6-15-15
7-6-15

TOWNSHIP OF LOWER, COUNTY OF CAPE MAY, STATE OF NEW JERSEY

ORDINANCE #2015-05

SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER

BE IT ORDAINED by the Township Council, the governing body of the Township, County of Cape May, State of New Jersey that the following ranges and rates of pay are established as follows, exclusive of longevity:

TOWNSHIP COUNCIL			
Mayor	15,000.00	to	15,500.00
Councilmembers	12,000.00	to	12,500.00
NON-UNION ADMINISTRATIVE/MANAGEMENT PERSONNEL			
Township Manager	85,000.00	to	120,000.00
Township Clerk	74,000.00	to	87,000.00
Chief Financial Officer	77,000.00	to	94,000.00
Assistant Township Clerk	46,000.00	to	53,000.00
Director of Personnel	70,000.00	to	90,000.00
NON-UNION POLICE PERSONNEL			
Chief of Police	107,584.00	to	140,000.00
SUPERIOR OFFICERS - POLICE			
Police Captain	100,034.00	to	128,000.00
Police Lieutenant	94,000.00	to	119,000.00
SUPERVISORS UNION			
General Supervisor Public Works	59,000.00	to	76,000.00
Tax Assessor	60,000.00	to	92,000.00
Tax Collector	60,000.00	to	90,000.00
Construction Official	52,000.00	to	80,000.00
Supt. Recreation Parks	56,000.00	to	85,000.00
Supt. of Public Works	75,000.00	to	100,000.00
Planning Director	60,000.00	to	90,000.00
Court Administrator	55,000.00	to	85,000.00
Coordinator Fed. & State Aid	50,000.00	to	75,000.00
Deputy Court Administrator	45,000.00	to	55,000.00
Supervisor of Garage Services	66,000.00	to	76,000.00
Supervisor Building, Grounds	59,000.00	to	79,000.00
Qualified Purchasing Agent	45,000.00	to	68,000.00
Purchasing Agent	45,000.00	to	68,000.00
Township Engineer	70,000.00	to	100,000.00
AFSCME			
Cashier	26,966.00	to	38,000.00
Clerk Typist	26,966.00	to	42,000.00
Clerk	26,966.00	to	42,000.00
Assessing Clerk	26,966.00	to	42,000.00
Assessing Clerk Typist	26,966.00	to	42,000.00
Tax Clerk	26,966.00	to	42,000.00
Building Maintenance Worker	26,966.00	to	38,000.00
Building Maintenance Worker (PT)	15,000.00	to	22,500.00
Building Service Worker	26,966.00	to	38,000.00

Sr. Building Service Worker	38,000.00	to	55,000.00
Account Clerk-Typing	26,966.00	to	42,000.00
Computer Operator	26,966.00	to	42,000.00
Senior Tax Clerk	30,567.00	to	45,000.00
Senior Police Records Clerk	30,567.00	to	45,000.00
Senior Account Clerk	30,567.00	to	45,000.00
Senior Assessing Clerk	30,567.00	to	45,000.00
Senior Clerk Typist	30,567.00	to	45,000.00
Senior Clerk Stenographer	30,567.00	to	45,000.00
Senior Telephone Operator/Receptionist	30,567.00	to	45,000.00
Senior Computer Operator	30,567.00	to	45,000.00
Code Enforcement Officer	30,567.00	to	45,000.00
Registrar of Vital Statistics	30,567.00	to	45,000.00
Assessing Aide	34,168.00	to	52,000.00
Senior Code Enforcement Officer	34,168.00	to	52,000.00
Principal Clerk	34,168.00	to	58,000.00
Principal Account Clerk	34,168.00	to	58,000.00
Principal Assessing Clerk	34,168.00	to	58,000.00
Principal Clerk Stenographer	34,168.00	to	58,000.00
Principal Clerk Typist	34,168.00	to	58,000.00
Supervising Computer Operator	34,168.00	to	58,000.00
Building Inspector	37,769.00	to	52,000.00
Building Subcode Official	37,769.00	to	52,000.00
Plumbing Subcode Official	37,769.00	to	52,000.00
Plumbing Subcode Inspector (PT)	10,000.00	to	30,000.00
Plumbing Inspector	26,062.00	to	52,000.00
Plumbing Inspector (P/T)	10,000.00	to	30,000.00
Electrical Subcode Official	37,769.00	to	52,000.00
Electrical Inspector	26,062.00	to	52,000.00
Electrical Inspector (PT)	10,000.00	to	30,000.00
Fire Protection Inspector	26,062.00	to	52,000.00
Fire Protection Inspector (PT)	10,000.00	to	30,000.00
Assistant Zoning Officer	37,769.00	to	52,000.00
Assistant Tax Collector	37,769.00	to	52,000.00
Assistant Treasurer (FT)	37,769.00	to	52,000.00
Assistant Superintendent of Recreation	37,769.00	to	52,000.00
Assistant Superintendent of Recreation (PT)	32,000.00	to	52,000.00
Public Safety Telecommunicator or Trainee	30,000.00	to	50,000.00
Relief Public Safety Telecommunicator or Trainee	14.42 hr.	to	19.00 hr.
Violations Clerk	30,567.00	to	41,000.00
POLICE PERSONNEL			
Police Sergeant	86,051.00	to	102,267.00
Police Officer	33,000.00	to	94,424.00
Special Law Enforcement Officer (Class I)	8.25 hr.	to	10.00 hr.
Special Law Enforcement Officer (Class II)	11.00 hr.	to	16.00 hr.
Special Law Enforcement Officer - without Police Academy Certification	Applicable Minimum Wage Established by Department of Labor		
PUBLIC WORKS PERSONNEL			
Equipment Operator	23.81	to	27.30 hr.
Supervising Equipment Operator	25.82	to	29.48 hr.
Motor Broom Driver	22.58	to	25.97 hr.
Mechanic	26.50	to	30.50 hr.

Mechanics Helper	24.14	to	27.66 hr.
Senior Mechanic/Diesel	28.25	to	32.11 hr.
Maintenance Repairer	23.06	to	26.49 hr.
Sr. Maintenance Repairer	26.43	to	28.05 hr
Laborer	14.42	to	25.16 hr.
Supervising Laborer	23.84	to	27.34 hr.
Rec. Parks Maintenance Worker/Groundskeeper	17.42	to	22.13 hr.
Electrician	22.64	to	26.04 hr.
Sign Maker/Wood & Metal	22.17	to	25.53 hr.
Senior Groundskeeper	19.03	to	22.13 hr.
Groundskeeper	14.42	to	25.16 hr.
Temporary Laborers	14.42	to	16.58 hr.
Recycling Program Aide	12.00	to	14.42 hr.
Animal Control Officer	21.83	to	25.16 hr.
OTHER EMPLOYEES			
Deputy Manager	2,600.00	to	3,500.00
Court Attendant	8,000.00	to	9,000.00
Township Prosecutor	14,000.00	to	25,000.00
Municipal Judge	40,000.00	to	50,000.00
Public Defender	11,000.00	to	15,000.00
Recording Secretary Planning/Zoning Board	3,500.00	to	4,000.00
Fire Subcode Official	9,000.00	to	18,000.00
Safety Coordinator	3,000.00	to	4,000.00
District Recycling Coordinator	250.00	to	5,000.00
Emergency Management Coordinator	6,900.00	to	8,000.00
Dep. Emergency Management Coordinator	2,000.00	to	3,000.00
Code Enforcement Officer Trainee	9.00 hr.	to	12.00 hr.
Assistant Treasurer (PT)	6,900.00	to	13,000.00
Tax Search Officer	3,000.00	to	3,500.00
Terminal Agency Coordinator	1,500.00	to	1,500.00
Animal Control (PT)	4,000.00	to	10,000.00
HOURLY EMPLOYEES			
Lifeguard/Swimming Instructor	10.00	to	16.00 hr.
Recreation Aide	9.76	to	16.00 hr.
Senior Citizen Program Aide	9.76	to	16.00 hr.
Ticket Taker	7.25	to	10.00 hr.
Park Attendant	11.00	to	14.00 hr
BUREAU OF FIRE SAFETY			
Fire Official	67,000.00	to	87,000.00
Fire Prevention Specialist (FT)	42,000.00	to	58,000.00
Fire Prevention Specialist (PT)	17.50	to	21.00 hr.
Fire Safety Board Members	1,400.000 Annually		

Section 2. Longevity pay is only applicable to PBA union employees hired prior to May 10, 2012. All other employees (union and non-union) are ineligible for longevity pay.

Section 3. Owners of private automobiles that are used for travel in connection with Township business shall be reimbursed for the use of said automobiles in accordance with the business use mileage rate established by the Internal Revenue Service in the year in which the travel occurred. All employees who do use their personal

cars for Township business must furnish the Department of Revenue & Finance with a Certificate of Insurance supplied by the employee's insurance agent.

Section 4. Whenever a salary range is provided in this ordinance, the Township Council pursuant to the Lower Township Administrative Code and pursuant to contract shall determine the salary of the employees involved in the range, such determination to be made on the basis of time holding the position, experience, ability and performance. The Township shall not be obligated with respect to any employee to grant an increase in any year, except as may be provided by contract.

A. The Township Clerk shall be granted the same salary increase as shall be agreed for the Township Chief Financial Officer/Treasurer, Township Tax Assessor and Township Tax Collector pursuant to contract and New Jersey State Statute.

B. Permanent managerial/confidential employees not part of any bargaining unit by nature of their position shall continue to be governed by and receive the same benefits pursuant to the union contract which governs their annual increase.

C. All other non-union personnel shall be granted such salary increases as approved by the Township Council.

Section 5. The Chief Executive Official is hereby authorized to adopt a group hospitalization plan and other insurance plans pursuant to contract and to provide that such premiums be paid by the Township of Lower.

Section 6. The Township Council is hereby authorized to award overtime pay at the rate of one and one half of the regular rate, in accordance with the Federal Labor Standards Act applicable thereto, pursuant to contracts for all employees.

Section 7. All other ordinances in conflict or inconsistent with this Ordinance are hereby repealed to the extent of such conflict or inconsistency.

Thomas Conrad

Thomas Conrad, Councilmember

David Perry, Councilmember

Absent

Erik Simonsen, Councilmember

Norris Clark, Deputy Mayor

Michael E. Beck

Michael E. Beck, Mayor

Adopted: July 6, 2015

Attest: Julie A. Picard

Julie A. Picard, Township Clerk