

1st 1-17-11
2nd 2-7-11

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

ORDINANCE #2011-01

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 | 85,000.00 |
| Chief Financial Officer | 77,000.00 | to | 85,000.00 |
| 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 | 120,000.00 |
|-----------------|------------|----|------------|

SUPERIOR OFFICERS - POLICE

| | | | |
|-------------------|------------|----|------------|
| Police Captain | 100,034.00 | to | 107,886.00 |
| Police Lieutenant | 94,000.00 | to | 101,393.00 |

SUPERVISORS UNION

| | | | |
|-------------------------------|-----------|----|-----------|
| Tax Assessor | 75,590.00 | to | 81,288.00 |
| Tax Collector | 74,402.00 | to | 80,010.00 |
| Construction Official | 64,610.00 | to | 69,481.00 |
| Supt. Recreation Parks | 66,456.00 | to | 71,465.00 |
| Supt. Of Public Works | 74,476.00 | to | 80,090.00 |
| Planning Director | 71,631.00 | to | 77,030.00 |
| Court Administrator | 66,642.00 | to | 71,666.00 |
| Coordinator Fed. & State Aid | 54,000.00 | to | 58,200.00 |
| Deputy Court Administrator | 42,134.00 | to | 45,311.00 |
| Supervisor of Garage Services | 63,111.00 | to | 67,868.00 |
| Supervisor Building, Grounds | 60,358.00 | to | 64,908.00 |
| Qualified Purchasing Agent | 54,000.00 | to | 58,200.00 |
| Purchasing Agent | 54,000.00 | to | 58,200.00 |

AFSCME

| | | | |
|-----------------------------|-----------|----|-----------|
| Cashier | 26,966.00 | to | 38,000.00 |
| Clerk Typist | 26,966.00 | to | 38,000.00 |
| Clerk | 26,966.00 | to | 38,000.00 |
| Assessing Clerk | 26,966.00 | to | 38,000.00 |
| Assessing Clerk Typist | 26,966.00 | to | 38,000.00 |
| Tax Clerk | 26,966.00 | to | 38,000.00 |
| Building Maintenance Worker | 26,966.00 | to | 38,000.00 |
| Building Service Worker | 26,966.00 | to | 38,000.00 |
| Account Clerk-Typing | 26,966.00 | to | 38,000.00 |
| Computer Operator | 26,966.00 | to | 38,000.00 |
| Senior Tax Clerk | 30,567.00 | to | 41,000.00 |
| Senior Police Records Clerk | 30,567.00 | to | 41,000.00 |

| | | | |
|--|-----------|----|-----------|
| Senior Account Clerk | 30,567.00 | to | 41,000.00 |
| Senior Assessing Clerk | 30,567.00 | to | 41,000.00 |
| Senior Clerk Typist | 30,567.00 | to | 41,000.00 |
| Senior Clerk Stenographer | 30,567.00 | to | 41,000.00 |
| Senior Telephone Operator/Receptionist | 30,567.00 | to | 41,000.00 |
| Senior Computer Operator | 30,567.00 | to | 41,000.00 |
| Code Enforcement Officer | 30,567.00 | to | 41,000.00 |
| Registrar of Vital Statistics | 30,567.00 | to | 41,000.00 |
| 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 | 52,000.00 |
| Principal Account Clerk | 34,168.00 | to | 52,000.00 |
| Principal Assessing Clerk | 34,168.00 | to | 52,000.00 |
| Principal Clerk Stenographer | 34,168.00 | to | 52,000.00 |
| Principal Clerk Typist | 34,168.00 | to | 52,000.00 |
| Supervising Computer Operator | 34,168.00 | to | 52,000.00 |
| 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 |
| Electrical Subcode Official | 37,769.00 | to | 52,000.00 |
| 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 |
| Public Safety Telecommunicator or Trainee | 35,853.00 | to | 50,000.00 |
| Relief Public Safety Telecommunicator or Trainee | 16.74 hr. | to | 17.33 hr. |
| Violations Clerk | 30,567.00 | to | 41,000.00 |

POLICE PERSONNEL

| | | | |
|---|---|----|-----------|
| Police Sergeant | 86,051.00 | to | 92,627.00 |
| Police Officer | 44,140.00 | to | 85,523.00 |
| Special Law Enforcement Officer (Class I) | 7.25 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 | 22.96 | to | 23.81 hr. |
| Supervising Equipment Operator | 24.90 | to | 25.82 hr. |
| Motor Broom Driver | 21.78 | to | 22.58 hr. |
| Mechanic | 25.55 | to | 26.50 hr. |
| Mechanics Helper | 23.28 | to | 24.14 hr. |
| Senior Mechanic/Diesel | 27.24 | to | 28.25 hr. |
| Maintenance Repairer | 22.24 | to | 23.06 hr. |
| Laborer | 19.13 | to | 21.83 hr. |
| Supervising Laborer | 22.99 | to | 23.84 hr. |
| Rec. Parks Maintenance Worker/Groundskeeper | 16.80 | to | 17.42 hr. |
| Electrician | 21.83 | to | 22.64 hr. |
| Sign Maker/Wood & Metal | 21.38 | to | 22.17 hr. |
| Senior Groundskeeper | 18.35 | to | 19.03 hr. |
| Temporary Laborers | 14.85 | to | 15.40 hr. |
| Animal Control Officer | 21.05 | to | 21.83 hr. |

OTHER EMPLOYEES

| | | | |
|---|-----------|----|-----------|
| Deputy Manager | 2,600.00 | to | 3,500.00 |
| Court Attendant | 8,000.00 | to | 8,500.00 |
| Township Prosecutor | 18,500.00 | to | 20,500.00 |
| Municipal Judge | 40,000.00 | to | 45,000.00 |
| Public Defender | 11,000.00 | to | 12,000.00 |
| Recording Secretary Planning/Zoning Board | 3,500.00 | to | 4,000.00 |
| Fire Subcode Official | 12,000.00 | to | 15,000.00 |
| Safety Coordinator | 3,000.00 | to | 4,000.00 |
| District Recycling Coordinator | 250.00 | to | 500.00 |
| 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 | 8,000.00 |
| 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 | 13.00 hr. |
| Recreation Aide | 9.76 | to | 12.95 hr. |
| Senior Citizen Program Aide | 9.76 | to | 12.95 hr. |
| Ticket Taker | 7.25 | to | 10.00 hr. |

BUREAU OF FIRE SAFETY

| | | | |
|---------------------------------|-----------|----------|-----------|
| Fire Official | 72,000.00 | to | 76,000.00 |
| Fire Inspector | 30,000.00 | to | 42,000.00 |
| Fire Prevention Specialist (FT) | 30,000.00 | to | 42,000.00 |
| Fire Inspector (PT) | 4,000.00 | to | 30,000.00 |
| Fire Prevention Specialist (PT) | 8.00 | to | 12.00 hr. |
| Fire Safety Board Members | 1,000.000 | Annually | |

Section 2. Township employees shall receive longevity pay as follows in accordance with their years of service and pursuant to negotiated contracts. Permanent employees not included in any bargaining unit shall also receive longevity pursuant to established policy.

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 employees 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.

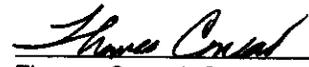
C. All other non-union personnel shall be granted such salary increases as approved by the Township Council.

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 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 contract for all employees.

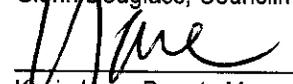
Section 7. This ordinance shall take effect immediately upon final passage and publication according to law, retroactive to January 1, 2011.

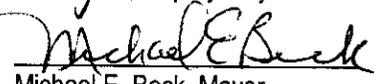
Section 8. All other ordinances in conflict or inconsistent with this Ordinance are hereby repealed to the extent of such conflict or inconsistency.


Thomas Conrad, Councilmember


Erik Simonsen, Councilmember


Glenn Douglass, Councilmember


Kevin Lare, Deputy Mayor


Michael E. Beck, Mayor

Adopted: Feb. 7. 2011

Attest: 
Claudia R. Kammer, Township Clerk