

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

ORDINANCE #2025-25

Title: SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER

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

TOWNSHIP COUNCIL

Mayor	18,000	To	23,000
Councilmembers	15,000	To	20,000

AFSCME

Assistant Supt. of Recreation (P/T)	27,000	To	56,000
Assistant Municipal Tax Collector	47,000	To	80,000
Building Inspector	51,000	To	58,000
Building Inspector (P/T)	10,000	To	48,000
Building Maintenance Worker	35,000	To	48,000
Building Service Worker	35,000	To	48,000
Building Sub- Code Official	5,000	To	58,287
Clerk 1	35,000	To	55,400
Clerk 2	39,000	To	60,000
Clerk 3	43,000	To	68,000
Code Enforcement Officer	39,000	To	56,000
Electrical Sub-Code Official	37,769	To	58,287
Keyboarding Clerk 1	37,000	To	52,000
Keyboarding Clerk 2	39,000	To	56,000
Keyboarding Clerk 3	43,000	To	72,000
Keyboarding Clerk 4	47,000	To	73,000
Plumbing Sub-Code Official	5,000	To	58,287
Registrar Vital Statistics	39,000	To	55,000
Senior Building Service Worker	39,000	To	61,600
Senior Code Enforcement Officer	43,000	To	72,000
Supervising Code Enforcement Officer	47,000	To	77,000

BUREAU OF FIRE SAFETY

Fire Inspector	15.49 hr.	To	25.00 hr.
Fire Investigator	2,500	To	2,500
Fire Official	67,000	To	96,000
Fire Prevention Specialist	42,000	To	68,000
Fire Prevention Specialist (P/T)	15.49 hr.	To	25.00 hr.
Fire Safety Board Member		Annually	1,800

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SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)

NON-UNION ADMINISTRATIVE /MANAGEMENT PERSONNEL

Assistant / Deputy Municipal Clerk	46,000	To	82,000
Chief Financial Officer	77,000	To	128,000
Confidential Assistant/Secretary	35,000	To	90,000
Deputy Manager	80,000	To	100,000
Human Resources Officer	50,000	To	70,000
Municipal Clerk	74,000	To	127,000
Personnel Officer	70,000	To	90,000
Municipal Manager	85,000	To	142,000
Treasurer	60,000	To	95,000

NON-UNION POLICE PERSONNEL

Chief of Police	107,584	To	190,000
Deputy Chief of Police	107,584	To	177,000

POLICE PERSONNEL

Police Sergeant	86,051	To	136,000
Police Officer	33,000	To	130,000
Special Law Enforcement Class II	15.49 hr.	To	25.00 hr.

Special Law Enforcement WITHOUT Police Academy Certification

Applicable to Minimum Wages Established by the Dept of Labor

PUBLIC WORKS PERSONNEL (PER HOUR)

Equipment Operator	23.81	To	38.00
Sr. Equipment Operator	23.81	To	41.00
Laborer 1	17.50	To	35.50
Laborer 2	18.75	To	35.00
Laborer 3	18.75	To	35.00
Maintenance Repair	23.06	To	36.00
Maintenance Worker 1 Grounds	18.75	To	26.00
Mechanic	18.75	To	41.00
Mechanic Diesel	18.75	To	61.00
Mechanics Helper	24.14	To	35.50
Motor Broom Driver	22.58	To	47.00
Parks & Rec Maint. Worker/Grounds	17.42	To	26.00

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SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)

PUBLIC WORKS PERSONNEL (PER HOUR)

Senior Maintenance Repair	28.25	To	45.00
Senior Mechanic Diesel (no employees)	28.25	To	45.00
Supervising Equipment Operator	25.82	To	48.00
Supervising Mechanic Diesel	38.00	To	48.00

SUPERIOR OFFICER- POLICE

Police Captain	100,034	To	170,000
Police Lieutenant	94,000	To	157,000

SUPERVISORS UNION

Construction Official	52,000	To	110,000
Coordinator Fed & State Aid	50,000	To	99,600
Deputy Municipal Court Administrator	45,000	To	71,350
Deputy Tax Assessor	50,000	To	90,300
General Supervisor Public Works	59,000	To	108,000
Municipal Court Administrator	55,000	To	95,890
Senior Planner	60,000	To	128,270
Purchasing Agent	45,000	To	104,450
Superintendent of Public Works	75,000	To	136,216
Superintendent of Recreation	56,000	To	99,970
Tax Assessor	60,000	To	103,000
Tax Collector	60,000	To	118,000

TITLES ADDITIONAL

Accreditation Manager/Rave Police Dept	1,000	To	1,500
Administrative Secretary/Office Manager	39,000	To	68,720
Assistant Municipal Treasurer	6,900	To	19,000
Court Administrator /Shared	25,00	To	25,000
Court Attendant /Shared Agreement	5,000	To	9,000
Clean Communities Coordinator	3,500	To	5,000
Deputy Court Administrator /Shared	15,000	To	15,000
Deputy Emergency Mngt Coordinator	2,000	To	7,000
Digital Records Coordinator	1,000	To	3,000
District Recycling Coordinator	2500	To	5,000
Fire Protection Sub-Code Official	1,000	To	21,000
Flood Plan Manager (CRS)	1,000	To	10,000

SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)

TITLES ADDITIONAL

Government Deals Coordinator	1,000	To	1,000
IT Technical Assistant/ Police Department	1,000	To	1,500
JIF Fund Commissioner	2,000	To	3,000
JIF Safety Coordinator	2,000	To	3,000
JIFOSHA Compliance Coordinator	1,000	To	1,000
JIF Claims Coordinator	2,000	To	2,000
Key Control Coordinator	1,000	To	1,500
Lifeguard/ Swimming Instructor	15.49 hr.	To	20.00 hr.
Municipal Emergency Mngt Coord.	6,900	To	25,000
Municipal Judge	40,000	To	54,080
Municipal Judge/Shared	20,000	To	20,000
Park Attendant	15.49	To	16.00
Prosecutor	45,000	To	45,000
Prosecutor/Shared	10,000	To	10,000
Public Defender	13,500	To	17,500
Public Defender / Shared	13,500	To	13,500
Recreation Leader	15.49	To	25.00
Public Relations Coordinator	1,000	To	3,000
Recording Secretary Fire	1,000	To	1,300
Recording Secretary Planning	3,000	To	3,000
Recreation Aide	15.49 hr.	To	20.00 hr.
Right to Know Coordinator	3,500	To	3,500
Short Term Rental Coordinator	3,000	To	3,000

Section 2. Prior approval from the Manager's Office is required for owners of private automobiles that are used for travel in connection with Township business. Owners 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 3. 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.

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SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)

Section 4. 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 5. 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 6. All other ordinances in conflict or inconsistent with this Ordinance are hereby repealed to the extent of such conflict or inconsistency.

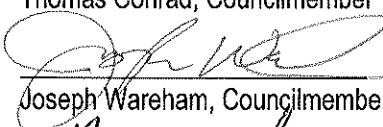
First Reading: December 1, 2025

Second Reading: January 5, 2026

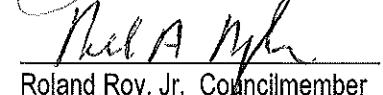
Attest: Karen Fournier
Karen Fournier, Deputy Township Clerk



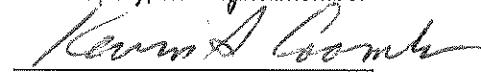
Thomas Conrad, Councilmember



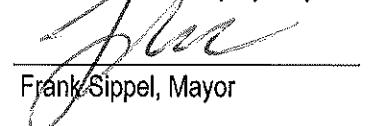
Joseph Wareham, Councilmember



Roland Roy, Jr. Councilmember



Kevin Coombs, Deputy Mayor



Frank Sippel, Mayor