

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

ORDINANCE #2026-17

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

Title	Minimum		Maximum
Mayor	18,000	to	23,000
Councilmembers	15,000	to	20,000

AFSCME

Title	Minimum		Maximum
Assistant Supt. of Recreation (P/T)	27,000	to	56,000
Assistant Municipal Tax Collector	47,000	to	80,000
Assistant Municipal Treasurer	51,000	to	62,000
Building Inspector Apprentice	51,000	to	75,000
Building Inspector (P/T)	10,000	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
Principal Account Clerk	43,000	to	48,000
Recreation Program Coordinator	51,000	to	58,000
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
Violations Clerk	43,000	to	48,000

ORDINANCE #2026-17**SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)****BUREAU OF FIRE SAFETY**

Title	Minimum		Maximum
Fire Inspector	\$15.49 per hour	to	\$25.00 per hour
Fire Investigator	2,500	to	2,500
Fire Official	67,000	to	96,000
Senior Fire Prevention Specialist	52,000	to	64,000
Fire Prevention Specialist	42,000	to	68,000
Fire Prevention Specialist (P/T)	\$15.49 per hour	to	\$25.00 per hour
Fire Safety Board Member	1,800 annually	to	1,800 annually

NON-UNION ADMINISTRATIVE AND MANAGEMENT PERSONNEL

Title	Minimum		Maximum
Chief Financial Officer	77,000	to	128,000
Confidential Assistant/Secretary	35,000	to	90,000
Deputy Manager	80,000	to	100,000
Deputy Municipal Clerk	46,000	to	82,000
Executive Secretary	70,000	to	90,000
Human Resources Officer	50,000	to	70,000
Municipal Clerk	74,000	to	127,000
Personnel Officer	70,000	to	90,000
Municipal Manager	100,000	to	160,000
Treasurer	60,000	to	95,000

NON-UNION POLICE PERSONNEL

Title	Minimum		Maximum
Chief of Police	107,584	to	192,672
Deputy Chief of Police	107,584	to	182,000

ORDINANCE #2026-17**SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)****POLICE PERSONNEL**

Title	Minimum		Maximum
Police Sergeant	86,051	to	136,000
Police Officer	33,000	to	130,000
Special Law Enforcement Class II	\$15.49 per hour	to	\$25.00 per hour

Special Law Enforcement Officers without Police Academy certification: Applicable minimum wage established by the New Jersey Department of Labor and Workforce Development.

PUBLIC WORKS PERSONNEL PER HOUR

Title	Minimum		Maximum
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
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 OFFICERS POLICE

Title	Minimum		Maximum
Police Captain	100,034	to	170,000
Police Lieutenant	94,000	to	157,000

ORDINANCE #2026-17**SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)****SUPERVISORS UNION**

Title	Minimum		Maximum
Administrative Secretary/Office Manager	52,000	to	68,720
Chief Code Enforcement Officer	52,000	to	82,932
Construction Official	52,000	to	99,000
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	92,000
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

ADDITIONAL TITLES AND COMPENSATION

Title	Minimum		Maximum
Accreditation Manager/Rave Police Dept	1,000	to	1,500
Court Administrator /Shared Middle/Wildwood Crest	45,000	to	45,000
Court Attendant /Shared Agreement	5,000	to	9,000
Clean Communities Coordinator	3,500	to	5,000
Deputy Court Administrator /Shared Middle/Wildwood Crest	30,000	to	30,000
Deputy Emergency Management Coordinator	2,000	to	7,000
Digital Records Coordinator	1,000	to	3,000
District Recycling Coordinator	2,500	to	5,000
Fire Protection Sub-Code Official	1,000	to	21,000
Flood Plan Manager (CRS)	1,000	to	10,000
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

ORDINANCE #2026-17**SALARY AND BENEFIT ORDINANCE FOR THE TOWNSHIP OF LOWER (continued)**

JIF Safety Coordinator	2,000	to	3,000
JIF OSHA 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 per hour	to	\$20.00 per hour
Municipal Emergency Mngt Coord.	6,900	to	10,000
Municipal Judge	40,000	to	54,800
Municipal Judge/Shared Wildwood Crest	20,000	to	20,000
Municipal Judge/Shared Middle Township	72,000	to	72,000
Park Attendant	\$15.49 per hour	to	\$16.00 per hour
Prosecutor	45,000	to	45,000
Prosecutor/Shared Wildwood Crest	20,000	to	20,000
Prosecutor/Shared Middle Township	46,000	to	46,000
Public Defender	17,000	to	17,000
Public Defender / Shared Wildwood Crest	14,000	to	14,000
Public Defender / Shared	18,600	to	18,600
Recreation Leader	\$15.49 per hour	to	\$25.00 per hour
Public Relations Coordinator	1,000	to	3,000
Recording Secretary Fire	1,000	to	2,300
Recording Secretary Planning	3,000	to	3,000
Recreation Aide	\$15.49 per hour	to	\$20.00 per hour
Right to Know Coordinator	3,500	to	3,500
Short Term Rental Coordinator	3,000	to	3,000

Section 2 Use of Private Automobiles

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 such 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 use their personal automobiles for Township business must furnish the Department of Revenue and Finance with a certificate of insurance supplied by the employee's insurance agent.

Section 3 Salaries Within Established Ranges

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.

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

- 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 4 Shared Municipal Court Personnel and Compensation

- A. Upon the effective date of an authorized shared-services agreement under which the Township of Lower provides shared municipal court services, an employee appointed, assigned, or transferred to a position in the shared municipal court shall be compensated within the salary range established in Section 1 for the applicable title. The employee's actual salary and the effective date thereof shall be established by separate personnel action in accordance with the shared-services agreement, applicable Civil Service requirements, Judiciary approvals, any applicable collective bargaining agreement or employment contract, and the availability of appropriated funds.
- B. Any compensation identified in Section 1 as "Shared" or "Shared Agreement" shall constitute supplemental compensation for additional duties performed in connection with a shared municipal court agreement and shall be separate from the employee's regular base salary. Such supplemental compensation shall be approved by the Township Council and may be prorated, modified, suspended, or discontinued if the employee's additional duties or the applicable shared-services agreement are modified or terminated. Supplemental compensation shall not constitute pensionable compensation except to the extent permitted by applicable law and the rules and determinations of the New Jersey Division of Pensions and Benefits.
- C. The establishment of a salary range or supplemental compensation in this Ordinance shall not, by itself, appoint or transfer an employee, establish an employee's actual salary or effective date, create an entitlement to any salary or supplemental compensation, or alter an employee's Civil Service status. All appointments, transfers, compensation determinations, and other personnel actions shall be separately authorized and completed in accordance with applicable law and all required Township, Civil Service Commission, and Judiciary approvals.

Section 5 Health and Other Insurance Plans: The Chief Executive Officer 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 Overtime: 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 Repealer: All other ordinances in conflict or inconsistent with this ordinance are hereby repealed to the extent of such conflict or inconsistency.

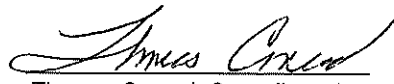
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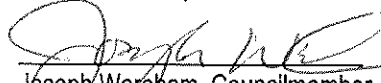
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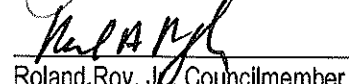
First Reading: September 21, 2026

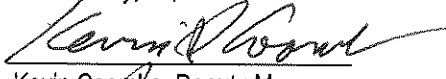
Second Reading: October 5, 2026

Attest: 
Karen S. Fournier, Township Clerk


Thomas Conrad, Councilmember


Joseph Wareham, Councilmember


Roland Roy, Jr., Councilmember


Kevin Coombs, Deputy Mayor


Frank Sippel, Mayor