

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

ORDINANCE #2021-21

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, exclusive of longevity:

TOWNSHIP COUNCIL

Mayor	18,000	to	20,500
Councilmembers	15,000	to	17,500

NON-UNION ADMINISTRATIVE/MANAGEMENT PERSONNEL

Township Manager	85,000	to	135,000
Township Clerk	74,000	to	105,000
Chief Financial Officer	77,000	to	115,000
Assistant Township Clerk	46,000	to	65,000
Director of Personnel	70,000	to	90,000
Appointing Authority	5,000	to	10,000

NON-UNION POLICE PERSONNEL

Chief of Police	107,584.	to	162,000
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SUPERIOR OFFICER – POLICE

Police Captain	100,034	to	135,000
Police Lieutenant	94,000	to	128,000

SUPERVISORS UNION

General Supervisor Public Works	59,000	to	96,000
Tax Assessor	60,000	to	99,584
Tax Collector	60,000	to	97,500
Construction Official	52,000	to	90,500
Supt. Parks & Rec	56,000	to	92,100
Supt. Public Works	75,000	to	115,000
Planning Director	60,000	to	107,500
Court Administrator	55,000	to	92,000
Coordinator Fed & State Aid	50,000	to	85,000
Deputy Court Administrator	45,000	to	60,000
Supervisor of Garage Services	66,000	to	90,000
Supervisor Buildings & Grounds	59,000	to	90,000
Qualified Purchasing Agent	45,000	to	82,000
Purchasing Agent	45,000	to	75,200
Township Engineer	70,000	to	108,245

AFSCME

Cashier	30,211	to	41,133
Clerk Typist	30,211	to	45,463
Clerk	30,211	to	45,463
Assessing Clerk	30,211	to	45,463
Assessing Clerk Typist	30,211	to	45,463
Tax Clerk	30,211	to	45,463
Building Maintenance Worker	26,966	to	44,000
Building Maintenance Worker (P/T)	15,000	to	40,000
Building Service Worker	26,966	to	44,000

Sr. Building Service Worker	38,000	to	63,000
Account Clerk - Typist	26,966	to	45,463
Computer Operator	26,966	to	45,463
Senior Tax Clerk	30,567	to	48,710
Senior Police Record Clerk	30,567	to	48,710
Senior Account Clerk	30,567	to	48,710
Senior Assessing Clerk	30,567	to	48,710
Senior Clerk Typist	30,567	to	48,710
Senior Clerk Stenographer	30,567	to	48,710
Senior Telephone Operator/Receptionist	30,567	to	48,710
Senior Computer Operator	30,567	to	48,710
Code Enforcement Officer	30,567	to	56,000
Registrar of Vital Statistics	30,567	to	48,710
Assessing Aide	34,168	to	56,287
Senior Code Enforcement Officer	34,168	to	59,287
Principal Clerk	34,168	to	62,782
Principal Account Clerk	34,168	to	62,782
Principal Assessing Clerk	34,168	to	62,782
Principal Clerk Stenographer	34,168	to	62,782
Principal Clerk Typist	34,168	to	62,782
Supervising Computer Operator	34,168	to	62,782
Building Inspector	37,769	to	58,287
Building Sub-Code Official	5,000	to	58,287
Plumbing Sub-Code Official	5,000	to	58,287
Plumbing Sub-Code Inspector (P/T)	10,000	to	32,473
Plumbing Inspector	26,062	to	56,287
Plumbing Inspector (P/T)	10,000	to	32,473
Electrical Sub-Code Official	37,769	to	58,287
Electrical Inspector	26,062	to	58,287
Electrical Inspector (P/T)	10,000	to	32,473
Fire Protection Inspector	26,062	to	56,287
Fire Protection Inspector (P/T)	10,000	to	32,473
Assistant Zoning Officer	37,769	to	56,287
Assistant Tax Collector	37,769	to	56,287
Assistant Treasurer (F/T)	37,769	to	56,287
Assistant Supt. Of Parks & Rec	37,769	to	56,287
Assistant Supt of Parks & Rec (P/T)	27,000	to	56,287
Public Safety Tele-communicator Trainee	30,000	to	54,122
Relief Public Safety Tele-communicator Trainee	14.42 hr	to	19.00 hr
Violations Clerk	30,567	to	44,380

POLICE PERSONNEL

Police Sergeant	86,051	to	115,000
Police Officer	33,000	to	104,000
Special Law Enforcement Officer (Class I)	12.00 hr	to	12.00 hr
Special Law Enforcement Officer (Class II)	12.00 hr	to	20.00 hr
Special Law Enforcement Officer WITHOUT Police Academy Certification			

Applicable Minimum Wage Established by the Dept of Labor

PUBLIC WORKS PERSONNEL (PER HOUR)

Equipment Operator	23.81	to	32.00
Supervising Equipment Operator	25.82	to	35.00
Motor Broom Driver	22.58	to	28.11
Mechanic	26.50	to	35.00
Mechanics Helper	24.14	to	32.00
Senior Mechanic/Diesel	28.25	to	35.00

Supervising Mechanic Diesel	37.97	to	39.67
Maintenance Repair	23.06	to	29.00
Sr. Maintenance Repair	26.43	to	33.00
Laborer	14.42	to	30.00
Supervising Laborer	23.84	to	32.00
Parks & Rec Maintenance Worker/Groundskeeper	17.42	to	26.00
Electrician	22.64	to	35.00
Sign Maker/Wood & Metal	22.17	to	27.63
Senior Groundskeeper	19.03	to	28.00
Groundskeeper	14.42	to	27.23
Temporary Laborer	12.50	to	17.95
Recycling Program Aide	12.00	to	15.61
Animal Control Officer	21.83	to	27.23

OTHER EMPLOYEES

Deputy Manager	2,600	to	3,500
Court Attendant	8,000	to	9,000
Township Prosecutor	14,000	to	25,000
Municipal Judge	40,000	to	50,000
Public Defender	11,000	to	15,000
Recording Secretary Planning/Zoning Board	3,500	to	4,000
Fire Sub-Code Official	1,000	to	18,000
Safety Coordinator	3,000	to	4,000
District Recycling Coordinator	250	to	5,000
Emergency Management Coordinator	6,900	to	25,000
Emergency Management Deputies	2,000	to	10,000
Code Enforcement Officer Trainee	12.00 hr	to	18.00 hr
Assistant Treasurer	6,900	to	15,000
Tax Search Officer	3,000	to	3,500
Terminal Agency Coordinator	1,500	to	1,500
Animal Control (P/T)	4,000	to	10,000
JIF Fund Commissioner	2,000	to	3,500
Claims Coordinator	1,000	to	3,500

HOURLY EMPLOYEES

Lifeguard/Swimming Instructor	10.00	to	18.00
Recreation Aide	12.00	to	18.00
Senior Citizen Program Aide	12.00	to	18.00
Ticket Taker	12.00	to	18.00
Park Attendant	12.00	to	25.00
Field Inspector	12.00	to	30.00

BUREAU OF FIRE SAFETY

Fire Official	67,000	to	94,172
Fire Prevention Specialist (F/T)	42,000	to	62,782
Fire Inspector (P/T)	12.00 hr	to	23.00 hr
Fire Prevention Specialist (P/T)	12.00 hr	to	23.00 hr
Fire Safety Clerk	26,966	to	45,463
Senior Fire Safety Clerk	30,567	to	48,710
Principal Fire Safety Clerk	34,168	to	62,782
Fire Investigator	2,500	to	5,000
Fire Safety Board Members	1,400 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.

First Reading: November 15, 2001

Second Reading: December 6, 2001

Attest: Julie A Picard
Julie A Picard, Township Clerk

Thomas Conrad
Thomas Conrad, Councilmember

Kevin Coombs
Kevin Coombs, Councilmember

Roland Roy, Jr.
Roland Roy, Jr., Councilmember

David Perry
David Perry, Deputy Mayor

Frank Sippel
Frank Sippel, Mayor