Zoning Code Enforcement Official, Mayor and Council members:	
<b><u>SECTION 4 ANNUALLY</u></b>	
The rate of compensation of each Officer and Employee of the Borough of Carlstadt, whose salary shall be on an Annual basis and shall be paid Annual is as follows:	
OEM – Assistant Director	600.00
Off-Duty Gun Allowance	1.00
<b>SECTION 5 – BOARD OF HEALTH</b>	
The salary schedule for the Board of Health is hereby established as follows:	
5A. The Registrar of Vital Statistics shall receive equal monthly installments	3,500.00

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5B The Doctor of the Board of Health Baby Keep Well shall be paid \$125.00 per hour upon submission of voucher.	
5C Board of Health – Chapter 329 The Attorney for the Board of Health shall receive \$300.00 for every regular meeting attended and fees for all legal services rendered as determined by the Mayor and Council upon presentation of proper voucher.	2,985.13
In addition to the hourly rate, the Secretary shall receive for duties designated by the Board of Health in equal monthly installments	

**Section 6 FIRE SAFETY BUREAU**

The fire Safety Bureau Compensation is hereby established as follows:

Fire Official (Part Time)	72,680.53
Senior Fire Official (per hour)	32.00
Fire Inspectors (per hour)	30.00
Secretary	62,467.60
Fire & Life Safety Educator	1,590.00

**5A FIRE DEPARTMENT**

All members of the Volunteer Fire Department Clothing Allowance and reimbursement for losses is hereby established as follows:

LOSAP (in accordance with department policy and ordinance qualifications)(Rate determined by Annual Resolution in 2026 once Federal increase announced)	1705.58
Answering 50% or more calls (per man)	2,060.00
Less than 50% \$41.20 per % point of fires attended)	
Chief	6,651.00
1 <sup>st</sup> Assistant Chief	5,985.00
Deputy Chief	5,321.00
Battalion Chief	4,645.00
Chief's Secretary	371.00
President	618.00
Board of Officers Secretary	618.00
Board of Officers Treasurer	309.00
Each Captain (5) (per man)	630.00
Each 1 <sup>st</sup> Lieutenant (5) (per man)	525.00
Each 2 <sup>nd</sup> Lieutenant (5) (per man)	420.00
Each Mechanic (11) (per man)	386.00
Battery Man	386.00
Department Mechanic (per hour) (\$15,000.00-\$20,000.00 maximum)	27.00
Probationary Member answering 50% or more calls (per man)	948.00
Probationary Members Less than 50% (18.96 per % point \$948.00 maximum)	
Retired Members	946.00

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Members (with 25 years answering 25% or more calls)	2,060.00
Less than 25% \$41.20 less for each percentage point below 25%)	
Board of Officers Committees (20)	201.00
Training Officer (2)	371.00
Quartermaster	371.00
Equipment Sourcing	371.00
Safety/Insurance	371.00
LOSAP Coordinator	371.00
Drill Coordinator	371.00
Historian	371.00
Chaplain	371.00
Public Information	371.00
Computer	371.00
Driver Instructor	371.00
FD Committees (30)	201.00
Department Safety Officer	381.00
FD Webmaster	371.00
Record Clerk	800.00
<b>SECTION 7 POLICE</b>	<b>Contractual 2025-2028</b>
Chief of Police	
Deputy Chief	
Each Lieutenant – Per Contract	
Each Sergeant – Per Contract	
Each Patrolman – Per Contract	
The salary schedule for Patrolman of the Carlstadt Police Department hired on or after July 1, 2011 is hereby established as follows: (Hired on or after January 1, 2000)	<b>Contractual 2025 - 2028</b>
0 – 1 Year	
1 – 2 Years	
2 – 3 Years	
3 – 4 Years	
4 – 5 Years	
5 – 6 Years	
6 - 7 Years	
Maximum (over 7 years)	
The salary schedule for Patrolman of the Carlstadt Police Department hired on or after July 1, 2011 is hereby established as follows: (Hired on or after July 1, 2011)	<b>Contractual 2025 - 2028</b>

2025

Academy
Remainder of 1st Year
1 - 2 Years
2 - 3 Years
3 - 4 Years
4 - 5 Years
5 - 6 Years
6 - 7 Years
7 - 8 Years
8 - 9 Years
9 - 10 Years
MAXIMUM
7 A The members of the Detective Bureau shall receive an additional \$1,150.00 per year.
7 B Unless otherwise provided for by individual Contract, Police Personnel shall receive College incentive pay at the rate of \$1,000.00 per year for A.A. Degree, \$1,500.00 per year for B.A./B.S. Degree and \$2,000.00 for M.A. Degree. as per contract.
7 C " Juvenile Officers shall receive the sum of six hundred (\$600.00) dollars per year which shall be included in the applicable officer's annual salary, per contract."
7 D Police Dispatcher's non-accountable clothing allowance per year 500.00
Special Police non-accountable clothing allowance per year 100.00
7 E Upon completion of twenty-five (25) years of service (as defined by the Police and Fire Pension Statutes) each employee of the Carlstadt Police Department shall receive compensation for six of the holidays in paid compensation.
7 F Over time rate is based on 1936 hours beginning January 1, 2001
<b>SECTION 8 D.P.W. /BUILDINGS &amp; GROUNDS</b>
Crewmen (per hour) new hires after <b>January 1, 1997:</b> <span style="float: right;"><b>Contractual 2024 - 2027</b></span>
Building & Grounds (per hour)
Foreman (per hour)
Laborers (per hour) new hires after January 1, 1997
Driver (per hour) new hires after January 1, 1997
Max (over 4 full years and 1 day) Hired after 1/1/08 and prior to 1/1/17
Max (over 14 full years and 1 day) Hired after 1/1/17

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New steps as of <b>January 1, 2017:</b>	<b>Contractual 2024 - 2027</b>		
1 year			
2 years			
3 years			
4 years			
5 years			
6 years			
7 years			
8 years			
9 years			
10 years			
11 years			
12 years			
13 years			
14 years Current Laborer Rate			
8 A All members of the Building and Grounds Crew, Foremen, Drivers and Laborers of the Department of Public Works shall be paid time and one half for work periods after forty (40) hours.			
8 B All members of the Buildings and Grounds Department and Department of Public Works shall receive, in addition to the compensation herein set for them the sum of \$1,250.00 each for the purpose of defraying the cost of their clothing to be paid in Jan. Only for employees in the pay steps until they meet top scale.			
8 C In addition, each employee covered by the D.P.W. Contract shall be entitled to receive compensation at their regular current rate for any unused sick time remain from the current year, to be paid at the last pay period for the calendar year.			
8 D Drivers and/or laborers and/or helpers shall receive an additional fifty (.50) cents per hour when working on tree truck only when performing a task which requires the use of the elevated bucket, chipper, chain saw, stump grinder or other hazardous equipment			
8 E Year Round Part-Time Employees (25 hours per week max) Part Time Employees are not eligible to be paid for overtime, sick days, holidays, or vacation days. 17.00 (19.00) 20.00/hr.			
8 F Part Time employees for the Building and Grounds Department and D.P.W. paid as follows: Part Time Employees are not eligible to be paid for overtime, sick days, holidays, or vacation days. 17.00 (17.00) 19.00/hr. 25.00/hr. 40.00/hr.			
8 G Part Time seasonal DPW Snow Shoveling Part Time seasonal (DPW Plow Driver)			
8 H Summer employees for Recreation shall be paid as follows: Summer Employees are not eligible to be paid for overtime, sick days, holidays, or vacation days			
Director	(Maximum 8 weeks)	30 hrs Max/wk.	950.00 / week
Assistant Director (max 2)	(Maximum 8 weeks)	30 hrs Max/wk	800.00 / week
Senior Counselors (max 4)	(Maximum 8 weeks)	30 hrs Max/wk	18.00 / hr

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Counselors	(Maximum 6 weeks)	30 hrs max/wk	16.50 / hr
8 I			
Audio / Visual Tech part time / per assignment	per hour		15.00
Mini Bus Driver part time	per hour		26.00
Substitute Driver part time	per hour		26.00
Substitute Driver Senior Transport part time	per hour		15.00
8 J			
Full Time Crossing Guards Clothing Allowance once per year payable in June			150.00
Part-Time Crossing Guards Clothing Allowance once per year payable in June			75.00
<b>SECTION 9 LONGEVITY</b>			
9 A In addition to the salaries and compensations to be paid to the foregoing Officers and Employees of the Borough of Carlstadt there shall be added to the base salary, for non-contractual employees hired prior to May 1, 1997, a longevity supplement of 1% upon completion of each 5 years of employment for full time employees.			
9 B If the employee's anniversary date falls prior to June 30 longevity will be given in that year. However, employee's anniversary dates which fall after the June 30 cut off will receive longevity in the following calendar year.			
9 C PBA - Pursuant to the current PBA Contract, the longevity supplement shall be 1% for every 4 years of employment for employees with nine (9) or less years of completed service. After 10 complete years of service, longevity shall be 1% for every 3 years of service. Maximum longevity for employees hired on or after January 1, 1996 shall not exceed eight (8%) percent. Employees hired on or after January 1, 2017 shall not be entitled to receive longevity.			
9 D DPW - Pursuant to the current DPW contract, the longevity supplement shall be: 1% after 3 years; 2% after six years; 3% after nine years; 4% after twelve years; 6% after eighteen years; 7% after twenty-one years; 8% after twenty-four years; 9% after twenty-seven years and 10% after thirty years. Employees hired on or after January 1, 2017 shall not be entitled to receive longevity.			
<b>SECTION 10</b>			
In the event that any provision of this ordinance shall be declared invalid by any court of competent jurisdiction, such declaration of invalidity shall not affect the remaining provisions of this ordinance except insofar as such provision of this ordinance as is declared invalid shall be inseparable from the reminder of any provisions thereof.			
<b>SECTION 11</b>			
Any ordinances or amendments thereto which are in conflict with or inconsistent with the terms of this ordinance are hereby repealed to the extent that they are in conflict with or inconsistent with the terms of this ordinance.			
<b>SECTION 12</b>			
This ordinance established shall take effect after publication pursuant to law as of January 1, 2026.			

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**RESOLUTION 2025-298**

**AN ORDINANCE TO FIX AND DETERMINE THE SALARIES AND  
COMPENSATION OF THE SEVERAL OFFICERS AND EMPLOYEES OF THE  
BOROUGH OF CARLSTADT, AND TO PROVIDE THE MANNER AND PAYMENT  
THEREOF, REVISE FOR 2026**

heretofore introduced, does now pass on first reading, and that said ordinance be further considered for final passage at a meeting to be held on the 1st day of January, 2026 at 12:30 o'clock P.M (sine die) or as soon thereafter as the matter can be reached, at the regular meeting place of the Carlstadt Borough Council, and that at such time and place all persons interested be given an opportunity to be heard concerning said ordinance, and that the Borough Clerk be, and she hereby is, authorized and directed to publish said ordinance according to law with a notice of its introduction and passage on first reading and of the time and place when and where said ordinance will be further considered for final passage.

Mayor Zimmermann entertained a motion to introduce this ordinance.  
On motion by Emerson, seconded by Lenoy, unanimous on call of roll.

**New Business/Miscellaneous:**

Mayor Zimmermann entertained a motion to approve the Holy Name Hospital contract for nurse services.

On motion by Lenoy, seconded by Stoltz, unanimous on call of roll.

Mayor Zimmermann entertained a motion to approve the Mid-Bergen Health Services agreement for health services.

On motion by Lenoy seconded by Stoltz, unanimous on call of roll.

Mayor Zimmermann entertained a motion to adjourn Sine Die to January 1, 2026 at 12:30 P.M.  
On motion by Emerson, seconded by Lenoy, unanimous on call of roll.

APPROVED: \_\_\_\_\_  
ROBERT J. ZIMMERMANN, MAYOR

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ATTEST: \_\_\_\_\_  
KIMBERLY KOZIEL, DEPUTY BOROUGH  
CLERK