

ORDINANCE 2014 - 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 2012 - 2015

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 2012 -2015 and until a successor Ordinance is adopted.

SECTION 1. SCHEDULE OF SALARIES FOR 2012

Grade	35-Hour Week		40-Hour Week	
	Minimum	Maximum	Minimum	Maximum
1	\$20,381	\$29,526	\$23,274	\$33,725
2	\$22,415	\$32,482	\$25,654	\$37,091
3	\$24,661	\$35,727	\$28,168	\$40,801
4	\$27,127	\$39,293	\$30,982	\$44,885
5	\$29,840	\$43,227	\$34,087	\$49,379
6	\$32,818	\$47,078	\$37,490	\$54,309
7	\$36,104	\$52,298	\$41,243	\$59,745
8	\$39,712	\$57,619	\$45,362	\$65,718
9	\$43,717	\$62,744	\$49,903	\$72,288
10	\$48,040	\$69,615	\$54,890	\$79,518
11	\$52,863	\$76,575	\$60,378	\$87,472
12	\$58,146	\$86,762	\$66,417	\$96,213

SECTION 2. SCHEDULE OF SALARIES FOR 2013

Grade	35-Hour Week			40-Hour Week	
	Minimum	Maximum		Minimum	Maximum
1	\$20,381	\$29,969		\$23,274	\$34,231
2	\$22,415	\$32,969		\$25,654	\$37,647
3	\$24,661	\$36,263		\$28,168	\$41,413
4	\$27,127	\$39,882		\$30,982	\$45,558
5	\$29,840	\$43,875		\$34,087	\$50,120
6	\$32,818	\$47,784		\$37,490	\$55,124
7	\$36,104	\$53,082		\$41,243	\$60,642
8	\$39,712	\$58,483		\$45,362	\$66,704
9	\$43,717	\$63,685		\$49,903	\$73,372
10	\$48,040	\$70,659		\$54,890	\$80,711
11	\$52,863	\$77,724		\$60,378	\$88,784
12	\$58,146	\$88,063		\$66,417	\$97,656

SECTION 3. SCHEDULE OF SALARIES FOR 2014

Grade	35-Hour Week			40-Hour Week	
	Minimum	Maximum		Minimum	Maximum
1	\$20,381	\$30,493		\$23,274	\$34,830
2	\$22,415	\$33,546		\$25,654	\$38,306
3	\$24,661	\$36,898		\$28,168	\$42,138
4	\$27,127	\$40,580		\$30,892	\$46,355
5	\$29,840	\$44,643		\$34,087	\$50,997
6	\$32,818	\$48,620		\$37,490	\$56,089
7	\$36,104	\$54,011		\$41,243	\$61,703
8	\$39,712	\$59,506		\$45,362	\$67,871

9	\$43,717	\$64,799	\$49,903	\$74,656
10	\$48,040	\$71,896	\$54,890	\$82,123
11	\$52,863	\$79,084	\$60,378	\$90,338
12	\$58,146	\$89,604	\$66,417	\$99,365

SECTION 4. SCHEDULE OF SALARIES FOR 2015

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

1	\$20,381	\$31,103	\$23,274	\$35,527
2	\$22,415	\$34,217	\$25,654	\$39,072
3	\$24,661	\$37,636	\$28,168	\$42,981
4	\$27,127	\$41,392	\$30,982	\$47,282
5	\$29,840	\$45,536	\$34,087	\$52,017
6	\$32,818	\$49,592	\$37,490	\$57,211
7	\$36,104	\$55,091	\$41,243	\$62,937
8	\$39,712	\$60,696	\$45,362	\$69,228
9	\$43,717	\$66,095	\$49,903	\$76,149
10	\$48,040	\$73,334	\$54,890	\$83,765
11	\$52,863	\$80,666	\$60,378	\$92,145
12	\$58,146	\$91,396	\$66,417	\$101,352

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, Secretary to the Township Manager
Grade 9	Computer Services Administrator/Support Services Supervisor; Assistant Comptroller/Assistant Purchasing Agent; Assistant General Foreman
Grade 10	General Foreman
Grade 11	Assistant to Chief of Police
Grade 12	Reserved

SECTION 6. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2012

Mayor and Council Members		\$11,002	
Judge		\$67,349	
Judge - Per DWI and Conflict Session		\$197	
Prosecutor		\$32,309	
Prosecutor - Per DWI and Conflict Session		\$161	
Public Defender		\$11,824	
Township Attorney		\$25,000	
Nurse Practitioner	per hour	\$51.29	
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am - 4:30 pm		\$17.22
	per hour Mon. - Fri. 4:30 pm - 8:30 am		\$22.28
	Holidays & weekends		
Clerical & Unclassified Part-Time Employees	per hour	\$7.36	\$13.67
Department of Public Works Summer Labor	per hour	\$9.55	\$12.40
Matron	per hour	\$14.82	
Crossing Guard (2x/day)	per day	\$32.82	
Crossing Guard (3x/day)	per day	\$49.22	
Crossing Guard (4x/day)	per day	\$65.63	
Juvenile Conference Committee Secretary	per hour	\$18.47	
Part-time Radio Officer	per hour	\$20.44	\$27.14
Probationary Radio Officer	per hour	\$18.91	\$22.35
Snow Plow Operators	per hour	\$17.85	

SECTION 7. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2013

Mayor and Council Members		\$11,167
Judge		\$67,349
Judge - Per DWI and Conflict Session		\$200
Prosecutor		\$32,309
Prosecutor - Per DWI and Conflict Session		\$163
Public Defender		\$11,824
Township Attorney		\$26,000
Nurse Practitioner	per hour	\$52.06

Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am - 4:30 pm	\$17.48
	per hour Mon. - Fri. 4:30 pm - 8:30 am	\$22.62
	Holidays & weekends	
Clerical & Unclassified Part-Time Employees	per hour	\$7.36 - \$13.88
Department of Public Works Summer Labor	per hour	\$9.55 - \$12.59
Matron	per hour	\$15.05
Crossing Guard (2x/day)	per day	\$33.32
Crossing Guard (3x/day)	per day	\$49.96
Crossing Guard (4x/day)	per day	\$66.62
Juvenile Conference Committee Secretary	per hour	\$18.75
Part-time Radio Officer	per hour	\$20.44 - \$27.55
Probationary Radio Officer	per hour	\$18.91 - \$22.76
Snow Plow Operators	per hour	\$18.12

SECTION 8. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2014

Mayor and Council Members		\$11,362
Judge		\$67,349
Judge - Per DWI and Conflict Session		\$204
Prosecutor		\$32,309
Prosecutor - Per DWI and Conflict Session		\$166
Public Defender		\$11,824
Township Attorney		\$26,000
Nurse Practitioner	per hour	\$52.98
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am - 4:30 pm	\$17.79
	per hour Mon. - Fri. 4:30 pm - 8:30 am	\$23.02
	holidays and weekends	
Clerical & Unclassified Part-Time Employees	per hour	\$7.36 - \$14.13
Department of Public Works Summer Labor	per hour	\$9.55 - \$12.81
Matron	per hour	\$15.32
Crossing Guard (2x/day)	per day	\$33.91
Crossing Guard (3x/day)	per day	\$50.84
Crossing Guard (4x/day)	per day	\$67.79
Juvenile Conference Committee Secretary	per hour	\$19.08
Part-time Radio Officer	per hour	\$20.44 - \$28.04
Probationary Radio Officer	per hour	\$18.91 - \$23.16
Snow Plow Operators	per hour	\$18.44

SECTION 9. SCHEDULE OF PART-TIME SALARIES AND WAGES FOR 2015

Mayor and Council Members	\$11,589
Judge	\$68,696

Judge - Per DWI and Conflict Session		\$208	
Prosecutor		\$32,955	
Prosecutor - Per DWI and Conflict Session		\$169	
Public Defender		\$18,000	
Township Attorney		\$26,000	
Nurse Practitioner	per hour	\$54.04	
Deputy Animal Control Officer	per hour Mon. - Fri. 8:30 am - 4:30 pm		\$18.15
	per hour Mon. - Fri. 4:30 pm - 8:30 am		\$23.48
	holidays and weekends		
Clerical & Unclassified Part-Time Employees	per hour	\$7.36	\$14.42
Department of Public Works Summer Labor	per hour	\$9.55	\$13.07
Matron	per hour	\$15.63	
Crossing Guard (2x/day)	per day	\$34.59	
Crossing Guard (3x/day)	per day	\$51.86	
Crossing Guard (4x/day)	per day	\$69.15	
Juvenile Conference Committee Secretary	per hour	\$19.47	
Part-time Radio Officer	per hour	\$20.44	\$28.60
Probationary Radio Officer	per hour	\$18.91	\$23.63
Snow Plow Operators	per hour	\$18.81	

SECTION 10. RECREATION EMPLOYEES FOR 2012

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

Instructor	per hour	\$10.51	\$27.39
Assistant Instructor	per hour	\$7.88	\$21.92

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.14	\$29.94
Assistant Supervisor	per hour	\$10.51	\$21.92
Arts and Crafts Instructor	per hour	\$11.18	\$21.92
Lifeguard	per hour	\$7.36	\$14.62
Counselor	per hour	\$7.36	\$12.10

Recreation Employees - Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.20	\$17.53
Bus Drivers	per hour	\$13.14	\$19.00

SECTION 11. RECREATION EMPLOYEES FOR 2013

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

Instructor	per hour	\$10.51	\$27.80
Assistant Instructor	per hour	\$7.88	\$22.25

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.14 - \$30.39
Assistant Supervisor	per hour	\$10.51 - \$22.25
Arts and Crafts Instructor	per hour	\$11.18 - \$22.25
Lifeguard	per hour	\$7.36 - \$14.84
Counselor	per hour	\$7.36 - \$12.29

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.20 - \$17.80
Bus Drivers	per hour	\$13.14 - \$19.29

SECTION 12 RECREATION EMPLOYEES FOR 2014

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

Instructor	per hour	\$10.51 - \$28.29
Assistant Instructor	per hour	\$7.88 - \$22.64

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.14 - \$30.93
Assistant Supervisor	per hour	\$10.51 - \$22.64
Arts and Crafts Instructor	per hour	\$11.18 - \$22.64
Lifeguard	per hour	\$7.36 - \$15.10
Counselor	per hour	\$7.36 - \$12.51

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.20 - \$18.12
Bus Drivers	per hour	\$13.14 - \$19.63

SECTION 13. RECREATION EMPLOYEES FOR 2015

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

Instructor	per hour	\$10.51 - \$28.86
Assistant Instructor	per hour	\$7.88 - \$23.10

Recreation Employees - Summer Park Program

Supervisor	per hour	\$13.14 - \$31.55
Assistant Supervisor	per hour	\$10.51 - \$23.10

Arts and Crafts Instructor	per hour	\$11.18 - \$23.10
Lifeguard	per hour	\$7.36 - \$15.41
Counselor	per hour	\$7.36 - \$12.76

Recreation Employees – Miscellaneous

Administrative Assistant/Park Coordinator	per hour	\$9.20 - \$18.49
Bus Drivers	per hour	\$13.14 - \$20.03

SECTION 14. KEY MANAGEMENT PERSONNEL FOR 2012

Township Manager	\$89,091 - \$141,621
Chief of Police	\$99,084 - \$142,022
Finance Director/Chief Financial Officer	\$66,550 - \$106,225
Assistant Township Manager	\$69,930 - \$103,483
Director of Public Works	\$67,245 - \$105,758
Director of Inspections	\$60,595 - \$102,769
Comptroller	\$62,000 - \$83,025
Township Clerk	\$53,576 - \$90,762
Tax Assessor	\$54,282 - \$85,155
Tax Collector	\$51,107 - \$85,935
Community Development Director	\$48,720 - \$87,353
Assistant to Township Manager	\$35,038 - \$78,871
Recreation Director	\$42,712 - \$74,584
Court Administrator	\$43,094 - \$70,825
PAL Director	\$33,787 - \$43,408
Welfare Director (15 hours per week)	\$16,719 - \$27,529

SECTION 15. KEY MANAGEMENT PERSONNEL FOR 2013

Township Manager	\$89,091 - \$143,745
Chief of Police	\$99,084 - \$144,152
Finance Director/Chief Financial Officer	\$66,550 - \$107,818
Assistant Township Manager	\$69,930 - \$105,035
Director of Public Works	\$67,425 - \$107,344
Director of Inspections	\$60,595 - \$104,311
Comptroller	\$62,000 - \$84,270
Township Clerk	\$53,576 - \$92,128
Tax Assessor	\$54,282 - \$86,432
Tax Collector	\$51,107 - \$87,224
Community Development Director	\$48,720 - \$88,668
Assistant to Township Manager	\$35,038 - \$80,054
Recreation Director	\$42,712 - \$75,708
Court Administrator	\$43,094 - \$71,887
PAL Director	\$33,787 - \$44,059

Welfare Director (15 hours per week)	\$16,719 -	\$27,942
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SECTION 16. KEY MANAGEMENT PERSONNEL FOR 2014

Township Manager	\$89,091 -	\$146,261
Chief of Police	\$99,084 -	\$146,675
Finance Director/Chief Financial Officer	\$66,550 -	\$109,705
Assistant Township Manager	\$69,930 -	\$106,873
Director of Public Works	\$67,425 -	\$109,223
Director of Inspections	\$60,595 -	\$106,136
Comptroller	\$62,000 -	\$85,745
Township Clerk	\$53,576 -	\$93,735
Tax Assessor	\$54,282 -	\$87,945
Tax Collector	\$51,107 -	\$88,750
Community Development Director	\$48,720 -	\$90,215
Assistant to Township Manager	\$35,038 -	\$81,455
Recreation Director	\$42,712 -	\$77,028
Court Administrator	\$43,094 -	\$73,145
PAL Director	\$33,787 -	\$44,830
Welfare Director (15 hours per week)	\$16,719 -	\$28,431

SECTION 17. KEY MANAGEMENT PERSONNEL FOR 2015

Township Manager	\$89,091 -	\$149,186
Chief of Police	\$99,084 -	\$149,609
Finance Director/Chief Financial Officer	\$66,550 -	\$111,899
Assistant Township Manager	\$69,930 -	\$109,010
Director of Public Works	\$67,425 -	\$111,407
Director of Public Works and Engineering	\$85,000 -	\$135,000
Director of Inspections	\$60,595 -	\$108,259
Comptroller	\$62,000 -	\$87,460
Township Clerk	\$53,576 -	\$95,610
Tax Assessor	\$54,282 -	\$89,704
Tax Collector	\$51,107 -	\$90,525
Community Development Director	\$48,720 -	\$92,019
Assistant to Township Manager	\$35,038 -	\$83,084
Recreation Director	\$42,712 -	\$78,569
Court Administrator	\$43,094 -	\$74,608
PAL Director	\$33,787 -	\$45,727
Welfare Director (15 hours per week)	\$16,719 -	\$29,000

SECTION 18. LONGEVITY FOR 2012 - 2015

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:

James P Brady
Acting Municipal Clerk

Adopted: