

**TOWNSHIP OF MONTGOMERY  
SOMERSET COUNTY, NEW JERSEY**

**ORDINANCE #24-1732**

**AN ORDINANCE ESTABLISHING A COMPREHENSIVE SALARY AND WAGE PLAN FOR THE TOWNSHIP OF MONTGOMERY, SOMERSET COUNTY, AND TO PROVIDE FOR ITS ADMINISTRATION IN 2024**

**BE IT ORDAINED**, by the Township of Montgomery in the County of Somerset and the State of New Jersey, as follows:

**SECTION 1.** For 2024, the salary and wage plan for employees and certain officials of the Township of Montgomery shall be in accordance with the provisions of this ordinance as hereafter shown.

**SECTION 2.** The administration of the salary and wage plan as set forth in this ordinance shall be the responsibility of the Township Administrator and shall be in accordance with such rules and regulations as may be adopted from time to time by resolution of the Township Committee of the Township of Montgomery.

**SECTION 3.** Salaried employees and officials shall receive annual rates of pay in accordance with the following schedule:

|   | <u>Minimum</u> | <u>Maximum</u> |
|---|----------------|----------------|
| Mayor   |                | \$ 6,307.00    |
| Township Committee Member                     |                | 4,728.00       |
| Township Prosecutor                           |                | 46,712.00      |
| Municipal Judge                               |                | 33,779.00      |
| Public Defender                               |                | 3,842.00       |
| Township Administrator / Planning Director    | \$162,181.00   | 224,150.00     |
| Police Director / Township Administrator      | 162,181.00     | 224,150.00     |
| Township Administrator                        | 155,898.00     | 209,647.00     |
| Police Director / Captain                     | 152,165.00     | 197,059.00     |
| Chief Financial Officer / Tax Collector / QPA | 152,165.00     | 197,059.00     |
| Police Director                               | 146,554.00     | 195,350.00     |
| Police Chief                                  | 146,554.00     | 192,705.00     |
| Deputy Police Director / Captain              | 140,944.00     | 188,616.00     |
| Chief Financial Officer / Tax Collector       | 140,944.00     | 188,616.00     |
| Captain                                       | 131,693.00     | 174,364.00     |
| Township Clerk / Purchasing Agent             | 101,919.00     | 161,565.00     |
| Township Clerk                                | 101,919.00     | 161,565.00     |
| Chief Financial Officer                       | 101,919.00     | 161,565.00     |
| Township Engineer                             | 101,919.00     | 161,565.00     |
| Planning Director                             | 101,919.00     | 161,565.00     |
| Public Works Director                         | 101,919.00     | 161,565.00     |
| Parks and Recreation Director                 | 101,919.00     | 161,565.00     |
| Recreation Director                           | 101,919.00     | 161,565.00     |
| Construction Official / Fire Marshall         | 101,919.00     | 161,565.00     |
| Director of Wastewater Operations             | 101,919.00     | 161,565.00     |
| IT Director                                   | 101,919.00     | 161,565.00     |
| Construction Official                         | 101,919.00     | 161,565.00     |
| Fire Marshall                                 | 101,919.00     | 161,565.00     |
| Assistant Township Administrator              | 80,788.00      | 128,049.00     |

|  | <u>Minimum</u> | <u>Maximum</u> |
|--|----------------|----------------|
| Assistant Township Engineer                              | \$ 80,788.00   | \$128,049.00   |
| Assistant Public Works Director                          | 80,788.00      | 128,049.00     |
| Assistant Chief Financial Officer / Deputy Tax Collector | 80,788.00      | 128,049.00     |
| Assistant Planning Director                              | 80,788.00      | 128,049.00     |
| Community Development Director                           | 80,788.00      | 128,049.00     |
| GIS / CAD Manager  | 80,788.00      | 128,049.00     |
| Open Space & Stewardship Director                        | 80,788.00      | 128,049.00     |
| MIS Coordinator  | 76,033.00      | 119,917.00     |
| Purchasing Agent   | 76,033.00      | 119,917.00     |
| Tax Assessor (Full-Time)                                 | 76,033.00      | 119,917.00     |
| Assistant Chief Financial Officer                        | 71,834.00      | 118,512.00     |
| Assistant Recreation Director                            | 71,834.00      | 118,512.00     |
| Assistant Tax Assessor                                   | 71,834.00      | 118,512.00     |
| Assistant Open Space & Stewardship Director              | 71,834.00      | 118,512.00     |
| Building Maintenance Foreman                             | 71,834.00      | 118,512.00     |
| Chief Sewer Plant Operator                               | 71,834.00      | 118,512.00     |
| Parks Foreman  | 71,834.00      | 118,512.00     |
| Roads Foreman  | 71,834.00      | 118,512.00     |
| Payroll Manager / Pension Coordinator                    | 71,834.00      | 118,512.00     |
| Personnel Coordinator                                    | 71,834.00      | 118,512.00     |
| Senior Financial Analyst                                 | 71,834.00      | 118,512.00     |
| IT Specialist / Public Safety Technician                 | 59,071.00      | 116,502.00     |
| Conservation Stewardship Technician                      | 59,071.00      | 97,108.00      |
| Laboratory Supervisor                                    | 59,071.00      | 97,108.00      |
| Senior Recreation Program Coordinator                    | 59,071.00      | 97,108.00      |
| Deputy Township Clerk                                    | 59,071.00      | 97,108.00      |
| Court Administrator                                      | 53,214.00      | 84,355.00      |
| Recreation Program Coordinator                           | 53,214.00      | 84,355.00      |

**SECTION 4.** Hourly employees shall receive hourly rates of pay in accordance with the following schedule:

|                               | <u>Minimum</u> | <u>Maximum</u> |
|-------------------------------|----------------|----------------|
| Community Information Officer | \$ 28.48       | \$ 47.88       |
| Administrative Assistant      | 28.48          | 44.29          |
| Executive Secretary           | 24.92          | 39.91          |
| Secretary I                   | 19.49          | 30.17          |
| Clerk Typist II               | 17.11          | 26.91          |
| Clerk Typist I                | 15.64          | 24.29          |
| Facility Aide                 | 15.13          | 16.59          |

**Aquatics:**

|                             |          |          |
|-----------------------------|----------|----------|
| Aquatics Director           | \$ 26.36 | \$ 31.61 |
| Assistant Aquatics Director | 23.33    | 25.32    |
| Lifeguard Supervisor        | 21.82    | 23.66    |
| Certified Instructor        | 20.30    | 23.10    |
| Non-Certified Instructor    | 17.27    | 22.51    |
| Lifeguard                   | 15.13    | 17.85    |

| <b><u>Summer Camp:</u></b> | <b><u>Minimum</u></b> | <b><u>Maximum</u></b> |
|----------------------------|-----------------------|-----------------------|
| Camp Coordinator           | \$ 19.90              | \$ 27.69              |
| Site Supervisor            | 17.27                 | 25.13                 |
| Arts & Crafts Specialist   | 17.27                 | 25.13                 |
| Trip Coordinator           | 17.27                 | 25.13                 |
| Assistant Site Supervisor  | 16.51                 | 24.22                 |
| Group Leader               | 15.76                 | 23.31                 |
| Counselor                  | 15.13                 | 22.58                 |

**SECTION 5:** Hourly Employees shall be compensated at appropriate overtime rates of pay for the time worked in excess of 40 hours per week.

**SECTION 6:** Compensatory time off for overtime worked will not be allowed.

**SECTION 7:** Under extraordinary circumstances, and subject to policy guidance by the Township Committee, the Township Administrator may approve compensation of employees at rates of pay outside the ranges set forth in Section 3, 4 and 5 above.

**SECTION 8:** Rates of pay for temporary, seasonal, occupational and other employees for whom no other method of compensation is set forth herein, shall be fixed by the Township Administrator provided that said rates of pay not exceed \$40.00 per hour.

**SECTION 9:** Compensation for employees in collective bargaining units shall be governed by the specific provisions of agreements between said units and the Township, or in the absence of an agreement, practices in effect at the time of adoption of this ordinance.

**SECTION 10:** Effective Date. This ordinance shall take effect upon final adoption and publication in accordance with the law.

**ATTEST:**

**TOWNSHIP OF MONTGOMERY  
COUNTY OF SOMERSET**

\_\_\_\_\_  
Lisa Fania, RMC  
Township Clerk

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Neena Singh  
Mayor

## **NOTICE OF PENDING ORDINANCE**

**PLEASE TAKE NOTICE** that the foregoing ordinance was introduced and passed on first reading by the Township Committee of the Township of Montgomery, County of Somerset, New Jersey at a meeting held on May 2, 2024 and the same was then ordered to be published according to law with a public hearing and a vote scheduled for the meeting of May 16, 2024 beginning at 7:00 p.m. at the Municipal Building, 100 Community Drive, Skillman, NJ at which time all interested persons will be heard. Copies of the ordinance can be obtained, without cost, by any member of the general public at the Municipal Clerk's office between the hours of 8:00 a.m. and 4:30 p.m.

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Lisa Fania, RMC  
Township Clerk