

**ORDINANCE 2017 - 12
TOWNSHIP OF EAST WINDSOR
COUNTY OF MERCER**

**AN ORDINANCE OF THE TOWNSHIP OF
EAST WINDSOR, NEW JERSEY, TO
ESTABLISH SALARIES AND WAGES FOR
NON-UNION EMPLOYEES FOR FISCAL YEARS 2016 - 2019**

BE IT ORDAINED AND ENACTED by the Township Council of the Township of East Windsor, County of Mercer, State of New Jersey that non-union employees of the Township shall be paid the following salaries and wages during 2016 -2019 and until a successor Ordinance is adopted.

SECTION 1. SCHEDULE OF SALARIES FOR 2016

Grade	35-Hour Week			40-Hour Week	
	Minimum	Maximum		Minimum	Maximum
1	\$20,381	\$31,570		\$23,274	\$36,060
2	\$22,415	\$34,730		\$25,654	\$39,658
3	\$24,661	\$38,201		\$28,168	\$43,626
4	\$27,127	\$42,013		\$30,982	\$47,991
5	\$29,840	\$46,219		\$34,087	\$52,797
6	\$32,818	\$50,336		\$37,490	\$58,069
7	\$36,104	\$55,917		\$41,243	\$63,881
8	\$39,712	\$61,606		\$45,362	\$70,266
9	\$43,717	\$67,086		\$49,903	\$77,291
10	\$48,040	\$74,434		\$54,890	\$85,021
11	\$52,863	\$81,876		\$60,378	\$93,527
12	\$58,146	\$92,767		\$66,417	\$102,872

SECTION 2. SCHEDULE OF SALARIES FOR 2017

Grade	35-Hour Week			40-Hour Week	
	Minimum	Maximum		Minimum	Maximum
1	\$20,381	\$32,122		\$23,274	\$36,691
2	\$22,415	\$35,338		\$25,654	\$40,352
3	\$24,661	\$38,869		\$28,168	\$44,389
4	\$27,127	\$42,748		\$30,982	\$48,831
5	\$29,840	\$47,028		\$34,087	\$53,721
6	\$32,818	\$51,217		\$37,490	\$59,085
7	\$36,104	\$56,896		\$41,243	\$64,999
8	\$39,712	\$62,685		\$45,362	\$71,496
9	\$43,717	\$68,260		\$49,903	\$78,644
10	\$48,040	\$75,737		\$54,890	\$86,509
11	\$52,863	\$83,309		\$60,378	\$95,164
12	\$58,146	\$94,390		\$66,417	\$104,673

SECTION 3. SCHEDULE OF SALARIES FOR 2018

Grade	35-Hour Week			40-Hour Week	
	Minimum	Maximum		Minimum	Maximum
1	\$20,381	\$32,764		\$23,274	\$37,425
2	\$22,415	\$36,045		\$25,654	\$41,159
3	\$24,661	\$39,646		\$28,168	\$45,277
4	\$27,127	\$43,603		\$30,892	\$49,808
5	\$29,840	\$47,968		\$34,087	\$54,796
6	\$32,818	\$52,241		\$37,490	\$60,267
7	\$36,104	\$58,034		\$41,243	\$66,299
8	\$39,712	\$63,938		\$45,362	\$72,926

9	\$43,717	\$69,626		\$49,903	\$80,217
10	\$48,040	\$77,251		\$54,890	\$88,240
11	\$52,863	\$84,975		\$60,378	\$97,067
12	\$58,146	\$96,278		\$66,417	\$106,766

SECTION 4. SCHEDULE OF SALARIES FOR 2019

Grade	35-Hour Week			40-Hour Week	
	Minimum	Maximum		Minimum	Maximum

1	\$20,381	\$33,420		\$23,274	\$38,173
2	\$22,415	\$36,766		\$25,654	\$41,982
3	\$24,661	\$40,439		\$28,168	\$46,182
4	\$27,127	\$44,475		\$30,982	\$50,804
5	\$29,840	\$48,928		\$34,087	\$55,892
6	\$32,818	\$53,286		\$37,490	\$61,472
7	\$36,104	\$59,195		\$41,243	\$67,625
8	\$39,712	\$65,217		\$45,362	\$74,385
9	\$43,717	\$71,018		\$49,903	\$81,821
10	\$48,040	\$78,796		\$54,890	\$90,004
11	\$52,863	\$86,674		\$60,378	\$99,009
12	\$58,146	\$98,204		\$66,417	\$108,901

SECTION 5- CLASSIFICATION OF POSITIONS

Grade 1 through Grade 4 Reserved

Grade 5 Records & Information System Specialist

Grade 6 Board Secretary

Grade 7 Administrative Secretary; Payroll/Benefits Coordinator; Assistant Systems Administrator/Administrative Secretary

Grade 8 Deputy Municipal Clerk; Animal Control Officer; Supervisory Radio Officer; Deputy Municipal Court Administrator, Mechanics Foreman,

	Sanitation Foreman.
Grade 9	Computer Services Administrator/Support Services Supervisor; Assistant Comptroller/Assistant Purchasing Agent; Assistant General Foreman, Executive Assistant to the Manager's Office, Assistant to Chief of Police, Assistant to the Chief Financial Officer.
Grade 10	General Foreman
Grade 11	Reserved
Grade 12	Reserved

SECTION 6. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2016

Mayor and Council Members		\$11,763	
Judge		\$69,726	
Judge - Per DWI and Conflict Session		\$211	
Prosecutor		\$33,449	
Prosecutor - Per DWI and Conflict Session		\$172	
Public Defender		\$18,270	
Township Attorney		\$26,390	
Nurse Practitioner	per hour	\$54.85	
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am – 4:30 pm		\$18.42
	per hour Mon. - Fri. 4:30 pm – 8:30 am		\$23.83
	Holidays & weekends		
Clerical & Unclassified Part-Time Employees	per hour	\$8.38	\$14.64
Department of Public Works Summer Labor	per hour	\$9.55	\$13.27
Matron	per hour	\$15.86	
Crossing Guard (2x/day)	per day	\$35.11	
Crossing Guard (3x/day)	per day	\$52.64	
Crossing Guard (4x/day)	per day	\$70.19	
Juvenile Conference Committee Secretary	per hour	\$19.76	
Snow Plow Operators	per hour	\$19.09	

SECTION 7. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2017

Mayor and Council Members		\$11,969	
Judge		\$70,947	
Judge - Per DWI and Conflict Session		\$215	
Prosecutor		\$34,035	
Prosecutor - Per DWI and Conflict Session		\$175	
Public Defender		\$18,590	
Township Attorney		\$26,852	
Nurse Practitioner	per hour	\$55.81	
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am – 4:30 pm		\$18.74

	per hour Mon. - Fri. 4:30 pm – 8:30 am	\$24.25
	Holidays & weekends	
Clerical & Unclassified Part-Time Employees	per hour	\$8.44 - \$14.89
Department of Public Works Summer Labor	per hour	\$9.55 - \$13.50
Matron	per hour	\$16.14
Crossing Guard (2x/day)	per day	\$35.72
Crossing Guard (3x/day)	per day	\$53.56
Crossing Guard (4x/day)	per day	\$71.42
Juvenile Conference Committee Secretary	per hour	\$20.11
Snow Plow Operators	per hour	\$19.43

SECTION 8. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2018

Mayor and Council Members		\$12,208
Judge		\$72,366
Judge - Per DWI and Conflict Session		\$219
Prosecutor		\$34,715
Prosecutor - Per DWI and Conflict Session		\$178
Public Defender		\$18,962
Township Attorney		\$27,389
Nurse Practitioner	per hour	\$56.93
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am – 4:30 pm	\$19.12
	per hour Mon. - Fri. 4:30 pm – 8:30 am	\$24.73
	holidays and weekends	
Clerical & Unclassified Part-Time Employees	per hour	\$8.44 - \$15.19
Department of Public Works Summer Labor	per hour	\$9.55 - \$13.77
Matron	per hour	\$16.46
Crossing Guard (2x/day)	per day	\$36.44
Crossing Guard (3x/day)	per day	\$54.63
Crossing Guard (4x/day)	per day	\$72.84
Juvenile Conference Committee Secretary	per hour	\$20.51
Snow Plow Operators	per hour	\$19.81

SECTION 9. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2019

Mayor and Council Members		\$12,452
Judge		\$73,813
Judge - Per DWI and Conflict Session		\$223
Prosecutor		\$35,410
Prosecutor - Per DWI and Conflict Session		\$182
Public Defender		\$19,341
Township Attorney		\$27,937
Nurse Practitioner	per hour	\$58.07

Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am – 4:30 pm	\$19.50
	per hour Mon. - Fri. 4:30 pm – 8:30 am	\$25.23
	holidays and weekends	
Clerical & Unclassified Part-Time Employees	per hour	\$8.44 - \$15.49
Department of Public Works Summer Labor	per hour	\$9.55 - \$14.04
Matron	per hour	\$16.79
Crossing Guard (2x/day)	per day	\$37.17
Crossing Guard (3x/day)	per day	\$55.72
Crossing Guard (4x/day)	per day	\$74.30
Juvenile Conference Committee Secretary	per hour	\$20.92
Snow Plow Operators	per hour	\$20.21

SECTION 10. RECREATION EMPLOYEES FOR 2016

Recreation Employees - After School Program/Pre-School Program/Senior Center

Instructor	per hour	\$10.51 - \$29.29
Assistant Instructor	per hour	\$8.97 - \$23.45

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.14 - \$32.02
Assistant Supervisor	per hour	\$10.51 - \$23.45
Arts and Crafts Instructor	per hour	\$11.18 - \$23.45
Lifeguard	per hour	\$8.38 - \$15.64
Counselor	per hour	\$8.38 - \$12.95

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.20 - \$18.77
Bus Drivers	per hour	\$13.14 - \$20.33

SECTION 11. RECREATION EMPLOYEES FOR 2017

Recreation Employees - After School Program/Pre-School Program/Senior Center

Instructor	per hour	\$10.51 - \$29.81
Assistant Instructor	per hour	\$9.03 - \$23.86

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.14 - \$32.58
Assistant Supervisor	per hour	\$10.51 - \$23.86
Arts and Crafts Instructor	per hour	\$11.18 - \$23.86
Lifeguard	per hour	\$8.44 - \$15.91
Counselor	per hour	\$8.44 - \$13.18

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.20 - \$19.10
Bus Drivers	per hour	\$13.14 - \$20.69

SECTION 12 RECREATION EMPLOYEES FOR 2018

Recreation Employees - After School Program/Pre-School Program/Senior Center

Instructor	per hour	\$10.51 - \$30.40
Assistant Instructor	per hour	\$9.03 - \$24.33

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.14 - \$33.24
Assistant Supervisor	per hour	\$10.51 - \$24.33
Arts and Crafts Instructor	per hour	\$11.18 - \$24.33
Lifeguard	per hour	\$8.44 - \$16.23
Counselor	per hour	\$8.44 - \$13.44

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.20 - \$19.48
Bus Drivers	per hour	\$13.14 - \$21.10

SECTION 13. RECREATION EMPLOYEES FOR 2019

Recreation Employees - After School Program/Pre-School Program/Senior Center

Instructor	per hour	\$10.51 - \$31.01
Assistant Instructor	per hour	\$9.03 - \$24.82

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.14 - \$33.90
Assistant Supervisor	per hour	\$10.51 - \$24.82
Arts and Crafts Instructor	per hour	\$11.18 - \$24.82
Lifeguard	per hour	\$8.44 - \$16.56
Counselor	per hour	\$8.44 - \$13.71

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.20 - \$19.87
Bus Drivers	per hour	\$13.14 - \$21.52

SECTION 14. KEY MANAGEMENT PERSONNEL FOR 2016

Township Manager	\$89,091 -	\$151,424
Chief of Police	\$99,084 -	\$151,853
Finance Director/Chief Financial Officer	\$66,550 -	\$113,577
Assistant Township Manager	\$69,930 -	\$110,645
Director of Public Works	\$67,245 -	\$113,078
Director of Public Works and Engineering	\$85,000 -	\$137,025
Director of Inspections	\$60,595 -	\$109,883
Comptroller	\$62,000 -	\$88,772
Township Clerk	\$53,576 -	\$97,044
Tax Assessor	\$54,282 -	\$91,050
Tax Collector	\$51,107 -	\$91,883
Community Development Director	\$48,720 -	\$93,399
Assistant to Township Manager	\$35,038 -	\$84,330
Recreation Director	\$42,712 -	\$79,748
Court Administrator	\$43,094 -	\$75,727
PAL Director	\$33,787 -	\$46,413
Welfare Director (15 hours per week)	\$16,719 -	\$29,435

SECTION 15. KEY MANAGEMENT PERSONNEL FOR 2017

Township Manager	\$89,091 -	\$154,074
Chief of Police	\$99,084 -	\$154,511
Finance Director/Chief Financial Officer	\$66,550 -	\$115,565
Assistant Township Manager	\$69,930 -	\$112,581
Director of Public Works	\$67,425 -	\$115,057
Director of Public Works and Engineering	\$85,000 -	\$139,423
Director of Inspections	\$60,595 -	\$111,806
Comptroller	\$62,000 -	\$90,325
Township Clerk	\$53,576 -	\$98,742
Tax Assessor	\$54,282 -	\$92,643
Tax Collector	\$51,107 -	\$93,491
Community Development Director	\$48,720 -	\$95,034
Assistant to Township Manager	\$35,038 -	\$85,806
Senior Citizen Director	\$42,712 -	\$71,519
Recreation Director	\$42,712 -	\$81,143
Court Administrator	\$43,094 -	\$77,052
PAL Director	\$33,787 -	\$47,225
Welfare Director (15 hours per week)	\$16,719 -	\$29,950

SECTION 16. KEY MANAGEMENT PERSONNEL FOR 2018

Township Manager	\$89,091 -	\$157,155
Chief of Police	\$99,084 -	\$157,601
Finance Director/Chief Financial Officer	\$66,550 -	\$117,876
Assistant Township Manager	\$69,930 -	\$114,833
Director of Public Works	\$67,425 -	\$117,358
Director of Public Works and Engineering	\$85,000 -	\$142,211
Director of Inspections	\$60,595 -	\$114,042
Comptroller	\$62,000 -	\$92,132
Township Clerk	\$53,576 -	\$100,717
Tax Assessor	\$54,282 -	\$94,496
Tax Collector	\$51,107 -	\$95,361
Community Development Director	\$48,720 -	\$96,934
Assistant to Township Manager	\$35,038 -	\$87,522
Senior Citizen Director	\$42,712 -	\$72,949
Recreation Director	\$42,712 -	\$82,766
Court Administrator	\$43,094 -	\$78,593
PAL Director	\$33,787 -	\$48,170
Welfare Director (15 hours per week)	\$16,719 -	\$30,549

SECTION 17. KEY MANAGEMENT PERSONNEL FOR 2019

Township Manager	\$89,091 -	\$160,298
Chief of Police	\$99,084 -	\$160,753
Finance Director/Chief Financial Officer	\$66,550 -	\$120,234
Assistant Township Manager	\$69,930 -	\$117,130
Director of Public Works	\$67,425 -	\$119,705
Director of Public Works and Engineering	\$85,000 -	\$145,056
Director of Inspections	\$60,595 -	\$116,323
Comptroller	\$62,000 -	\$93,975
Township Clerk	\$53,576 -	\$102,732
Tax Assessor	\$54,282 -	\$96,386
Tax Collector	\$51,107 -	\$97,268
Community Development Director	\$48,720 -	\$98,873
Assistant to Township Manager	\$35,038 -	\$89,273
Senior Citizen Director	\$42,712 -	\$74,408
Recreation Director	\$42,712 -	\$84,421
Court Administrator	\$43,094 -	\$80,165
PAL Director	\$33,787 -	\$49,133
Welfare Director (15 hours per week)	\$16,719 -	\$31,160

SECTION 18. LONGEVITY FOR 2016 - 2019

Months of Service		Longevity Pay
Begin	Complete	Annual
60*	108*	\$765
109*	168*	\$1,380
169*	228*	\$1,999
229 Over*		\$2,498

*CHANGES TO EAST WINDSOR TOWNSHIP PERSONNEL POLICY IV-7, "LONGEVITY", GOVERN THE APPLICABILITY OF LONGEVITY PAYMENTS.

SECTION 19. GENERAL

1. Employees shall be compensated according to the 35 – hour week or 40 – hour week schedule, depending on their work schedule.
2. Key Management Personnel and the stated supervisory personnel shall not be eligible for compensatory time or payment of overtime except that Chief of Police shall be eligible for stand-by pay with the approval of the Township Manager.
3. Notwithstanding any similar or identical position classification, this Ordinance shall apply only to non-union employees.

SECTION 20.

All Ordinances and Resolutions inconsistent with this Ordinance are hereby repealed. All Township employees not governed by this Ordinance shall be paid salaries pursuant to contractual agreements and the specific Salary Ordinance adopted for the individual collective bargaining union.

SECTION 21.

This Ordinance shall become effective twenty (20) days after final passage and publication according to law and shall remain in effect until amended or suspended.

JANICE S. MIRONOV
Mayor

ATTEST:

Kelly Lettera
Acting Municipal Clerk

Adopted:
Published:
Effective: