

**ORDINANCE 2021 - 09
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 2020 - 2023**

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 2020 -2023 and until a successor Ordinance is adopted.

SCHEDULE OF SALARIES 2020

Grade	35-Hour Week		40-Hour Week	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1	\$20,381	\$34,088	\$23,274	\$38,936
2	\$22,415	\$37,501	\$25,654	\$42,822
3	\$24,661	\$41,248	\$28,168	\$47,106
4	\$27,127	\$45,365	\$30,982	\$51,820
5	\$29,840	\$49,907	\$34,087	\$57,010
6	\$32,818	\$54,352	\$37,490	\$62,701
7	\$36,104	\$60,379	\$41,243	\$68,978
8	\$39,712	\$66,521	\$45,362	\$75,873
9	\$43,717	\$72,438	\$49,903	\$83,457
10	\$48,040	\$80,372	\$54,890	\$91,804
11	\$52,863	\$88,407	\$60,378	\$100,989
12	\$58,146	\$100,168	\$66,417	\$111,079

SCHEDULE OF SALARIES FOR 2021

Grade	35-Hour Week		40-Hour Week	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1	\$20,381	\$34,770	\$23,274	\$39,715
2	\$22,415	\$38,251	\$25,654	\$43,678
3	\$24,661	\$42,073	\$28,168	\$48,048
4	\$27,127	\$46,272	\$30,982	\$52,856
5	\$29,840	\$50,905	\$34,087	\$58,150

6	\$32,818	\$55,439	\$37,490	\$63,955
7	\$36,104	\$61,586	\$41,243	\$70,357
8	\$39,712	\$67,852	\$45,362	\$77,390
9	\$43,717	\$73,887	\$49,903	\$85,127
10	\$48,040	\$81,979	\$54,890	\$93,640
11	\$52,863	\$90,176	\$60,378	\$103,009
12	\$58,146	\$102,171	\$66,417	\$113,301

SCHEDULE OF SALARIES FOR 2022

Grade	35-Hour Week		40-Hour Week	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1	\$20,381	\$35,466	\$23,274	\$40,509
2	\$22,415	\$39,016	\$25,654	\$44,552
3	\$24,661	\$42,914	\$28,168	\$49,009
4	\$27,127	\$47,197	\$30,982	\$53,914
5	\$29,840	\$51,923	\$34,087	\$59,313
6	\$32,818	\$56,548	\$37,490	\$65,235
7	\$36,104	\$62,818	\$41,243	\$71,764
8	\$39,712	\$69,209	\$45,362	\$78,938
9	\$43,717	\$75,365	\$49,903	\$86,829
10	\$48,040	\$83,619	\$54,890	\$95,513
11	\$52,863	\$91,979	\$60,378	\$105,069
12	\$58,146	\$104,215	\$66,417	\$115,567

SCHEDULE OF SALARIES FOR 2023

Grade	35-Hour Week		40-Hour Week	
	<u>Minimum</u>	<u>Maximum</u>	<u>Minimum</u>	<u>Maximum</u>
1	\$20,381	\$36,175	\$23,274	\$41,320
2	\$22,415	\$39,797	\$25,654	\$45,443
3	\$24,661	\$43,772	\$28,168	\$49,989
4	\$27,127	\$48,141	\$30,982	\$54,992
5	\$29,840	\$52,961	\$34,087	\$60,499
6	\$32,818	\$57,678	\$37,490	\$66,539
7	\$36,104	\$64,075	\$41,243	\$73,199
8	\$39,712	\$70,593	\$45,362	\$80,517
9	\$43,717	\$76,872	\$49,903	\$88,566
10	\$48,040	\$85,291	\$54,890	\$97,423

11	\$52,863	\$93,819	\$60,378	\$107,171
12	\$58,146	\$106,299	\$66,417	\$117,878

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 9. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2020

Mayor and Council Members		\$12,701	
Judge		\$75,289	
Judge - Per DWI and Conflict Session		\$227	
Prosecutor		\$36,118	
Prosecutor - Per DWI and Conflict Session		\$186	
Public Defender		\$19,728	
Township Attorney		\$28,496	
Nurse Practitioner	per hour	\$59.23	
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am – 4:30 pm		\$19.89
	per hour Mon. - Fri. 4:30 pm – 8:30 am		\$25.73
	holidays and weekends		
Clerical & Unclassified Part-Time Employees	per hour	\$8.61	- \$15.80
Department of Public Works Summer Labor	per hour	\$9.74	- \$14.32
Matron	per hour	\$17.13	
Crossing Guard (2x/day)	per day	\$37.91	
Crossing Guard (3x/day)	per day	\$56.83	
Crossing Guard (4x/day)	per day	\$75.79	
Juvenile Conference Committee Secretary	per hour	\$21.34	
Snow Plow Operators	per hour	\$20.61	

SECTION 9. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2021

Mayor and Council Members		\$12,955	
Judge		\$76,795	
Judge - Per DWI and Conflict Session		\$232	
Prosecutor		\$36,841	
Prosecutor - Per DWI and Conflict Session		\$189	
Public Defender		\$20,122	
Township Attorney		\$29,066	
Nurse Practitioner	per hour	\$60.42	
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am – 4:30 pm		\$20.29
	per hour Mon. - Fri. 4:30 pm – 8:30 am		\$26.25
	holidays and weekends		
Clerical & Unclassified Part-Time Employees	per hour	\$8.78	- \$16.12
Department of Public Works Summer Labor	per hour	\$9.94	- \$14.61
Matron	per hour	\$17.47	
Crossing Guard (2x/day)	per day	\$38.67	
Crossing Guard (3x/day)	per day	\$57.97	
Crossing Guard (4x/day)	per day	\$77.30	
Juvenile Conference Committee Secretary	per hour	\$21.77	
Snow Plow Operators	per hour	\$21.03	

SECTION 9. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2022

Mayor and Council Members		\$13,214	
Judge		\$78,331	
Judge - Per DWI and Conflict Session		\$237	
Prosecutor		\$37,577	
Prosecutor - Per DWI and Conflict Session		\$193	
Public Defender		\$20,525	
Township Attorney		\$29,647	
Nurse Practitioner	per hour	\$61.62	
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am – 4:30 pm		\$20.69
	per hour Mon. - Fri. 4:30 pm – 8:30 am		\$26.77
	holidays and weekends		
Clerical & Unclassified Part-Time Employees	per hour	\$8.96	- \$16.44
Department of Public Works Summer Labor	per hour	\$10.13	- \$14.90
Matron	per hour	\$17.82	
Crossing Guard (2x/day)	per day	\$39.45	
Crossing Guard (3x/day)	per day	\$59.13	
Crossing Guard (4x/day)	per day	\$78.85	
Juvenile Conference Committee Secretary	per hour	\$22.20	
Snow Plow Operators	per hour	\$21.45	

SECTION 9. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2023

Mayor and Council Members		\$13,478	
Judge		\$79,898	
Judge - Per DWI and Conflict Session		\$241	
Prosecutor		\$38,329	
Prosecutor - Per DWI and Conflict Session		\$197	
Public Defender		\$20,935	
Township Attorney		\$30,240	
Nurse Practitioner	per hour	\$62.86	
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am – 4:30 pm		\$21.11
	per hour Mon. - Fri. 4:30 pm – 8:30 am		\$27.31
	holidays and weekends		
Clerical & Unclassified Part-Time Employees	per hour	\$9.14	- \$16.77
Department of Public Works Summer Labor	per hour	\$10.34	- \$15.20
Matron	per hour	\$18.17	
Crossing Guard (2x/day)	per day	\$40.23	
Crossing Guard (3x/day)	per day	\$60.31	
Crossing Guard (4x/day)	per day	\$80.42	
Juvenile Conference Committee Secretary	per hour	\$22.64	
Snow Plow Operators	per hour	\$21.88	

SECTION 10. RECREATION EMPLOYEES FOR 2020

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

Instructor	per hour	\$10.72	- \$31.63
Assistant Instructor	per hour	\$9.21	- \$25.32

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.40	- \$34.58
Assistant Supervisor	per hour	\$10.72	- \$25.32
Arts and Crafts Instructor	per hour	\$11.40	- \$25.32
Lifeguard	per hour	\$8.61	- \$16.89
Counselor	per hour	\$8.61	- \$13.98

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.38	- \$20.27
Bus Drivers	per hour	\$13.40	- \$21.95

SECTION 11. RECREATION EMPLOYEES FOR 2021

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

Instructor	per hour	\$10.93 - \$32.26
Assistant Instructor	per hour	\$9.39 - \$25.82

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.67 - \$35.27
Assistant Supervisor	per hour	\$10.93 - \$25.82
Arts and Crafts Instructor	per hour	\$11.63 - \$25.82
Lifeguard	per hour	\$8.78 - \$17.23
Counselor	per hour	\$8.78 - \$14.26

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.57 - \$20.67
Bus Drivers	per hour	\$13.67 - \$22.39

SECTION 12 RECREATION EMPLOYEES FOR 2022

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

Instructor	per hour	\$11.15 - \$32.91
Assistant Instructor	per hour	\$9.58 - \$26.34

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.94 - \$35.97
Assistant Supervisor	per hour	\$11.15 - \$26.34
Arts and Crafts Instructor	per hour	\$11.86 - \$26.34
Lifeguard	per hour	\$8.96 - \$17.57
Counselor	per hour	\$8.96 - \$14.55

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.76 - \$21.09
Bus Drivers	per hour	\$13.94 - \$22.84

SECTION 12 RECREATION EMPLOYEES FOR 2023

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

Instructor	per hour	\$11.38 - \$33.57
Assistant Instructor	per hour	\$9.77 - \$26.87

Recreation Employees - Summer Park Program

Supervisor	per hour	\$14.22 - \$36.69
Assistant Supervisor	per hour	\$11.38 - \$26.87
Arts and Crafts Instructor	per hour	\$12.10 - \$26.87
Lifeguard	per hour	\$9.14 - \$17.93
Counselor	per hour	\$9.14 - \$14.84

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.96 - \$21.51
Bus Drivers	per hour	\$14.22 - \$23.29

SECTION 14. KEY MANAGEMENT PERSONNEL FOR 2020

Township Manager	\$89,091 - \$163,504
Chief of Police	\$99,084 - \$163,968
Finance Director/Chief Financial Officer	\$66,550 - \$122,639
Assistant Township Manager	\$69,930 - \$119,473
Director of Public Works	\$67,245 - \$122,099
Director of Public Works and Engineering	\$85,000 - \$147,957
Director of Inspections	\$60,595 - \$118,649
Comptroller	\$62,000 - \$95,855
Township Clerk	\$53,576 - \$104,787
Tax Assessor	\$54,282 - \$98,314
Tax Collector	\$51,107 - \$99,213
Community Development Director	\$48,720 - \$100,850
Assistant to Township Manager	\$35,038 - \$91,058
Senior Citizen Director	\$42,712 - \$75,896
Recreation Director	\$43,094 - \$86,109
Court Administrator	\$43,094 - \$81,768
PAL Director	\$33,787 - \$50,116
Welfare Director (15 hours per week)	\$16,719 - \$31,783

SECTION 15. KEY MANAGEMENT PERSONNEL FOR 2021

Township Manager	\$89,091 - \$166,774
Chief of Police	\$99,084 - \$167,247
Finance Director/Chief Financial Officer	\$66,550 - \$125,091
Assistant Township Manager	\$69,930 - \$121,862
Director of Public Works	\$67,245 - \$124,541
Director of Public Works and Engineering	\$85,000 - \$150,916
Director of Inspections	\$60,595 - \$121,022

Comptroller	\$62,000 -	\$97,772
Township Clerk	\$53,576 -	\$106,882
Tax Assessor	\$54,282 -	\$100,280
Tax Collector	\$51,107 -	\$101,198
Community Development Director	\$48,720 -	\$102,867
Assistant to Township Manager	\$35,038 -	\$92,880
Senior Citizen Director	\$42,712 -	\$77,414
Recreation Director	\$43,094 -	\$87,832
Court Administrator	\$43,094 -	\$83,404
PAL Director	\$33,787 -	\$51,118
Welfare Director (15 hours per week)	\$16,719 -	\$32,419

SECTION 16. KEY MANAGEMENT PERSONNEL FOR 2022

Township Manager	\$89,091 -	\$170,110
Chief of Police	\$99,084 -	\$170,592
Finance Director/Chief Financial Officer	\$66,550 -	\$127,593
Assistant Township Manager	\$69,930 -	\$124,299
Director of Public Works	\$67,425 -	\$127,032
Director of Public Works and Engineering	\$85,000 -	\$153,935
Director of Inspections	\$60,595 -	\$123,443
Comptroller	\$62,000 -	\$99,727
Township Clerk	\$53,576 -	\$109,020
Tax Assessor	\$54,282 -	\$102,286
Tax Collector	\$51,107 -	\$103,222
Community Development Director	\$48,720 -	\$104,925
Assistant to Township Manager	\$35,038 -	\$94,737
Senior Citizen Director	\$42,712 -	\$78,962
Recreation Director	\$43,094 -	\$89,588
Court Administrator	\$43,094 -	\$85,072
PAL Director	\$33,787 -	\$52,140
Welfare Director (15 hours per week)	\$16,719 -	\$33,067

SECTION 17. KEY MANAGEMENT PERSONNEL FOR 2023

Township Manager	\$89,091 -	\$173,512
Chief of Police	\$99,084 -	\$174,004
Finance Director/Chief Financial Officer	\$66,550 -	\$130,145
Assistant Township Manager	\$69,930 -	\$126,785

Director of Public Works	\$67,425 -	\$129,573
Director of Public Works and Engineering	\$85,000 -	\$157,013
Director of Inspections	\$60,595 -	\$125,912
Comptroller	\$62,000 -	\$101,722
Township Clerk	\$53,576 -	\$111,200
Tax Assessor	\$54,282 -	\$104,331
Tax Collector	\$51,107 -	\$105,286
Community Development Director	\$48,720 -	\$107,023
Assistant to Township Manager	\$35,038 -	\$96,632
Senior Citizen Director	\$42,712 -	\$80,542
Recreation Director	\$43,094 -	\$91,380
Court Administrator	\$43,094 -	\$86,773
PAL Director	\$33,787 -	\$53,183
Welfare Director (15 hours per week)	\$16,719 -	\$33,729

SECTION 18. LONGEVITY FOR 2020 - 2023

Months of Service		Longevity Pay
Begin	Complete	Annual
60*	108*	\$780
109*	168*	\$1,408
169*	228*	\$2,039
229 Over*		\$2,548

*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.

ATTEST:

ALLISON QUIGLEY
Municipal Clerk

JANICE S. MIRONOV
Mayor

Adopted:
Published:
Effective: